

Memorandum of Agreement
Between
Sutherlin School District #130
And
Douglas County Bargaining Council

The Collective Bargaining Agreement Between Douglas County Bargaining Council and Sutherlin School District #130 in effect July 1, 2019 through June 30, 2021 will remain in effect through June 30, 2024 with the following amendments:

Amendment 1:

Article 16- Insurance

A. Effective on the insurance anniversary date, for each eligible full-time employee in the bargaining unit, the District will contribute up to the amount listed below, per month, towards the total premium for health insurance plan package(s) mutually identified by the parties for the employees and their eligible dependents. The actual health insurance coverage shall be provided by a carrier authorized to do so pursuant to Oregon state laws and regulations:

Insurance Year	Monthly District Contribution
2021-2022	\$1,383.00
2022-2023	\$1,433.00
2023-2024	\$1,483.00

Amendment 2:

Article 17 – Professional Compensation

A. Salary Schedule

The salary schedules for full-time teachers are in Appendix A and by this reference are incorporated herein.

1. Effective July 1, 2021 the district agrees to increase the base step on the 2021-2022 salary schedule by 2%. A step increase is granted to those that are eligible. See appendix A.
2. Effective July 1, 2022 the district agrees to increase the base step on the 2022-2023 salary schedule by 3%. A step increase is granted to those that are eligible. See appendix A.
3. Effective July 1, 2023 the district agrees to increase the base step on the 2023-2024 salary schedule by 2%. A step increase is granted to those that are eligible. See appendix A.

Appendix A**Sutherlin School District #130
Licensed Salary Schedule
2021-2022**

STEP	BA	BA+45	BA+75	MA	MA+30
0	43,116	45,125	47,136	47,136	49,146
1	44,863	46,872	48,883	48,883	50,892
2	46,609	48,618	50,628	50,628	52,638
3	48,353	50,363	52,373	52,373	54,383
4	50,100	52,109	54,120	54,120	56,130
5	51,846	53,855	55,865	55,865	57,875
6	53,589	55,600	57,611	57,611	59,620
7	55,335	57,345	59,357	59,357	61,366
8	57,082	59,092	61,101	61,101	63,112
9	58,826	60,837	62,847	62,847	64,857
10	60,572	62,582	64,592	64,592	66,603
11	62,319	64,329	66,338	66,338	68,349
12		66,074	68,084	68,084	70,094
13		67,819	69,829	69,829	71,839
14			71,576	71,576	73,588

Appendix A1**Sutherlin School District #130
Licensed Salary Schedule
2022-2023**

STEP	BA	BA+45	BA+75	MA	MA+30
0	44,409	46,479	48,550	48,550	50,621
1	46,209	48,278	50,349	50,349	52,419
2	48,007	50,077	52,147	52,147	54,217
3	49,803	51,874	53,944	53,944	56,015
4	51,603	53,672	55,743	55,743	57,813
5	53,401	55,471	57,541	57,541	59,611
6	55,197	57,268	59,339	59,339	61,409
7	56,995	59,065	61,137	61,137	63,207
8	58,795	60,865	62,934	62,934	65,005
9	60,591	62,662	64,733	64,733	66,803
10	62,389	64,459	66,530	66,530	68,601
11	64,189	66,259	68,328	68,328	70,399
12		68,056	70,127	70,127	72,196
13		69,853,	71,924	71,924	73,994
14			73,723	73,723	75,795

Appendix A3**Sutherland School District #130
Licensed Salary Schedule
2023-2024**

STEP	BA	BA+45	BA+75	MA	MA+30
0	45,297	47,409	49,521	49,521	51,633
1	47,133	49,244	51,356	51,356	53,467
2	48,967	51,078	53,190	53,190	55,302
3	50,799	52,912	55,023	55,023	57,135
4	52,635	54,746	56,858	56,858	58,969
5	54,469	56,580	58,691	58,691	60,804
6	56,301	58,413	60,526	60,526	62,637
7	58,135	60,247	62,360	62,360	64,471
8	59,971	62,082	64,193	64,193	66,305
9	61,803	63,915	66,027	66,027	68,139
10	63,637	65,748	67,861	67,861	69,973
11	65,473	67,584	69,695	69,695	71,807
12		69,417	71,529	71,529	73,640
13		71,250	73,362	73,362	75,474
14			75,198	75,198	77,311

Appendix B
Extra Duty — 2021-2024

Steps are a percent of the base salary:

STEP	A	B	C	D	E	F
1	10.0%	8.0%	7.0%	5.0%	4.0%	3.0%
2	11.0%	8.8%	7.7%	5.5%	4.3%	3.2%
3	12.0%	9.6%	8.4%	6.0%	4.6%	3.4%
4	13.0%	10.4%	9.1%	6.5%	4.9%	3.6%
5	14.0%	11.2%	9.8%	7.0%	5.2%	3.8%

A	C	E
Band/Choral Director - minimum of 2 concerts FFA Advisor <u>HS Head Coaches:</u> <i>Baseball</i> <i>Basketball</i> <i>Cross Country</i> <i>Football</i> <i>Golf</i> <i>Soccer</i> <i>Softball</i> <i>Track</i> <i>Volleyball</i> <i>Wrestling</i>	HS Yearbook Advisor <u>MS Head Coaches:</u> <i>Basketball</i> <i>Cross Country</i> <i>Football</i> <i>Track</i> <i>Volleyball</i> <i>Wrestling</i>	Athletic Liaison HS HOSA Advisor HS Leadership HS Assistant coach position if split between two persons will always be at E1. <u>Special Olympics Head Coach</u> – will always be paid at E1. <i>Soccer</i> <i>Basketball</i> <i>Softball</i> <i>Any other sport will have to have Board approval.</i>
B	D	F
HS Cheerleading, 2 seasons, 2 separate contracts <u>HS JV/Assistant Coaches:</u> <i>Baseball</i> <i>Basketball</i> <i>Cross Country</i> <i>Football</i> <i>Golf</i> <i>Soccer</i> <i>Softball</i> <i>Track</i> <i>Volleyball</i> <i>Wrestling</i>	HS Drama – minimum 2 plays <u>MS Assistant Coaches:</u> <i>Basketball</i> <i>Cross Country</i> <i>Football</i> <i>Track</i> <i>Volleyball</i> <i>Wrestling</i>	MS Leadership MS Robotics – 5 weekends, 1 day a week after school HS Robotics – 5 weekends, 1 day a week after school Special Olympics Assistant Coach, only if more than one team and will always be paid at F1. <div style="background-color: #cccccc; text-align: center; padding: 2px;">OTHER</div> Athletic Director (B2x) Curriculum Rate = Appendix “A” BA “0” step; 190 days/7 ¾ hrs

Appendix B 1

Extra duty/extended Contracts
2021-2022**BASE: \$43,116**

STEP	A	B	C	D	E	F
1	4312	3449	3018	2156	1725	1293
2	4743	3794	3320	2371	1854	1380
3	5174	4139	3622	2587	1983	1466
4	5605	4484	3924	2803	2113	1552
5	6036	4829	4225	3018	2242	1638

Appendix B2

Extra duty/extended Contracts
2022-2023**BASE: \$44.409**

STEP	A	B	C	D	E	F
1	4441	3553	3109	2220	1776	1332
2	4885	3908	3419	2442	1910	1421
3	5329	4263	3730	2665	2043	1510
4	5773	4619	4041	2887	2176	1599
5	6217	4974	4352	3109	2309	1688

Appendix B3

Extra duty/extended Contracts
2023-2024**BASE: \$45,297**

STEP	A	B	C	D	E	F
1	4530	3624	3171	2265	1812	1359
2	4983	3986	3488	2491	1948	1449
3	5436	4349	3805	2718	2084	1540
4	5889	4711	4122	2944	2220	1631
5	6342	5073	4439	3171	2355	1721

The parties agree that all provisions of the collective bargaining agreement not modified by this Memorandum of Agreement will remain in full force and effect.

The terms set forth in this Agreement are entered into on a one-time basis. This Memorandum of Agreement will expire when a successor agreement for the 2023-2024 bargaining agreement is in place.

Agreed to this _____ day of _____, 2021

Board Chair

Chair, Sutherlin Bargaining Unit Bargaining Team

Superintendent

OEA Consultant