

# Salary Survey



**Salaries, Economic Benefits  
and Selected Policies  
for Teachers in  
Oregon School Districts**



**2015-16**



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## *Foreword*

This compilation of information on teacher salaries and related economic policies in Oregon school districts is the 47<sup>th</sup> such report prepared by the Oregon School Boards Association. We continue to prepare the report because of expressed interest by local school officials in having comparative information for collective bargaining purposes. Some districts had not concluded bargaining by the time the report was prepared and are therefore not included in this report.

While this particular report is restricted to information relating to teachers, a companion volume on salaries and fringe benefits for administrators will be published. The OSBA takes the responsibility for the teachers' report while the Confederation of Oregon School Administrators (COSA) is responsible for the administrators' publication.

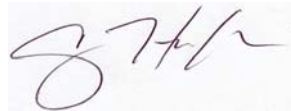
We know the burden faced by administrators in filling out "forms" and completing questionnaires and are therefore deeply appreciative of the time they took to provide the detailed information contained in the report.

This report was prepared under the general supervision of Lisa Freiley, *Director, PACE Administration*. Data was prepared for publication by Pamela Mullen, *PACE Administration Assistant*. Their efforts are gratefully acknowledged.

Respectfully submitted.



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## Introduction

This report contains information on salaries and related policies for teachers. Districts are divided into size categories. Categories are 3000 & Over ADM, 1000-2999 ADM, 500-999 ADM and 1-499 ADM. The size figure is the resident average daily membership attending as reported to the State Department of Education on the December 31, 2015 report. Districts are alphabetized within these size categories. This year marks the 26<sup>th</sup> time information regarding ESDs is included as a separate section in this publication. Other information contained in this report is explained below.

### PERS

Districts that do *not* pay the six percent employee PERS “pick-up” are denoted with an asterisk (\*) next to their name.

### Licensed Salary Schedule

Indicates the minimum and maximum salaries in the 2015-2016 salary schedule for bachelor’s degree, bachelor’s degree plus 45 quarter hours, master’s degree and master’s degree plus 45 quarter hours. The number of steps or increments from the base to the maximum. Also shown are the increment amounts between the two steps at the base of the training column and the increment amounts between the two steps at the top of the training column.

### Intermediate Salary Columns

Lists districts with salary columns in addition to the columns reported on the preceding pages. The credit hours are reported in quarter hours. Those districts not appearing on the page did not report additional columns.

### Salary Policies

*BA Base Increase for Year (i.e. 2015-2016 over [Prev. year (2014-15)])*—shows the percentage increase in the BA base salary for 2015-2016.

*Average Annual Teaching Salary*—shows the average teacher salary as reported by each district to the Oregon Department of Education.

*FTE*—shows the number of teachers used to calculate the average annual teaching salary as reported by each district to the Oregon Department of Education.

*Student School Days*—reports the number of days the students are actually in attendance.

*Teacher Contract Days*—includes the total number of student attendance days, teacher workdays and all paid holidays.

*Inservice Days*—indicates the number of days provided for activities such as teacher training programs.

*Paid Holidays*—shows number of paid holidays granted.

## Professional Improvement

*Tuition Reimbursement*—shows districts that compensate teachers for professional improvement. The columns indicate the number of hours, amount and if the district pools excess funds for courses taken.

## Insurance

*Highest Monthly Premium*—indicates the highest monthly premium for any health insurance program offered by the district for licensed employees and their families.

*Maximum District Contribution*—indicates the highest monthly district contribution towards health insurance plan premiums. The maximum district contribution may be less than the district's cap amount, if the district offers a plan that is fully covered by the district's cap. The maximum district contribution may be more than the district's cap if the district pools excess contributions to help employees pay a portion of their premiums.

*Plan Type*—indicates the type of insurance plan for which the district pays the listed amount for each employee. The options include:

**Composite:** Under one program, a district pays a flat, composite or unit rate per employee per month. For example, a district might pay \$800 per month per employee for specified coverages such as medical, dental and vision.

**Tiered or Step Rate:** Under another type of program, a district pays different rates per employee per month depending on the scope of coverage: single party, employee and spouse or family coverage. For example, the cost of insurance in a district might be \$860 per month for single party medical coverage, \$990 per month for employee and spouse medical coverage or \$1,020 per month for full family medical coverage.

*District's Cap*—indicates the dollar value of the district's cap on its contribution. For those districts paying a percentage of the premium, the dollar value of that percentage is listed.

*Pooled Contributions*—indicates whether the district pools contribution amounts (i.e. the amount in "excess" of an employee rate for a single employee is pooled and then applied towards the cost of the family rate plan for another employee, so employees with more expensive plans generally have little or no out-of-pocket expense for their monthly premiums).

*Maximum Employee Contribution*—indicates the highest monthly out-of-pocket expense an employee may incur due to a district's cap on contributions.

*Types of Health Insurance Provided*—indicates the types of health insurance included in the premium amount. Possible benefits provided include medical insurance, dental insurance, life insurance (which includes the death benefit amount when available), long term disability and vision insurance.

*Eligible for Full Contribution*—indicates which group of employees are eligible for the district's full contribution toward health insurance.



## **Paid Leaves**

*Personal Leave*—indicates the annual allowance, whether the leave is paid, whether other leave days are used for this purpose and whether any deductions are made from salary.

*Business Leave*—indicates the annual allowance, whether the leave is paid, whether other leave days are used for this purpose and whether any deductions are made from salary.

*Professional Leave*—indicates the annual allowance, whether the leave is paid, whether other leave days are used for this purpose and whether any deductions are made from salary.

*Bereavement Leave*—indicates the annual allowance, whether the leave is paid, whether other leave days are used for this purpose and whether any deductions are made from salary.

*Association Leave*—indicates the annual allowance, whether the leave is paid, whether other leave days are used for this purpose and whether any deductions are made from salary.

*Jury/Legal Leave*—indicates the annual allowance, whether the leave is paid, whether other leave days are used for this purpose and whether any deductions are made from salary.

*Family Illness Leave*—indicates the annual allowance, whether the leave is paid, whether other leave days are used for this purpose and whether any deductions are made from salary.

*Pregnancy Leave*—indicates the annual allowance, whether the leave is paid, whether other leave days are used for this purpose and whether any deductions are made from salary.

*Parental Leave*—indicates the annual allowance, whether the leave is paid, whether other leave days are used for this purpose and whether any deductions are made from salary.

*Sabbatical Leave*—indicates the percentage of an employee's salary that is paid to an employee when that employee has applied for and been granted a sabbatical leave.

## **Extra-Duty Pay**

Reports the amount of compensation teachers will receive for selected extra-duty assignments during the 2015-2016 school year.

**Table I**  
**Statewide Summary**  
*Characteristics of Collected Data*  
**2015-2016**

<b>ADM Category</b>	<b>No. of Districts</b>	<b>No. of Students</b>	<b>No. of Districts Reporting</b>	<b>% of Districts Reporting</b>	<b>No. of Students Reporting</b>	<b>% of Students Reporting</b>
<b>3,000 +</b>	47	432,079	36	77%	278,169	64%
<b>1,000-2,999</b>	40	75,195	33	83%	60,686	81%
<b>500-999</b>	29	20,916	23	79%	16,834	80%
<b>1-499</b>	80	14,936	34	43%	8,686	58%
<b>ESDs</b>	19	460,741	9	47%	334,208	73%
<b>TOTALS</b>	<b>215</b>	<b>1,003,874</b>	<b>135</b>	<b>63%</b>	<b>698,586</b>	<b>70%</b>

**Table II**  
**Statewide Summary**

*Average Starting and Maximum Salaries [Current year (2015-16)]  
(Average of District Salary Schedules)*

ADM Category	BA		BA+45		MA		MA+45	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
<b>Oregon</b>	35,252	49,380	37,658	57,054	39,058	61,515	42,142	67,420
<b>3,000+</b>	37,194	52,472	40,030	61,127	41,906	66,648	44,680	72,143
<b>1,000-2,999</b>	34,884	49,819	37,317	57,381	38,582	61,976	41,159	65,916
<b>500-999</b>	34,536	48,070	36,694	55,046	37,988	59,548	40,738	64,970
<b>1-499</b>	33,570	45,103	35,983	53,155	37,062	56,519	39,660	61,684
<b>ESDs</b>	37,027	54,907	38,824	60,469	41,346	66,038	44,104	71,240



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3,000 & Over ADM Districts

School District	County	Years Covered by Coll. Barg. Agreement	Resident ADM Dec. 31, 2014	BACHELOR'S DEGREE			
				Base	Max. Salary	No. of Steps	Amt. of Increment
<b>Bend-La Pine 1</b>	DESCHUTES	2015-2017	16,458.1	35,509	50,068	11	1,456
<b>Bethel 52 *</b>	LANE	2015-2018	5,396.3	36,531	47,549	9	1,224-1,541
<b>Canby 86</b>	CLACKAMAS	2015-2017	4,477.4	38,532	52,472	9	1,741-1,748
<b>Centennial 28J *</b>	MULTNOMAH	2013-2016	6,045.3	39,750	57,876	13	1,512-1,511
<b>Central Point 6</b>	JACKSON	2014-2017	4,271.7	35,681	43,607	7	1,213-1,433
<b>David Douglas 40 *</b>	MULTNOMAH	2015-2016	10,504.5	41,679	59,311	12	1,602
<b>Eagle Point 9</b>	JACKSON	2014-2017	3,837.6	36,018	44,020	7	1,224-1,446
<b>Eugene 4J</b>	LANE	2014-2017	16,271.4	35,632	57,162	16	1,318-1,143
<b>Greater Albany 8J</b>	LINN	2015-2017	8,852.9	36,626	53,108	10	1,648
<b>Gresham-Barlow 10</b>	MULTNOMAH	2014-2017	11,724.4	37,843	58,333	10	1,865-2,740
<b>Hermiston 8</b>	UMATILLA	2015-2017	5,045.5	34,823	49,122	11	1,220-1,661
<b>Hood River County</b>	HOOD RIVER	2014-2017	3,949.1	37,541	48,710	17	1,700
<b>Klamath County</b>	KLAMATH	2015-2018	6,088.0	37,865	54,116	12	1,255-1,727
<b>Klamath Falls City Schools</b>	KLAMATH	2015-2018	3,095.5	37,602	53,584	11	1,222-1,559
<b>Lake Oswego 7J</b>	CLACKAMAS	2013-2016	6,679.4	37,300	59,680	13	1,865
<b>Lincoln County Schools</b>	LINCOLN	2015-2018	5,021.6	41,188	63,572	14	1,632-1,972
<b>McMinnville 40</b>	YAMHILL	2010-2017	6,321.8	35,841	51,898	13	1,290-1,864
<b>Medford 549C</b>	JACKSON	2013-2016	13,050.6	36,392	44,475	6	1,236-1,463
<b>Newberg 29J</b>	YAMHILL	2015-2019	4,899.7	36,089	53,818	12	1,332-1,919
<b>North Bend 13</b>	COOS	2015-2017	4,024.3	34,832	47,224	13	859-1,488
<b>Oregon City 62 *</b>	CLACKAMAS	2013-2016	7,802.7	41,725	58,053	10	1,814-1,815
<b>Oregon Trail 46</b>	CLACKAMAS	2013-2016	4,154.2	36,953	55,836	12	1,700
<b>Parkrose 3</b>	MULTNOMAH	2015-2017	3,083.6	38,619	56,174	8	2,123-2,928
<b>Pendleton 16 *</b>	UMATILLA	2013-2016	3,109.9	38,913	56,425	16	1,752
<b>Portland 1J *</b>	MULTNOMAH	2013-2016	44,682.8	38,516	57,538	13	1,309-1,898
<b>Redmond 2J *</b>	DESCHUTES	2015-2019	7,007.3	36,285	49,456	10	1,270-1,669
<b>Reynolds 7 *</b>	MULTNOMAH	2014-2017	11,107.2	39,645	55,418	10	1,675-1,836
<b>Roseburg Public Schools</b>	DOUGLAS	2015-2018	5,777.4	34,557	49,099	12	588-1,616
<b>Scio 95</b>	LINN	2015-2017	4,268.9	35,343	41,705	10	2,297
<b>Sherwood 88J</b>	WASHINGTON	2014-2017	5,029.3	37,712	46,763	7	1,508
<b>Silver Falls 4J</b>	MARION	2012-2017	3,643.0	35,111	47,285	11	1,218
<b>Springfield 19</b>	LANE	2015-2017	10,453.1	33,738	52,478	13	1,265-1,897
<b>St Helens 502 *</b>	COLUMBIA	2014-2016	3,023.5	38,597	52,671	11	1,386-1,431
<b>Three Rivers/Josephine CU</b>	JOSEPHINE	2012-2016	4,616.0	36,514	52,745	12	1,216-1,700
<b>West Linn-Wilsonville 3J</b>	CLACKAMAS	2015-2017	8,907.2	37,499	57,728	12	1,500-2,220
<b>Woodburn 103</b>	MARION	2013-2016	5,487.3	35,979	49,902	10	1,547

\* The six percent employee PERS "pick-up" is *not* paid by the district.

3,000 & Over ADM Districts

BACHELOR'S DEGREE +45				MASTER'S DEGREE				MASTER'S DEGREE +45			
Base	Max. Salary	No. of Steps	Amt. of Increment	Base	Max. Salary	No. of Steps	Amt. of Increment	Base	Max. Salary	No. of Steps	Amt. of Increment
38,172	55,941	13	1,481	39,948	62,617	15	1,620-1,619	42,611	71,587	17	1,810-1,811
40,503	60,146	13	1,356-1,949	41,920	64,337	14	1,404-2,086	46,478	71,331	14	1,557-2,312
40,250	60,837	12	1,873-1,871	40,817	65,873	14	1,873-728	---	---	---	---
42,732	64,952	14	1,710-1,709	44,719	73,339	16	1,908-1,907	47,700	79,500	16	2,119-2,122
39,445	58,917	13	1,341-1,938	---	---	---	---	---	---	---	---
44,524	67,968	14	1,802	46,287	73,338	16	1,804	48,251	78,306	16	2,003
39,818	61,499	14	1,356-2,024	---	---	---	---	---	---	---	---
38,317	61,470	16	1,318-1,143	39,735	63,774	16	1,470-1,275	42,730	70,605	17	1,581-1,412
38,274	58,052	12	1,648	39,922	64,644	15	1,648	43,218	67,940	15	1,648
41,569	66,053	12	1,786-2,725	42,915	71,723	13	1,875-3,005	---	---	---	---
38,393	58,014	13	1,343-1,962	40,312	63,047	14	1,410-2,132	44,444	69,509	14	1,555-2,350
41,671	61,962	17	1,600	42,797	66,449	17	1,600	45,801	72,830	17	1,700
39,520	64,303	16	1,297-2,053	---	---	---	---	---	---	---	---
39,503	61,517	14	1,285-1,791	40,294	67,084	16	1,310-2,200	---	---	---	---
40,284	66,395	15	1,865	41,777	69,752	16	1,865	44,760	74,601	17	1,865
---	---	---	---	42,822	67,704	15	1,631-2,100	46,087	70,854	15	1,631-2,070
38,565	59,209	15	1,434-2,007	41,647	65,338	15	1,541-2,114	43,332	70,893	17	1,684-2,293
40,231	60,091	12	1,368-1,976	<i>1,820 stipend</i>	---	---	---	---	---	---	---
37,893	58,599	13	1,406-2,091	39,697	66,016	15	1,467-2,357	41,504	71,564	16	1,531-2,552
36,584	54,891	16	1,156-1,486	38,368	59,320	18	1,156-1,488	40,119	61,071	18	1,156-1,487
44,628	64,583	12	1,814-1,815	46,079	69,664	14	1,814-1,815	48,982	74,379	15	1,814-1,815
39,798	65,776	16	1,700-1,773	---	---	---	---	45,489	71,615	16	1,737-1,774
---	---	---	---	42,631	69,017	10	2,345-3,597	44,749	76,433	11	2,461-3,984
42,806	62,068	16	1,752-1,753	44,750	65,765	16	1,752	48,644	73,159	16	1,750-1,752
43,954	65,658	13	1,494-2,167	45,522	68,619	13	1,470-2,264	52,416	78,321	13	1,779-2,584
38,825	56,677	12	---	---	---	---	43,469	70,357	15	---	---
---	---	---	---	44,321	71,304	14	1,623-2,197	47,023	77,565	15	1,766-2,372
36,946	54,279	13	629-1,785	---	---	---	---	42,233	64,154	14	718-2,109
---	---	---	---	42,235	62,734	30	2,297	---	---	---	---
40,729	61,848	15	1,508	42,238	69,006	16	1,508-1,969	45,255	74,784	16	1,968
---	---	---	---	38,100	61,459	18	1,371-1,374	38,100	67,230	19	1,371-1,480
36,316	58,606	14	1,362-2,118	37,678	63,084	15	1,413-2,280	40,556	70,450	16	1,521-2,546
40,103	56,855	12	1,411-1,613	42,033	67,121	16	1,613	---	---	---	---
40,366	62,342	14	1,345-2,010	---	---	---	---	---	---	---	---
40,169	64,312	13	1,605-2,165	41,374	68,891	14	1,655-2,652	43,046	74,541	15	1,721-2,869
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The following districts had not reached a settlement or had not reported when this book went to press: Beaverton 48J, Central 13J, Corvallis 509J, Crook County, Forest Grove, Grants Pass 7, Hillsboro 1J, Lebanon Community Schools, North Clackamas 12, Salem-Keizer 24J, Tigard-Tualatin 23J.

\* The six percent employee PERS "pick-up" is *not* paid by the district.

3,000 & Over ADM Districts

**BEND-LA PINE 1**

BA+15	-	36,397	-	52,568	(12)
BA+30	-	37,285	-	53,456	(12)
BA+60	-	39,060	-	58,448	(14)
BA+75	-	39,948	-	62,617	(15)
BA+90	-	40,836	-	65,390	(16)
BA+105	-	41,723	-	68,249	(16)
BA+120	-	42,611	-	71,587	(17)
MA+15	-	40,836	-	65,390	(16)
MA+30	-	41,723	-	68,429	(16)

**BETHEL 52 \***

BA+15	-	37,810	-	49,214	(9)
BA+30	-	39,133	-	52,643	(10)
BA+60	-	41,920	-	64,337	(14)
BA+75	-	43,387	-	66,589	(14)
BA+90	-	44,906	-	68,919	(14)
BA+105	-	46,478	-	71,331	(14)
MA+15	-	43,387	-	66,589	(14)
MA+30	-	44,906	-	68,919	(14)

**CANBY 86**

BA+15	-	39,043	-	52,982	(9)
BA+30	-	39,545	-	55,237	(10)
BA+66	-	40,817	-	65,873	(14)
BA+87	-	41,375	-	66,432	(14)
BA+108	-	41,953	-	70,922	(16)
MA+21	-	41,375	-	66,432	(14)
MA+42	-	41,953	-	70,922	(16)

**CENTENNIAL 28J \***

BA+15	-	40,744	-	58,870	(13)
BA+30	-	41,738	-	61,374	(14)
BA+60	-	43,725	-	69,364	(16)
BA+75	-	44,719	-	73,339	(16)
BA+90	-	45,713	-	74,333	(16)
BA+105	-	46,707	-	75,327	(16)
BA+120	-	47,700	-	79,500	(16)
MA+15	-	45,713	-	74,333	(16)
MA+30	-	46,707	-	75,327	(16)

**CENTRAL POINT 6**

BA+15	-	36,894	-	48,208	(9)
BA+30	-	38,149	-	53,295	(11)
BA+60	-	40,787	-	65,134	(15)
BA+75	-	42,173	-	67,348	(15)

**DAVID DOUGLAS 40 \***

BA+15	-	42,560	-	60,193	(12)
BA+30	-	43,442	-	62,677	(13)
BA+60	-	45,404	-	68,850	(14)
BA+75	-	46,287	-	73,338	(16)
BA+105	-	47,369	-	77,426	(16)
MA+23	-	47,369	-	77,426	(16)

**EAGLE POINT 9**

BA+15	-	37,243	-	50,320	(10)
BA+30	-	38,509	-	53,799	(11)
BA+60	-	41,174	-	65,751	(15)
BA+75	-	42,574	-	67,986	(15)

**EUGENE 4J**

BA+23	-	36,950	-	59,277	(16)
BA+60	-	39,735	-	63,744	(16)
BA+83	-	41,205	-	66,103	(16)
BA+105	-	42,730	-	70,605	(17)
MA+23	-	41,205	-	66,103	(16)
MA+90	-	44,311	-	73,218	(17)
Doc.	-	44,311	-	73,218	(17)

**GREATER ALBANY 8J**

BA+24	-	37,450	-	55,580	(11)
BA+60	-	39,922	-	64,644	(15)
BA+85	-	41,571	-	66,292	(15)
BA+105	-	43,218	-	67,940	(15)
MA+24	-	41,571	-	66,292	(15)

**GRESHAM-BARLOW 10**

BA+75	-	42,915	-	71,723	(13)
BA+105	-	46,736	-	75,551	(13)
MA+23	-	46,736	-	75,551	(13)

**HERMISTON 8**

BA+23	-	36,564	-	53,383	(12)
BA+69	-	40,312	-	63,047	(14)
BA+92	-	42,328	-	66,199	(14)
BA+115	-	44,444	-	69,509	(14)
MA+23	-	42,328	-	66,199	(14)

**HOOD RIVER COUNTY**

BA+15	-	39,044	-	54,717	(17)
BA+30	-	40,545	-	57,536	(17)
BA+75	-	42,797	-	66,449	(17)
MA+15	-	43,923	-	67,857	(17)
MA+30	-	45,049	-	70,578	(17)

**KLAMATH COUNTY**

BA+15	-	38,416	-	56,712	(13)
BA+30	-	38,965	-	61,386	(15)
BA+60	-	40,063	-	67,348	(17)
BA+90	-	40,617	-	68,271	(17)
MA+15	-	41,163	-	69,201	(17)

**KLAMATH FALLS CITY SCHOOLS**

BA+24	-	38,543	-	56,569	(12)
BA+60	-	40,294	-	67,084	(16)
MA+15	-	41,094	-	68,426	(16)
MA+30	-	42,119	-	69,797	(16)

**LAKE OSWEGO 7J**

BA+24	-	38,793	-	61,172	(13)
BA+60	-	41,777	-	69,752	(16)
BA+84	-	43,269	-	71,244	(16)
BA+105	-	44,760	-	74,601	(17)
MA+24	-	43,269	-	71,244	(16)

**MCMINNVILLE 40**

BA+23	-	37,131	-	54,478	(14)
BA+68	-	40,106	-	63,797	(16)
BA+75	-	41,647	-	65,338	(16)
MA+24	-	42,507	-	67,274	(16)

\* The six percent employee PERS "pick-up" is *not* paid by the district.



3,000 & Over ADM Districts

**MEDFORD 549C**

BA+15	-	37,629	-	49,168	(8)
BA+30	-	38,908	-	54,356	(10)
BA+60	-	41,599	-	66,431	(14)
BA+75	-	43,013	-	68,690	(14)
Doc.	-	<i>3,639 stipend</i>			

**NEWBERG 29J**

BA+24	-	36,988	-	57,204	(13)
BA+60	-	38,797	-	62,215	(14)
BA+75	-	39,697	-	66,016	(15)
BA+100	-	40,600	-	67,511	(15)
BA+120	-	41,504	-	71,564	(16)
MA+24	-	40,600	-	67,511	(15)

**NORTH BEND 13**

BA+15	-	35,393	-	47,786	(13)
BA+30	-	35,988	-	48,381	(13)
BA+75	-	38,368	-	59,320	(18)
BA+98	-	39,226	-	60,180	(18)
BA+120	-	40,119	-	61,071	(18)
MA+23	-	39,226	-	60,180	(18)

**OREGON CITY 62 \***

BA+24	-	43,176	-	61,318	(11)
BA+60	-	46,079	-	69,664	(14)
BA+84	-	47,531	-	71,114	(14)
BA+105	-	48,982	-	74,379	(15)
MA+24	-	47,531	-	71,114	(14)

**OREGON TRAIL 46**

BA+24	-	38,653	-	57,573	(12)
BA+75	-	40,944	-	66,959	(16)
MA+24	-	43,235	-	69,287	(16)

**PARKROSE 3**

BA+30	-	40,607	-	62,316	(9)
BA+60	-	42,631	-	69,017	(10)
BA+105	-	44,749	-	76,433	(11)

**PENDLETON 16 \***

BA+23	-	40,859	-	58,371	(16)
BA+90	-	44,750	-	65,765	(16)
BA+113	-	46,698	-	69,461	(16)
BA+135	-	48,644	-	73,159	(16)
BA+158	-	50,587	-	76,854	(16)
MA+23	-	46,698	-	69,461	(16)
MA+68	-	50,587	-	76,854	(16)

**PORTLAND 1J \***

BA+15	-	40,249	-	60,119	(13)
BA+30	-	42,060	-	62,829	(13)
BA+60	-	45,930	-	68,619	(13)
BA+75	-	47,998	-	71,708	(13)
BA+90	-	50,159	-	74,936	(13)
MA+15	-	47,998	-	71,708	(13)
MA+30	-	50,159	-	74,936	(13)

**REDMOND 2J \***

BA+15	-	37,120	-	52,359	(11)
BA+30	-	37,954	-	53,557	(11)
BA+60	-	39,696	-	60,015	(13)
BA+75	-	40,603	-	61,358	(13)
BA+90	-	41,546	-	64,950	(14)
BA+105	-	42,490	-	66,438	(14)
BA+120	-	43,469	-	70,357	(15)
MA+	-	40,603	-	61,358	(13)
MA+15	-	41,546	-	64,950	(14)
MA+30	-	42,490	-	66,438	(14)

**REYNOLDS 7 \***

BA+20	-	40,787	-	58,767	(11)
BA+40	-	41,700	-	62,808	(12)
BA+60	-	44,321	-	71,304	(14)
BA+90	-	45,914	-	73,900	(14)
BA+120	-	47,023	-	77,565	(15)
MA+24	-	45,914	-	73,900	(14)

**ROSEBURG PUBLIC SCHOOLS**

BA+24	-	35,732	-	50,767	(12)
BA+60	-	38,202	-	56,123	(13)
BA+75	-	39,503	-	60,005	(14)
MA+24	-	40,845	-	62,045	(14)
Doc.	-	43,668	-	68,590	(15)

**SCIO 95**

BA+25	-	37,640	-	44,002	(10)
BA+60	-	39,938	-	60,437	(30)

**SHERWOOD 88J**

BA+24	-	39,221	-	51,289	(9)
BA+75	-	42,238	-	69,006	(16)
BA+99	-	43,746	-	73,275	(16)
BA+120	-	45,255	-	74,784	(16)
MA+24	-	43,746	-	73,275	(16)

**SILVER FALLS 4J**

BA+30	-	37,020	-	56,697	(15)
BA+60	-	38,100	-	61,459	(18)
BA+90	-	38,100	-	66,163	(19)
BA+120	-	38,100	-	67,230	(19)
MA+24	-	38,100	-	66,163	(19)
Doc.	-	38,100	-	67,230	(19)

**SPRINGFIELD 19**

BA+23	-	35,003	-	56,488	(14)
BA+68	-	37,678	-	63,084	(15)
BA+90	-	39,091	-	67,904	(16)
MA+22	-	39,091	-	67,904	(16)
Doc.	-	42,077	-	73,092	(16)

**ST HELENS 502 \***

BA+30	-	39,755	-	53,804	(11)
BA+75	-	42,033	-	67,121	(16)
BA+105	-	44,310	-	73,413	(16)
MA+30	-	44,310	-	73,413	(16)

**THREE RIVERS/JOSEPHINE CU**

BA+15	-	37,755	-	54,538	(12)
BA+30	-	39,038	-	58,310	(13)
BA+60	-	41,738	-	66,653	(15)
BA+75	-	43,157	-	68,919	(15)

**WEST LINN-WILSONVILLE 3J**

BA+24	-	38,999	-	60,037	(12)
BA+60	-	41,374	-	68,891	(14)
MA+24	-	42,201	-	70,269	(14)

**WOODBURN 103**

BA+20	-	37,526	-	52,996	(11)
BA+40	-	39,073	-	56,090	(12)
BA+60	-	40,620	-	59,184	(13)
BA+80	-	42,167	-	63,825	(15)
BA+100	-	43,714	-	66,919	(16)
MA+20	-	43,714	-	66,919	(16)
MA+40	-	45,261	-	68,466	(16)
MA+60	-	60,731	-	70,013	(7)

\* The six percent employee PERS "pick-up" is *not* paid by the district.

## 3,000 &amp; Over ADM Districts

School District	BA base % increase for 2015-2016 over 2014-2015	2014-2015 Average Annual Salary	2014-2015 FTE	Student School Days	Contract Days	Inservice Days	Holidays
<b>Bend-La Pine 1</b>	2.54	60,802	855	175	190	6	5
<b>Bethel 52 *</b>	1.5	59,130	269	175	192	8	5
<b>Canby 86</b>	6.84	61,613	243	171	191	6.5	6
<b>Centennial 28J *</b>	2.76	64,933	314	172	192	4	6
<b>Central Point 6</b>	2.0	61,873	196	176	190	7	6
<b>David Douglas 40 *</b>	2.0	63,994	593	181.5	192	5.5	5
<b>Eagle Point 9</b>	2.0	56,689	181	176	190	8	6
<b>Eugene 4J</b>	1.1	60,982	830	172.5	190	11.5	5
<b>Greater Albany 8J</b>	2.25	59,747	475	176	190	4	5
<b>Gresham-Barlow 10</b>	2.0	66,377	572	175	191	4	6
<b>Hermiston 8</b>	3.0	56,138	270	173	189	9	3
<b>Hood River County</b>	1.89	63,401	225	174	190	6	5
<b>Klamath County</b>	2.7	57,912	344	170	190	5	5
<b>Klamath Falls City Schools</b>	2.3	60,761	197	172	190	5	5
<b>Lake Oswego 7J</b>	2.0	65,225	371	174.5	191	5	6
<b>Lincoln County Schools</b>	15.76 <sup>1</sup>	54,185	308	172	190	7	5
<b>McMinnville 40</b>	2.5	59,271	374	174	190	11	5
<b>Medford 549C</b>	3.0	57,947	685	175	182	8	7
<b>Newberg 29J</b>	3.5	59,247	267	173.5	190	2.5	5
<b>North Bend 13</b>	2.0	45,946	209	175	191	8	8
<b>Oregon City 62 *</b>	No Incr	59,844	444	169	191	7	6
<b>Oregon Trail 46</b>	1.5	61,931	190	174	190	9	8
<b>Parkrose 3</b>	2.0	67,692	156	172.5	191	8.625	5
<b>Pendleton 16 *</b>	2.0	61,991	172	170	187	8	5
<b>Portland 1J *</b>	2.3	63,194	2929	178	190	8	6
<b>Redmond 2J *</b>	3.16	55,645	379	171.5	190	5	6
<b>Reynolds 7 *</b>	2.0	60,843	638	172	186	10	0
<b>Roseburg Public Schools</b>	2.0	53,912	311	177	192	7	7
<b>Scio 95</b>	7.1	41,982	149	170.5	190	9	5
<b>Sherwood 88J</b>	2.25	61,949	253	175	190	10	5
<b>Silver Falls 4J</b>	2.0	56,422	225	174	192	10	5
<b>Springfield 19</b>	5.82 <sup>2</sup>	57,111	513	175	193	5	6
<b>St Helens 502 *</b>	3.0	58,560	160	175	190	6	5
<b>Three Rivers/Josephine CU</b>	No Incr	60,365	213	185	190	5	5
<b>West Linn-Wilsonville 3J</b>	4.0	59,682	486	175	191	10	6
<b>Woodburn 103</b>	2.0	57,307	287	173	191	8	5

<sup>1</sup> Went from six (6) columns to three (3) columns in the Salary Schedule.<sup>2</sup> Eliminated the lowest step on their Salary Schedule.\* The six percent employee PERS "pick-up" is *not* paid by the district.

3,000 &amp; Over ADM Districts

<b>TUITION REIMBURSEMENT</b>			
<b>School District</b>	<b>Hours Reimbursed</b>	<b>Rate of Reimbursement</b>	<b>Pool Amount</b>
<b>Bend-La Pine 1</b>	15 hrs	State Average	---
<b>Bethel 52 *</b>	---	---	---
<b>Canby 86</b>	---	PSU	---
<b>Centennial 28J *</b>	---	PSU	---
<b>Central Point 6</b>	---	---	---
<b>David Douglas 40 *</b>	---	PSU	\$100,000
<b>Eagle Point 9</b>	3 hrs	Actual Cost	\$10,000
<b>Eugene 4J</b>	---	---	---
<b>Greater Albany 8J</b>	---	---	---
<b>Gresham-Barlow 10</b>	2,492 hrs	PSU	---
<b>Hermiston 8</b>	6 hrs	State Average	\$40,000
<b>Hood River County</b>	---	---	---
<b>Klamath County</b>	1,000 hrs	Actual Cost	\$50,000
<b>Klamath Falls City Schools</b>	---	Actual Cost	\$20,000
<b>Lake Oswego 7J</b>	---	PSU	---
<b>Lincoln County Schools</b>	---	PSU	\$100,000
<b>McMinnville 40</b>	6 hrs	PSU	---
<b>Medford 549C</b>	---	State Average	\$10,000
<b>Newberg 29J</b>	---	PSU	---
<b>North Bend 13</b>	---	Actual Cost	\$36,000
<b>Oregon City 62 *</b>	15 hrs	PSU	---
<b>Oregon Trail 46</b>	---	PSU	---
<b>Parkrose 3</b>	---	Actual Cost	\$50,000
<b>Pendleton 16 *</b>	---	Actual Cost	\$30,000
<b>Portland 1J *</b>	6 hrs	PSU	---
<b>Redmond 2J *</b>	6 hrs	Actual Cost	\$20,000
<b>Reynolds 7 *</b>	6 hrs	PSU	---
<b>Roseburg Public Schools</b>	18 hrs	Actual Cost	\$35,000
<b>Scio 95</b>	---	OSU	---
<b>Sherwood 88J</b>	6 hrs	PSU	\$100,000
<b>Silver Falls 4J</b>	---	WOU	\$32,564
<b>Springfield 19</b>	---	---	---
<b>St Helens 502 *</b>	16 hrs	PSU	\$90,000
<b>Three Rivers/Josephine CU</b>	---	---	---
<b>West Linn-Wilsonville 3J</b>	12 hrs	PSU	\$300,000
<b>Woodburn 103</b>	---	PSU	\$100,000

\* The six percent employee PERS "pick-up" is *not* paid by the district.

## 3,000 &amp; Over ADM Districts

School District	Highest Monthly Premium Offered to Employees	Maximum District Contribution	Plan Type	District's Cap, if Any	Are Excess Contrib. Pooled?	Maximum Employee Contribution
Bethel 52 *	1,578.78	1,379.99	Composite	1,379.99	No	165.00
Canby 86	2,294.59	1,246.00	Composite	1,246.00	Yes <sup>2</sup>	692.29
Centennial 28J *	2,047.763	1,317.00	Step-Rate	1,317.00	Yes <sup>3</sup>	412.58
Central Point 6	2,087.22 <sup>1</sup>	1,155.74	Composite	1,155.74	No	931.48
David Douglas 40 *	2,381.66	1,455.00	Step-Rate	1,455.00	No	926.66
Eagle Point 9	1,597.66	1,068.00	Composite	1,068.00	No	529.66
Eugene 4J	1,607.89	1,175.00	Composite	1,175.00	No	432.89
Greater Albany 8J	2,319.69	1,166.55	Composite	1,166.55	Yes <sup>3</sup>	1,008.23
Gresham-Barlow 10 (P)	2,478.67	2,072.69	Step-Rate	1,200.00	Yes <sup>3</sup>	405.98
Hermiston 8	1,599.03	1,350.00	Composite	1,350.00	No	249.03
Hood River County	1,561.52	1,254.45	Composite	1,254.45	No	307.07
Klamath County	2,089.62	1,620.39	Step-Rate	1,620.39	No	469.23
Klamath Falls City Schools	1,815.92	1,636.00	Step-Rate	1,636.00	No	179.92
Lake Oswego 7J	2,178.38	2,013.26	Step-Rate	2,013.26	No	165.12
Lincoln County Schools	1,426.33	1,290.39	Composite	1,290.39	No	135.94
McMinnville 40	1,911.26	1,398.85	Composite	1,398.85	No	512.41
Medford 549C	1,780.48	1,621.62	Step-Rate	---	No	158.86
Newberg 29J	2,294.59	1,235.00	Composite	1,235.00	No	1,059.59
North Bend 13	1,476.96	1,127.88	Composite	1,127.88	No	349.08
Oregon City 62 *	2,040.05 <sup>1</sup>	1,317.00	Step-Rate	1,317.00	Yes <sup>3</sup>	213.57
Parkrose 3 (E)	2,718.65 <sup>1</sup>	2,050.00	Step-Rate	2,050.00	Yes <sup>3</sup>	309.00
Pendleton 16 *	1,574.95	1,386.00	Composite	1,386.00	No	188.95
Portland 1J *	1,484.00	1,369.00	Composite	1,369.00	No	115.00
Redmond 2J *	1,490.39	1,185.00	Composite	1,185.00	No	305.39
Reynolds 7 * (E)	2,991.37 <sup>1</sup>	1,922.00	Step-Rate	1,250.00	Yes <sup>3</sup>	1,027.71
Scio 95 (E)	2,087.00 <sup>1</sup>	1,090.00	Composite	1,090.00	No	392.00
Sherwood 88J (E)	2,274.15 <sup>1</sup>	1,490.00	Composite	1,490.00	No	348.16
Silver Falls 4J	1,602.58	1,300.00	Composite	1,300.00	Yes <sup>2</sup>	302.58
Springfield 19	1,604.00	1,130.00	Composite	1,065.00	No	474.00
St Helens 502 * (E)	2,990.24 <sup>1</sup>	1,844.00	Step-Rate	1,844.00	No	1,146.24
Three Rivers/Josephine CU	1,298.74	985.00	Composite	985.00	No	313.74
West Linn-Wilsonville 3J	1,831.12	1,706.86	Composite	1,350.00	Yes <sup>3</sup>	124.26
Woodburn 103 (E)	2,950.14 <sup>1</sup>	1,143.00	Step-Rate	1,143.00	Yes <sup>3</sup>	621.44

<sup>1</sup> Currently, no employee is taking the most expensive plan.<sup>2</sup> The pooled amount covers all of the employee's out-of-pocket expenses.<sup>3</sup> The pooled amount covers a portion of the employee's out-of-pocket expenses.\* The six percent employee PERS "pick-up" is *not* paid by the district.

## 3,000 &amp; Over ADM Districts

<u>Includes Medical Insurance</u>	<u>Includes Dental Insurance</u>	<u>Includes Life Insurance- (Policy Value)</u>	<u>Includes Long-Term Disability</u>	<u>Includes Vision Insurance</u>	<u>Eligible for Full Contribution</u>
Yes	Yes	\$30,000	Yes	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	No	---	No	No	.5 time or more
Yes	Yes	\$10,000	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	\$50,000	Yes	Yes	Full-time only
Yes	Yes	\$50,000	Yes	Yes	Full-time only
Yes	Yes	\$50,000	Yes	Yes	Full-time only
Yes	Yes	\$10,000	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	Full-time only
Yes	No	---	No	No	.5 time or more
Yes	Yes	\$10,000	No	Yes	.5 time or more
Yes	Yes	\$50,000	Yes	Yes	.5 time or more
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	\$10,000	Yes	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	\$50,000	Yes	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	\$20,000	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	All staff
Yes	Yes	\$20,000	Yes	Yes	.5 time or more
Yes	Yes	\$50,000	No	Yes	Full-time only

\* The six percent employee PERS "pick-up" is *not* paid by the district.

## 3,000 &amp; Over ADM Districts

School District	PERSONAL		BUSINESS		PROFESSIONAL		BEREAVEMENT		SABBATICAL
	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	% of Salary
<b>Bend-La Pine 1</b>	2	---	---	---	---	As appr	3	(P)	No Program
<b>Bethel 52 *</b>	2	(A)	---	---	---	As appr	3	(S)	0%
<b>Canby 86</b>	3	---	---	---	---	---	5	(P)	0%
<b>Centennial 28J *</b>	3	---	---	---	3	---	5	---	0%
<b>Central Point 6</b>	5	(L)	2	Incl/pers	---	(L)	5	---	0%
<b>David Douglas 40 *</b>	---	Incl/family	---	---	---	---	---	Incl/family	No Program
<b>Eagle Point 9</b>	3	---	---	---	365	(L)	3	---	50%
<b>Eugene 4J</b>	2	(A)	---	---	---	---	5	(P)	0%
<b>Greater Albany 8J</b>	3	---	---	---	---	As appr	5	(P)	0%
<b>Gresham-Barlow 10</b>	3	---	---	---	---	As appr	5	---	No Program
<b>Hermiston 8</b>	2	(A) to 5	2	Incl/pers	---	---	7	---	0%
<b>Hood River County</b>	---	---	---	---	---	---	3	(P)	0%
<b>Klamath County</b>	2	(A) to 4	---	---	---	As appr	7	---	No Program
<b>Klamath Falls City Schools</b>	2	As appr	---	Incl/pers	---	---	5	(P)	50%
<b>Lake Oswego 7J</b>	4	---	---	Incl/pers	---	---	5	(P)	No Program
<b>Lincoln County Schools</b>	1	(A, L) to 5	---	---	---	---	5	(P)	No Program
<b>McMinnville 40</b>	3	---	---	Incl/pers	---	---	---	Incl/pers	No Program
<b>Medford 549C</b>	3	---	---	Incl/pers	---	---	2	(P)	50%
<b>Newberg 29J</b>	2	---	---	---	---	---	4	(P)	50%
<b>North Bend 13</b>	3	---	---	---	---	As appr	---	Incl/family	No Program
<b>Oregon City 62 *</b>	3	---	---	Incl/pers	---	---	5	(P)	75%
<b>Oregon Trail 46</b>	4	As appr	---	---	---	As appr	3	(P)	0%
<b>Parkrose 3</b>	2	(A) to 5	---	Incl/pers	---	As appr	5	(P)	No Program
<b>Pendleton 16 *</b>	2	(A) to 5	---	---	---	As appr	5	---	50%
<b>Portland 1J *</b>	3	(L)	---	---	2	(A)	5	(P)	0%
<b>Redmond 2J *</b>	3	---	---	---	---	As appr	5	(P)	No Program
<b>Reynolds 7 *</b>	2	(R)	3	---	---	As appr	3	---	0%
<b>Roseburg Public Schools</b>	1	(A) to 3	---	---	---	---	---	Incl/family	50%
<b>Scio 95</b>	2	---	---	---	---	As appr	3	---	No Program
<b>Sherwood 88J</b>	2	(A)	---	---	---	As appr	10	---	No Program
<b>Silver Falls 4J</b>	2	---	---	---	---	---	5	(P)	0%
<b>Springfield 19</b>	2	(L)	---	---	---	(L)	3	---	No Program
<b>St Helens 502 *</b>	2	As appr	---	---	---	---	3	(P)	0%
<b>Three Rivers/Josephine CU</b>	3	---	---	Incl/pers	3	As appr	3	---	0%
<b>West Linn-Wilsonville 3J</b>	3	---	---	Incl/pers	3	---	3	(P)	0%
<b>Woodburn 103</b>	3	---	---	---	---	As appr	2	(A)	0%

\* The six percent employee PERS "pick-up" is *not* paid by the district.

3,000 & Over ADM Districts

ASSOCIATION		JURY/LEGAL		FAMILY ILLNESS		PREGNANCY		PARENTAL	
Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes
20	(T)	---	(F)	---	(S, LAW)	---	---	---	(S, LAW)
10	(R, T)	---	(J)	---	---	---	(S)	---	(L)
15	(R, T)	---	(J)	10	(L, S, LAW)	---	(S)	---	(L, LAW)
75	(R, T)	---	(F)	---	(L, LAW)	---	---	---	---
9	(R, T)	---	(F)	---	---	---	(S)	---	(L, LAW)
17	(R, T)	---	As appr	9	(S)	---	(S)	---	(L)
30	(R, T)	---	(F)	---	(S, LAW)	---	(L, S, LAW)	---	(L, S, LAW)
30	(T)	---	(F)	2	---	---	(S)	---	(S, LAW)
18	(R, T)	---	(J)	---	(L, S)	---	(S)	---	(L)
75	(L, T)	---	(F)	5	---	---	---	---	(S, LAW)
7	(T)	---	(J)	---	Incl/brvm	---	(S)	---	---
12	(T)	---	---	---	(S, LAW)	---	(LAW)	---	(LAW)
25	(R, T)	---	(J)	---	(S)	---	---	190	(L)
20	(T)	---	(F)	5	(S)	---	(S)	---	(L) 1 yr
30	(R,T)	---	(F)	---	Incl/pers	---	(S)	---	(S)
20	(T)	---	(J)	---	---	---	(L, S)	---	---
15	(R,T)	---	(J)	---	(S)	---	(S)	---	(S, LAW)
50	(R,T)	---	---	3	---	---	(S)	60	(L)
25	(T)	---	(J)	---	(S)	---	(S)	---	(LAW)
10	(R, T)	---	(J)	5	(S)	---	(S)	---	(L) 1 yr
30	(R, T)	---	(F)	---	Incl/pers	---	(S)	---	(L, LAW)
15	(R-13, T)	---	(F)	---	(L, LAW)	---	(L, LAW)	---	---
---	(L)	---	(F)	3	---	---	(S)	---	(LAW)
20	(R, T)	---	(F)	5	(L, LAW)	---	(L)	---	(L, LAW)
5	(R, T)	---	(F)	3	---	---	---	---	LAW
38	(R-35, T)	---	(F)	---	(S)	---	---	---	(L)
25	(T)	---	(F)	---	(LAW)	---	(S)	---	(L, LAW)
30	(L, T)	---	(F)	---	---	---	---	---	(LAW)
---	---	---	(J)	---	(S)	---	(S)	---	(S, LAW)
30	(R, T)	---	(F)	---	Incl/brvm	---	(L)	---	(L)
13	(R, T)	---	(J)	---	(S)	---	---	---	(L, S, LAW)
35	(R, T)	---	(F)	---	(S)	---	(LAW)	---	(LAW)
10	(R)	---	(F)	---	(S, LAW)	---	(S)	---	(S, LAW)
20	(R, T)	---	(J)	---	Incl/pers	---	(L, S)	---	---
30	(R, T)	---	(F)	---	(S)	---	(L, LAW)	---	(L)
45	(R, T)	---	(F)	---	LAW	---	---	---	(L)

(A) = Leave days accrue.

(F) = Fee given to the district.

(J) = Jury/witness fee deducted from salary.

(L) = Leave days are taken without pay.

LAW = Leave follows federal/state statute

(P) = Per occurrence.

(R)= Association reimburses substitute cost.

(S) = Sick leave days are used.

(T) = Total number for all employees in the bargaining unit.

3,000 &amp; Over ADM Districts

School District	FOOTBALL					
	Athletic Director	Activity Director	H.S. Head	H.S. Asst.	9th Head	9th Asst.
<b>Bend-La Pine 1</b>	8,838-13,040	4,419-6,520	4,419-6,520	3,474-5,123	---	---
<b>Bethel 52 *</b>	7,306-8,615	3,653-4,307	7,306-8,615	4,384-5,169	---	---
<b>Canby 86</b>	---	---	6,165-6,936	4,624-5,394	---	---
<b>Centennial 28J *</b>	---	6,360-6,758 (M)	6,360-6,758	3,975-4,373	---	---
<b>Central Point 6</b>	---	---	4,995-6,243	---	2,498-3,700	---
<b>David Douglas 40 *</b>	2,513-3,016 (S)	5,948-6,775	5,948-6,775	3,867-4,532	---	---
<b>Eagle Point 9</b>	---	---	6,159	4,277	---	---
<b>Eugene 4J</b>	7,880-15,721	---	5,373-10,719	2,507-7,146	---	---
<b>Greater Albany 8J</b>	---	---	5,454-6,224	3,371-3,847	---	---
<b>Gresham-Barlow 10</b>	6,812-7,568	6,812-7,568	5,676-6,433	3,784-4,541	---	---
<b>Hermiston 8</b>	---	---	5,398-6,094	---	---	---
<b>Hood River County</b>	7,500-9,700	4,100-5,400	5,600-7,300	3,700-4,700	---	---
<b>Klamath County</b>	---	---	4,166-5,679	3,408-4,166	---	---
<b>Klamath Falls City Schools</b>	---	---	6,016	4,136	---	---
<b>Lake Oswego 7J</b>	---	---	5,222-6,714	3,730-4,886	---	---
<b>Lincoln County Schools</b>	---	4,512-5,760	3,836-4,920	2,707-3,472	---	---
<b>McMinnville 40</b>	---	---	---	---	---	---
<b>Medford 549C</b>	7,949-9,221 (S)	4,228-4,904 (S)	5,581-6,474	4,228-4,904	3,214-3,728	2,875-3,335
<b>Newberg 29J</b>	---	5,594-5,955	5,594-5,955	3,970-4,331	---	---
<b>North Bend 13</b>	---	---	4,120-8,240	2,060-4,120	---	---
<b>Oregon City 62 *</b>	---	---	7,511-8,136	4,173-4,798	---	---
<b>Oregon Trail 46</b>	---	---	5,172-5,912	4,250-4,804	---	---
<b>Parkrose 3</b>	---	10,151	6,179	3,282	---	2,221
<b>Pendleton 16 *</b>	---	---	7,394	4,670	4,670	---
<b>Portland 1J *</b>	3,659-5,778	3,081-3,852	6,163-6,933	4,237-5,008	4,237-5,008	4,237-5,008
<b>Redmond 2J *</b>	---	---	---	---	---	---
<b>Reynolds 7 *</b>	---	5,154-6,507	6,343-8,008	3,965-5,005	---	---
<b>Roseburg Public Schools</b>	---	---	3,715-6,670	1,659-3,628	1,556-3,145	951-2,419
<b>Scio 95</b>	6,008-7,599	742-901	3,482-3,800	2,846-3,164	---	---
<b>Sherwood 88J</b>	7,543-8,297	5,280-6,034	6,034-6,788	3,583-4,337	---	---
<b>Silver Falls 4J</b>	1,200-1,664	---	5,100-6,062	3,500-4,160	---	---
<b>Springfield 19</b>	3,220 (S)	---	5,845-6,722	4,676-5,378	---	---
<b>St Helens 502 *</b>	6,561-7,719	2,798-3,088 (S)	5,018-6,176	3,667-4,535	---	---
<b>Three Rivers/Josephine CU</b>	---	---	4,322-4,636	2,907-3,221	---	---
<b>West Linn-Wilsonville 3J</b>	---	4,500-5,062	6,000-6,562	4,200-4,594	---	---
<b>Woodburn 103</b>	---	---	5,498-5,982	3,029-3,546	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.



## 3,000 &amp; Over ADM Districts

FOOTBALL (Continued)		BOYS BASKETBALL					
7-8 Head	7-8 Asst.	H.S. Head	H.S. Asst.	9th Head	9th Asst.	7-8 Head	7-8 Asst.
---	---	4,419-6,520	2,842-4,192	3,474-5,123	---	---	---
---	---	7,306-8,615	4,384-5,169	---	---	---	---
---	---	6,165-6,936	4,624-5,394	---	---	2,312-3,082	---
---	---	6,360-6,758	3,975-4,373	---	---	---	---
1,961	1,604	4,995-6,243	2,498-3,700	2,498-3,746	---	1,961	---
2,513-3,016	2,165-2,633	5,948-6,775	3,867-4,532	---	---	2,856-3,397	2,513-3,016
---	---	6,159	4,277	---	---	---	---
---	---	5,373-10,719	2,507-7,146	---	---	---	---
---	---	5,454-6,224	---	---	---	---	---
---	---	5,676-6,433	3,784-4,541	---	---	---	---
---	---	5,398-6,094	2,960-3,655	---	---	---	---
---	---	5,600-7,300	3,700-4,700	---	---	---	---
---	---	4,544-5,679	3,408-4,166	---	---	---	---
---	---	6,016	4,136	---	---	---	---
---	---	5,222-6,714	3,730-4,886	---	---	---	---
1,941-2,489	---	3,836-4,920	2,707-3,472	---	---	1,941-2,489	1,399-1,794
---	---	---	---	---	---	---	---
2,537-2,943	1,860-2,158	5,581-6,474	---	2,875-3,335	2,875-3,335	2,537-2,943	1,860-2,158
---	---	---	3,970-4,331	---	---	---	---
1,766-3,531	1,471-2,943	4,120-8,240	2,060-4,120	---	---	1,766-3,531	1,471-2,943
2,921-3,547	---	7,511-8,136	4,173-4,798	---	---	2,921-3,547	---
---	---	6,097-6,651	4,250-4,804	---	---	4,250-4,804	3,510-4,064
---	---	5,793	3,282	---	---	---	---
2,335	---	7,394	4,670	4,670	---	2,335	---
2,503-2,889	2,503-2,889	---	---	---	---	2,503-2,889	2,503-2,889
---	---	---	---	---	---	---	---
---	---	6,343-8,008	3,965-5,005	---	---	---	---
829-2,419	---	3,715-6,670	1,659-3,628	1,556-3,145	---	---	---
1,644-1,962	---	3,482-3,800	2,846-3,164	---	---	1,644-1,962	---
---	---	6,034-6,788	3,583-4,337	---	---	---	---
---	---	5,100-6,062	3,500-4,160	---	---	1,870-2,223	---
---	---	5,845-6,722	4,676-5,378	---	---	---	---
---	---	5,018-6,176	3,667-4,535	---	---	---	---
---	---	---	2,907-3,221	---	---	---	---
3,375-3,937	---	6,000-6,562	4,200-4,594	---	---	3,375-3,937	---
2,469-2,717	1,824-2,239	5,498-5,982	3,425-3,750	---	---	2,469-2,717	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

3,000 &amp; Over ADM Districts

School District	GIRLS BASKETBALL				BOYS BASEBALL		
	H.S. Head	H.S. Asst.	7-8 Head	7-8 Asst.	H.S. Head	H.S. Asst.	7-8 Coach
<b>Bend-La Pine 1</b>	4,419-6,520	2,842-4,192	---	---	3,949-5,822	2,842-4,192	---
<b>Bethel 52 *</b>	7,306-8,615	4,384-5,169	---	---	5,845-6,892	3,288-3,877	---
<b>Canby 86</b>	---	---	---	---	5,394-6,165	3,853-4,624	---
<b>Centennial 28J *</b>	6,360-6,758	3,975-4,373	---	---	5,963-6,360	3,975-4,373	---
<b>Central Point 6</b>	---	2,498-3,746	1,961	---	4,995-6,243	2,498-3,746	---
<b>David Douglas 40 *</b>	5,948-6,775	3,867-4,532	2,856-3,397	2,513-3,016	5,257-6,016	3,516-4,149	---
<b>Eagle Point 9</b>	6,159	4,277	---	---	6,159	4,277	---
<b>Eugene 4J</b>	5,373-10,719	2,507-7,146	---	---	3,582-7,146	2,149-5,002	---
<b>Greater Albany 8J</b>	5,454-6,224	3,371-3,847	---	---	4,628-5,279	3,371-3,847	---
<b>Gresham-Barlow 10</b>	5,676-6,433	3,784-4,541	---	---	5,298-6,055	3,748-4,541	---
<b>Hermiston 8</b>	5,398-6,094	2,960-3,655	---	---	4,005-4,701	2,960-3,656	---
<b>Hood River County</b>	5,600-7,300	3,700-4,700	---	---	5,300-6,800	3,700-4,700	---
<b>Klamath County</b>	---	---	---	---	4,166-4,544	3,408-3,787	---
<b>Klamath Falls City Schools</b>	6,016	4,136	---	---	5,264	4,136	---
<b>Lake Oswego 7J</b>	---	---	---	---	4,849-6,304	2,984-3,991	---
<b>Lincoln County Schools</b>	3,836-4,920	2,707-3,472	1,941-2,489	1,399-1,794	3,836-4,920	2,707-3,472	---
<b>McMinnville 40</b>	---	---	---	---	---	---	---
<b>Medford 549C</b>	5,581-6,474	3,552-4,120	2,537-2,943	1,860-2,158	4,228-6,474	3,552-4,120	---
<b>Newberg 29J</b>	5,594-5,955	3,970-4,331	---	---	5,594-5,955	---	---
<b>North Bend 13</b>	4,120-8,240	2,060-4,120	1,766-3,531	1,471-2,943	2,943-5,591	2,060-4,120	---
<b>Oregon City 62 *</b>	7,511-8,136	4,173-4,798	2,921-3,547	---	7,511-8,136	4,173-4,798	---
<b>Oregon Trail 46</b>	---	---	---	---	5,172-5,912	4,250-4,804	4,250-4,804
<b>Parkrose 3</b>	5,793	3,282	---	---	4,828	3,282	---
<b>Pendleton 16 *</b>	7,394	4,670	2,335	---	7,394	4,670	2,335
<b>Portland 1J *</b>	6,163-6,933	---	2,503-2,889	2,503-2,889	5,778-6,548	3,467-4,237	2,503-2,889
<b>Redmond 2J *</b>	---	---	---	---	---	---	---
<b>Reynolds 7 *</b>	6,343-8,008	3,965-5,005	---	---	5,154-6,507	3,568-4,505	---
<b>Roseburg Public Schools</b>	3,715-6,670	1,659-3,628	---	---	2,246-4,700	1,556-3,145	---
<b>Scio 95</b>	3,482-3,800	2,846-3,164	1,644-1,962	---	2,846-3,164	2,280-2,563	1,643-1,962
<b>Sherwood 88J</b>	6,034-6,788	3,583-4,337	---	---	5,280-6,034	3,206-3,960	---
<b>Silver Falls 4J</b>	5,100-6,062	3,500-4,160	1,870-2,223	---	5,100-6,062	3,500-4,160	---
<b>Springfield 19</b>	5,845-6,722	4,676-5,378	---	---	5,260-6,050	4,208-4,840	---
<b>St Helens 502 *</b>	5,018-6,176	3,667-4,535	---	---	5,018-6,176	3,667-4,535	---
<b>Three Rivers/Josephine CU</b>	4,322-4,636	2,907-3,221	---	---	4,322-4,636	---	---
<b>West Linn-Wilsonville 3J</b>	6,000-6,562	4,200-4,594	3,375-3,937	---	6,000-6,562	4,200-4,594	---
<b>Woodburn 103</b>	5,498-5,982	3,425-3,750	2,469-2,717	---	4,741-5,150	3,425-3,750	2,469-2,717

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

## 3,000 &amp; Over ADM Districts

GIRLS SOFTBALL			WRESTLING		BOYS TRACK		GIRLS TRACK	
H.S. Head	H.S. Asst.	7-8 Coach	H.S. Head	H.S. Asst.	H.S. Head	H.S. Asst.	H.S. Head	H.S. Asst.
3,949-5,822	2,842-4,192	---	3,949-5,822	2,842-4,192	3,949-5,822	2,842-4,192	3,949-5,822	2,842-4,192
5,845-6,892	3,288-3,877	---	5,114-6,030	3,288-3,877	6,576-7,753	3,288-3,877	Incl/boys	Incl/boys
5,394-6,165	3,853-4,624	---	6,165-6,936	4,624-5,394	5,394-6,165	3,853-4,624	Incl/boys	Incl/boys
5,963-6,360	3,975-4,373	---	5,918-6,313	3,975-4,373	5,963-6,360	3,975-4,373	5,963-6,360	3,975-4,373
4,995-6,243	2,498-3,700	---	4,995-6,243	2,853-4,102	3,925-5,172	2,140-3,388	Incl/boys	Incl/boys
5,257-6,016	3,516-4,149	---	5,257-6,016	3,867-4,532	5,257-6,016	3,516-4,149	Incl/boys	Incl/boys
6,159	4,277	---	6,159	4,277	6,159	4,277	Incl/boys	Incl/boys
3,582-7,146	2,149-5,002	---	3,582-7,146	2,149-5,002	4,298-8,575	2,507-6,431	Incl/boys	Incl/boys
4,628-5,279	3,371-3,847	---	5,454-6,224	3,371-3,847	4,628-5,279	3,371-3,847	4,628-5,279	3,371-3,847
5,298-6,055	3,406-4,163	---	5,298-6,055	3,406-4,163	5,298-6,055	3,406-4,163	Incl/boys	Incl/boys
4,005-4,701	2,960-3,655	---	5,398-6,094	2,960-3,656	4,005-4,701	2,960-3,656	Incl/boys	Incl/boys
5,300-6,800	3,700-4,700	---	5,300-6,800	3,700-4,700	5,300-6,800	---	Incl/boys	3,700-4,700
4,166-4,544	3,408-3,787	---	4,166-4,544	3,408-3,787	4,166-4,544	3,408-3,787	Incl/boys	Incl/boys
---	---	---	5,264	4,136	5,264	4,136	---	Incl/boys
4,849-6,304	2,984-3,991	---	4,849-6,304	2,984-3,991	4,849-6,304	2,984-3,991	Incl/boys	Incl/boys
3,836-4,920	2,707-3,472	---	3,940-5,028	2,707-3,472	3,836-4,920	2,707-3,472	Incl/boys	Incl/boys
---	---	---	---	---	---	---	---	---
4,228-4,904	3,214-3,728	---	4,228-4,904	3,214-3,728	4,228-4,904	3,552-4,120	---	Incl/boys
---	---	---	5,594-5,955	---	5,594-5,955	3,970-4,331	Incl/boys	Incl/boys
2,943-5,591	2,060-4,120	---	2,943-5,591	2,060-4,120	2,943-5,591	2,060-4,120	Incl/boys	Incl/boys
7,511-8,136	4,173-4,798	---	7,511-8,136	4,173-4,798	7,511-8,136	4,173-4,798	7,511-8,136	4,173-4,798
5,172-5,912	4,250-4,804	4,250-4,804	5,172-5,912	4,250-4,804	5,172-5,912	---	Incl/boys	---
---	---	---	4,828	3,282	5,793	3,282	Incl/boys	Incl/boys
7,394	4,670	---	7,394	4,670	7,394	4,670	---	Incl/boys
5,778-6,548	3,467-4,237	2,503-2,889	5,778-6,548	3,467-4,237	5,778-6,548	3,852-4,622	5,778-6,548	3,852-4,622
---	---	---	---	---	---	---	---	---
5,154-6,507	3,172-4,004	---	5,947-7,508	3,568-4,505	5,947-7,508	3,172-4,004	Incl/boys	Incl/boys
2,246-4,700	---	---	2,246-4,700	1,556-3,145	2,246-4,700	1,556-3,145	Incl/boys	Incl/boys
---	---	---	---	2,280-2,563	2,846-3,164	2,280-2,563	Incl/boys	Incl/boys
5,280-6,034	3,206-3,960	---	5,280-6,034	3,583-4,337	6,034-6,788	3,206-3,960	6,034-6,788	3,206-3,960
5,100-6,062	3,500-4,160	---	5,100-6,062	3,500-4,160	5,100-6,062	3,100-3,685	Incl/boys	3,100-3,685
5,260-6,050	4,208-4,840	---	5,260-6,050	4,208-4,840	5,260-6,050	4,208-4,840	Incl/boys	Incl/boys
5,018-6,176	3,667-4,535	---	5,018-6,176	3,667-4,535	5,018-6,176	3,667-4,535	---	---
---	---	---	---	---	3,221-3,536	2,200-2,514	Incl/boys	Incl/boys
5,250-5,812	3,675-4,069	---	6,000-6,562	4,200-4,594	5,250-5,812	3,675-4,069	Incl/boys	Incl/boys
4,741-5,150	3,425-3,750	2,469-2,717	5,498-5,982	3,425-3,750	5,498-5,982	3,425-3,750	Incl/boys	Incl/boys

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

## 3,000 &amp; Over ADM Districts

School District	CROSS COUNTRY		GOLF		SOCCER	
	Boys	Girls	Boys	Girls	Boys	Girls
<b>Bend-La Pine 1</b>	3,474-5,123	Incl/boys	2,842-4,192	2,842-4,192	3,949-5,822	3,949-5,822
<b>Bethel 52 *</b>	2,923-3,446	Incl/boys	2,923-3,446	2,923-3,446	5,114-6,030	5,114-6,030
<b>Canby 86</b>	3,082-3,853	Incl/boys	3,082-3,853	Incl/boys	4,624-5,394	4,624-5,394
<b>Centennial 28J *</b>	5,963-6,360	Incl/boys	3,578-3,975	Incl/boys	5,963-6,360	5,963-6,360
<b>Central Point 6</b>	3,925-5,172	Incl/boys	2,498-3,700	---	3,925-5,172	3,925-5,172
<b>David Douglas 40 *</b>	1,468-1,907	Incl/boys	3,167-3,777	3,167-3,777	3,167-3,777	3,167-3,777
<b>Eagle Point 9</b>	4,277	Incl/boys	4,277	Incl/boys	4,277-6,159	4,277-6,159
<b>Eugene 4J</b>	2,507-5,002	Incl/boys	2,149-4,288	Incl/boys	3,582-7,146	3,582-7,146
<b>Greater Albany 8J</b>	3,858-4,403	3,858-4,403	3,371-3,847	3,371-3,847	4,628-5,279	4,628-5,279
<b>Gresham-Barlow 10</b>	4,541-5,298	Incl/boys	3,027-3,784	3,027-3,784	5,298-6,055	5,298-6,055
<b>Hermiston 8</b>	2,960-4,701	Incl/boys	---	---	2,960-4,701	2,960-4,701
<b>Hood River County</b>	3,800-4,900	Incl/boys	3,800-4,900	3,800-4,900	5,300-6,800	5,300-6,800
<b>Klamath County</b>	3,408-4,166	Incl/boys	3,408-4,166	3,408-4,166	3,787-4,544	Incl/boys
<b>Klamath Falls City Schools</b>	4,136	Incl/boys	---	---	4,889	4,889
<b>Lake Oswego 7J</b>	4,103-5,483	Incl/boys	3,730-4,886	Incl/boys	4,849-6,304	---
<b>Lincoln County Schools</b>	2,707-3,472	Incl/boys	2,707-3,472	Incl/boys	2,707-3,472	Incl/boys
<b>McMinnville 40</b>	---	---	---	---	---	---
<b>Medford 549C</b>	3,552-4,120	Incl/boys	3,552-4,120	Incl/boys	4,228-4,904	4,228-4,904
<b>Newberg 29J</b>	3,970-4,331	Incl/boys	2,887-3,248	2,887-3,248	4,511-4,872	4,511-4,872
<b>North Bend 13</b>	2,943-5,591	Incl/boys	2,943-5,591	2,943-5,591	2,943-5,591	2,943-5,591
<b>Oregon City 62 *</b>	4,173-4,798	Incl/boys	4,173-4,798	4,173-4,798	7,511-8,136	7,511-8,136
<b>Oregon Trail 46</b>	4,250-4,804	Incl/boys	4,250-4,804	4,250-4,804	5,172-5,912	5,172-5,912
<b>Parkrose 3</b>	4,056	Incl/boys	4,054	Incl/boys	4,827	4,827
<b>Pendleton 16 *</b>	6,226	Incl/boys	6,226	6,226	6,226	6,226
<b>Portland 1J *</b>	4,622-5,392	4,622-5,392	4,237-4,622	4,237-4,622	5,778-6,548	5,778-6,548
<b>Redmond 2J *</b>	---	---	---	---	---	---
<b>Reynolds 7 *</b>	5,154-6,507	Incl/boys	3,172-4,004	Incl/boys	4,361-5,506	4,361-5,506
<b>Roseburg Public Schools</b>	1,659-3,628	Incl/boys	1,556-3,145	Incl/boys	2,246-4,700	2,246-4,700
<b>Scio 95</b>	2,280-2,563	Incl/boys	---	---	---	---
<b>Sherwood 88J</b>	4,148-4,903	4,148-4,903	3,394-4,148	3,394-4,148	5,280-6,034	5,280-6,034
<b>Silver Falls 4J</b>	3,500-4,160	Incl/boys	3,500-4,160	Incl/boys	5,100-6,062	5,100-6,062
<b>Springfield 19</b>	3,507-4,033	Incl/boys	---	---	4,092-4,706	Incl/boys
<b>St Helens 502 *</b>	4,728-5,886	4,728-5,886	4,728-5,886	4,728-5,886	---	---
<b>Three Rivers/Josephine CU</b>	---	---	---	---	---	---
<b>West Linn-Wilsonville 3J</b>	3,375-3,937	Incl/boys	3,375-3,937	Incl/boys	5,250-5,812	5,250-5,812
<b>Woodburn 103</b>	3,425-3,750	Incl/boys	3,029-3,546	Incl/boys	5,498-5,982	5,498-5,982

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

## 3,000 &amp; Over ADM Districts

<b>TENNIS</b>						
<b>Volleyball</b>	<b>Boys</b>	<b>Girls</b>	<b>Drama</b>	<b>Orchestra</b>	<b>Band</b>	<b>Choir</b>
3,949-5,822	3,474-5,123	---	3,949-5,822	3,949-5,822	3,949-5,822	3,949-5,822
5,114-6,030	2,923-3,446	2,923-3,446	5,114-6,030	---	3,653-4,307	3,653-4,307
4,624-5,394	3,082-3,853	Incl/boys	5,394-6,165 (P)	---	3,853-4,624	2,312-3,082
5,963-6,360	3,975-4,373	Incl/boys	1,988-2,385	---	6,360-6,758 (M)	3,975-4,373 (S)
3,925-5,172	---	---	2,140-3,389 (T)	---	3,212-4,460	3,212-4,460
5,257-6,016	3,167-3,777	3,167-3,777	1,468-1,907	1,468-1,907	1,818-2,260	---
4,277-6,159	---	---	6,159	---	6,159	5,474
3,582-7,146	2,149-4,288	2,149-4,288	2,149-4,288 (P)	1,433-2,858	3,582-7,146	2,866-5,717
5,454-6,224	3,371-3,847	3,371-3,847	2,572-2,934	---	3,435-3,920	3,005-3,429
5,298-6,055	3,406-4,163	3,406-4,163	5,676-6,433	---	5,676-6,433	3,784-4,541
1,915-4,701	2,960-3,656	2,960-3,656	1,915-2,612 (T)	---	4,005-4,701	4,005-4,701
5,300-6,800	3,800-4,900	3,800-4,900	2,300-2,900	---	3,400-4,300	3,700-4,800
3,408-4,544	---	---	1,515-3,030	---	3,030-5,679	1,136-3,408
4,889	4,136	Incl/boys	4,136	2,256	6,016	3,385
4,849-6,304	4,103-5,483	Incl/boys	4,103-5,483 (M)	2,611-3,581	5,222-6,714	4,849-6,304
3,836-4,920	---	---	2,707-3,472	---	3,836-4,920	3,836-4,920
---	---	---	---	---	---	---
4,228-4,904	3,552-4,120	3,552-4,120	5,581-6,474 (S)	507-588 (S)	6,427-7,455 (S)	4,228-4,904 (S)
5,594-5,955	3,248-3,609	3,248-3,609	5,594-5,955	2,346-2,707	3,970-4,331	2,887-3,248
2,943-5,591	2,943-5,591	2,943-5,591	2,943-5,591	---	4,120-8,240	2,943-5,591
7,511-8,136	4,173-4,798	4,173-4,798	6,676-7,302	2,086-2,712	3,338-3,964	3,338-3,964
5,172-5,912	4,250-4,804	4,250-4,804	6,097-6,651	6,097-6,651	6,097-6,651	6,097-6,651
4,828	4,056	4,056	4,828	---	4,828	4,828
7,394	6,226	Incl/boys	4,670	4,670	4,670	4,670
5,778-6,548	4,237-4,622	---	4,237-7,319	5,008-5,778	5,008-5,778	5,008-5,778
---	---	---	---	---	---	---
5,550-7,007	3,172-4,004	3,172-4,004	1,982-3,504	1,189-1,502	5,154-6,507	3,965-5,005
2,246-4,700	1,556-3,145	Incl/boys	1,659-3,628	---	3,715-6,670	1,556-3,145
2,846-3,164	---	---	---	---	---	---
5,280-6,034	3,394-4,148	3,394-4,148	3,017-3,771	---	3,771-4,526	3,771-4,526
5,100-6,062	3,500-4,160	3,500-4,160	4,200-4,992	---	4,200-4,992	4,200-4,992
4,676-4,910	---	---	3,161-3,635 (P)	1,354-1,558	4,515-5,193	3,612-4,153
5,018-6,176	4,728-5,886	Incl/boys	965-1,544 (P)	---	4,342-5,500 (S)	---
3,221-3,536	---	---	1,650-1,964	---	4,322-4,636	2,200-2,514
5,250-5,812	3,375-3,937	Incl/boys	---	2,812-3,375	4,500-5,062	4,500-5,062
5,498-5,982	3,425-3,750	3,425-3,750	1,977-2,175 (T)	---	2,964-3,260	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

## 3,000 &amp; Over ADM Districts

<u>School District</u>	<u>Yearbook</u>	<u>Paper</u>	<u>Speech/Debate</u>	<u>Dance/ Drill Team</u>	<u>Rally</u>
<b>Bend-La Pine 1</b>	3,474-5,123	3,474-5,123	3,474-5,123	2,209-3,261	2,842-4,192
<b>Bethel 52 *</b>	4,384-5,169	3,288-3,877	5,114-6,030	---	5,845-6,892
<b>Canby 86</b>	3,082-3,853	---	5,394-6,165	5,394-6,165	5,779-6,165
<b>Centennial 28J *</b>	632-633 (T)	3,578-3,975	3,975-4,373	5,963-6,360 (T)	5,963-6,360 (T)
<b>Central Point 6</b>	2,140-3,388	---	---	---	---
<b>David Douglas 40 *</b>	3,867-4,532	3,867-4,532	4,214-4,875	4,563-5,257	1,648-1,907
<b>Eagle Point 9</b>	5,474	---	6,159	---	6,159
<b>Eugene 4J</b>	3,582-7,146	3,582-7,146	---	2,149-4,288	2,866-5,717
<b>Greater Albany 8J</b>	2,572-2,934	2,572-2,934	2,572-2,934	2,572-2,934	3,005-3,429
<b>Gresham-Barlow 10</b>	3,406-4,163	3,406-4,163	5,676-6,433	4,920-5,676	4,920-5,676
<b>Hermiston 8</b>	2,612-3,308	---	2,612-3,308	4,005-4,701	2,612-3,308 (S)
<b>Hood River County</b>	3,000-3,800	3,000-3,800	---	3,000-3,800	2,300-2,900
<b>Klamath County</b>	1,136-3,408	1,136-3,408	2,272	---	1,893-4,166
<b>Klamath Falls City Schools</b>	3,385	---	---	---	5,264
<b>Lake Oswego 7J</b>	2,984-3,991	---	3,730-4,886	2,984-3,991 (S)	4,103-5,483 (S)
<b>Lincoln County Schools</b>	1,129-1,447	1,129-1,447	1,129-1,447	1,129-1,447	1,129-1,447 (S)
<b>McMinnville 40</b>	---	---	---	---	---
<b>Medford 549C</b>	3,214-3,728	3,214-3,728	---	---	4,228-4,904 (S)
<b>Newberg 29J</b>	3,248-3,609	---	---	2,887-3,248	3,970-4,331
<b>North Bend 13</b>	2,943-5,591	2,060-4,120	2,943-5,591	1,471-2,943	2,060-4,120
<b>Oregon City 62 *</b>	3,338-3,964	3,338-3,964	3,338-3,964	7,511-8,136	3,338-3,964
<b>Oregon Trail 46</b>	4,250-4,804	4,250-4,804	5,172-5,912	---	---
<b>Parkrose 3</b>	2,221	2,221	---	6,179	5,793
<b>Pendleton 16 *</b>	2,335	---	---	6,226	4,670
<b>Portland 1J *</b>	3,852-4,622	3,852-4,622	5,392-6,163	4,237-5,008	2,697-3,081
<b>Redmond 2J *</b>	---	---	---	---	---
<b>Reynolds 7 *</b>	3,965-5,005	3,965-5,005	4,361-5,506	3,172-4,004	1,189-1,502
<b>Roseburg Public Schools</b>	1,659-3,628	1,659-3,628	1,659-3,628	---	1,556-3,145
<b>Scio 95</b>	2,280-2,563	---	---	---	459-601
<b>Sherwood 88J</b>	3,017-3,771	3,017-3,771	3,017-3,771	3,394-4,148	3,394-4,148 (S)
<b>Silver Falls 4J</b>	1,200-1,664	---	4,200-4,992	4,200-4,992	3,100-3,685
<b>Springfield 19</b>	3,161-3,635	---	---	3,612-4,153	3,612-4,153 (S)
<b>St Helens 502 *</b>	3,281-4,149	---	---	1,447-1,737 (S)	1,447-1,737 (S)
<b>Three Rivers/Josephine CU</b>	2,200-2,514	2,200-2,514	1,650-1,964	1,650-1,964	2,200-2,514
<b>West Linn-Wilsonville 3J</b>	1,687-2,250	1,687-2,250	---	5,250-5,812	2,812-3,375
<b>Woodburn 103</b>	---	---	---	3,029-3,546	3,029-3,546 (S)

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

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1,000-2,999 ADM Districts

School District	County	Years Covered by Coll. Barg. Agreement	Resident ADM Dec. 31, 2014	BACHELOR'S DEGREE			
				Base	Max. Salary	No. of Steps	Amt. of Increment
Ashland 5	JACKSON	2013-2016	2,667.0	38,698	58,649	14	1,258-1,846
Baker 5J	BAKER	2013-2016	2,313.0	30,986	45,278	13	930-2,386
Banks 13	WASHINGTON	2014-2016	1,079.0	35,896	68,049	18	1,703-2,184
Brookings-Harbor 17	CURRY	2014-2017	1,501.1	33,720	51,911	12	1,349-1,999
Cascade 5	MARION	2015-2017	2,136.6	33,865	49,137	12	1,370-1,405
Coos Bay 9	COOS	2013-2016	2,942.1	33,051	48,466	11	1,500-1,611
Corbett 39 *	MULTNOMAH	2013-2016	1,274.2	39,520	56,467	11	1,394-1,922
Creswell 40	LANE	2013-2016	1,226.3	35,897	48,677	9	1,597-1,598
Dallas 2	POLK	2014-2017	2,998.4	34,596	52,873	13	1,523
Estacada 108 *	CLACKAMAS	2015-2019	2,729.3	42,489	60,016	12	1,593-1,594
Fern Ridge 28J	LANE	2015-2018	1,403.8	35,011	45,151	8	1,296-1,611
Gervais 1	MARION	2015-2016	1,015.0	34,026	40,171	8	817-942
Gladstone 115	CLACKAMAS	2015-2018	2,118.6	32,156	42,513	8	1,479-1,480
Junction City 69	LANE	2015-2017	1,626.8	33,651	49,640	11	1,549-2,037
La Grande 1	UNION	2013-2016	2,093.2	30,658	45,375	10	1,840
Molalla River *	CLACKAMAS	2015-2017	2,579.6	36,267	50,048	9	1,722-1,723
Morrow 1	MORROW	2015-2017	2,101.1	35,375	42,042	7	1,032-1,193
North Marion 15	MARION	2013-2016	1,890.3	34,005	47,607	11	1,360-1,361
North Santiam 29	MARION	2015-2018	2,214.0	34,787	46,936	11	1,112-2,138
Nyssa 26	MALHEUR	2015-2018	1,109.0	33,693	47,901	12	1,095-1,508
Ontario 8C	MALHEUR	2014-2017	2,281.0	34,170	46,369	11	1,060-1,394
Philomath 17J	BENTON	2013-2016	1,536.9	33,058	45,242	8	1,323-1,740
Phoenix-Talent 4	JACKSON	2015-2019	2,562.6	35,407	58,465	16	1,203-1,934
Scappoose 1J *	COLUMBIA	2013-2016	2,221.0	35,446	53,450	13	1,415-1,414
Seaside 10 *	CLATSOP	2014-2017	1,475.0	36,402	56,060	12	1,458-2,185
Sheridan 48J	YAMHILL	2015-2016	1,018.3	36,158	48,633	13	904-1,193
Sisters 6	DESCHUTES	2014-2016	1,073.1	33,201	46,121	10	1,245-1,641
Siuslaw 97J	LANE	2014-2017	1,329.5	35,804	50,306	10	1,613-1,610
Sutherlin 130 *	DOUGLAS	2013-2016	1,255.1	38,664	51,188	9	1,566
Sweet Home 55	LINN	2015-2017	2,278.5	31,702	46,958	12	1,386-1,387
Tillamook 9	TILLAMOOK	2014-2018	1,956.7	34,165	47,292	12	1,025-1,336
Umatilla 6	UMATILLA	2015-2017	1,317.9	35,607	49,287	11	1,068-1,436
Winston-Dillard 116	DOUGLAS	2013-2016	1,362.0	33,030	47,755	14	466-1,390

\* The six percent employee PERS "pick-up" is *not* paid by the district.



1,000-2,999 ADM Districts

BACHELOR'S DEGREE +45				MASTER'S DEGREE				MASTER'S DEGREE +45			
Base	Max. Salary	No. of Steps	Amt. of Increment	Base	Max. Salary	No. of Steps	Amt. of Increment	Base	Max. Salary	No. of Steps	Amt. of Increment
39,956	66,654	17	1,299-2,099	39,956	66,654	17	1,299-2,099	---	---	---	---
33,515	49,658	14	1,005-1,874	34,855	51,186	14	1,046-1,490	37,700	58,734	16	1,130-1,711
---	---	---	---	36,979	70,157	18	1,760-2,252	---	---	---	---
36,472	56,146	12	1,460-2,159	---	---	---	---	---	---	---	---
35,185	54,729	15	1,370-1,421	36,503	58,936	17	1,373-1,433	38,215	62,127	18	1,377-1,439
35,151	53,267	13	1,501-1,499	36,652	56,569	14	1,500-1,610	38,453	60,170	15	1,501-1,610
42,322	64,946	13	1,537-2,278	43,798	72,108	15	646-2,619	46,903	77,299	15	1,654-2,631
38,657	56,229	12	1,597-1,598	41,630	63,994	15	1,597-1,598	44,831	71,987	18	1,597-1,598
39,164	58,965	14	1,524-1,522	40,688	63,536	16	1,523	43,734	68,106	17	1,524
42,489	60,016	12	1,593-1,594	44,437	63,557	13	1,593-1,594	48,508	70,815	15	1,594-1,593
36,730	56,804	13	1,359-2,027	38,533	64,081	15	1,426-2,286	40,424	67,226	15	1,497-2,398
37,725	53,844	16	905-1,262	39,046	64,250	22	937-1,506	---	---	---	---
36,497	58,770	16	1,479-1,560	37,944	63,741	18	1,479-1,983	40,838	68,703	19	1,479-2,508
35,772	54,909	13	1,550-2,087	37,892	60,182	15	1,550-2,141	40,014	63,889	16	1,548-1,709
31,578	50,893	10	2,146	31,578	50,893	10	2,146	---	---	---	---
39,531	63,648	15	1,722-1,723	40,619	66,458	16	1,722	43,883	69,722	16	1,722
37,124	52,438	13	1,084-1,489	38,053	60,481	16	1,109-3,549	39,977	63,543	16	1,168-3,728
36,895	57,298	16	1,360-1,361	38,595	58,998	16	1,360-1,361	42,506	62,909	16	1,360-1,361
37,013	54,540	15	1,112-2,193	38,125	59,961	18	1,112-1,848	---	---	---	---
35,261	56,969	16	1,145-1,794	36,072	58,278	16	1,172-1,834	37,750	62,973	17	1,227-1,981
35,550	53,202	13	1,244-1,675	---	---	---	---	38,901	62,969	15	1,362-2,130
---	---	---	---	36,694	61,098	13	1,468-2,350	38,248	66,232	14	1,529-2,548
37,856	62,508	16	1,288-2,056	---	---	---	---	39,626	64,279	16	1,287-2,056
38,280	59,697	15	1,415-1,562	39,695	62,843	16	1,419-1,587	42,531	67,597	17	1,419-1,584
38,585	66,979	15	1,458-2,547	40,043	69,529	15	1,819-2,550	42,591	73,897	15	1,820-2,912
39,123	59,516	18	976-1,446	---	---	---	---	44,005	66,928	18	1,085-1,627
35,749	57,266	14	1,336-2,019	36,639	60,791	15	1,367-2,136	39,425	65,305	15	1,464-2,292
38,453	57,790	13	1,612-1,613	39,779	63,948	16	1,610-1,612	42,430	66,598	16	1,611-1,612
40,466	56,120	11	1,566	42,269	64,185	15	1,566	---	---	---	---
34,555	52,585	14	1,386-1,387	35,982	59,560	18	1,386-1,387	38,834	62,413	18	1,386-1,387
36,245	56,469	16	1,088-1,597	37,333	58,163	16	1,121-1,645	40,795	63,557	16	1,223-1,798
40,053	62,401	15	1,202-1,817	41,656	64,895	15	1,249-1,889	---	---	---	---
34,876	53,541	16	520-1,560	36,828	58,279	17	578-1,698	37,844	59,910	17	609-1,747

The following districts had not reached a settlement or had not reported when this book went to press: Ashland 5, Astoria 1C, Jefferson Co 509J, Milton-Freewater 7, North Wasco County 21, South Lane 45J, South Umpqua 19, Yamhill-Carlton 1.

\* The six percent employee PERS "pick-up" is *not* paid by the district.

1,000-2,999 ADM Districts

**ASHLAND 5**

BA+60	-	41,255	-	68,819	(17)
BA+75	-	42,595	-	73,365	(18)
MA+15	-	41,255	-	68,819	(17)
MA+30	-	42,595	-	73,365	(18)

**BAKER 5J**

BA+22	-	32,226	-	46,806	(13)
BA+60	-	34,855	-	51,186	(14)
BA+75	-	36,249	-	53,233	(14)
BA+90	-	37,700	-	58,734	(16)
MA+22	-	36,249	-	53,233	(14)

**BROOKINGS-HARBOR 17**

BA+24	-	35,069	-	53,985	(12)
BA+60	-	37,932	-	58,393	(12)

**CASCADE 5**

BA+30	-	34,526	-	49,808	(12)
BA+60	-	35,623	-	55,175	(15)
BA+75	-	36,064	-	55,630	(15)
BA+90	-	36,503	-	58,936	(17)
BA+105	-	37,077	-	59,516	(17)
MA+15	-	37,077	-	59,516	(17)
MA+30	-	37,644	-	61,540	(18)

**COOS BAY 9**

BA+15	-	33,651	-	49,067	(11)
BA+30	-	34,251	-	50,867	(12)
BA+60	-	35,752	-	55,669	(14)
MA+15	-	37,252	-	57,169	(14)
MA+30	-	37,852	-	59,570	(15)

**CORBETT 39 \***

BA+30	-	40,897	-	62,758	(13)
BA+60	-	43,798	-	72,180	(15)
BA+90	-	45,324	-	74,696	(15)
BA+105	-	46,903	-	77,299	(15)
MA+24	-	45,324	-	74,696	(15)

**CRESWELL 40**

BA+15	-	36,795	-	51,172	(10)
BA+30	-	37,715	-	53,689	(11)
BA+60	-	39,624	-	58,793	(13)
BA+75	-	40,615	-	61,381	(14)
MA+15	-	42,671	-	66,632	(16)
MA+30	-	43,737	-	69,296	(17)

**DALLAS 2**

BA+24	-	37,641	-	55,920	(13)
BA+69	-	40,688	-	63,536	(16)
BA+93	-	42,211	-	65,059	(16)
BA+117	-	43,734	-	68,106	(17)
MA+24	-	42,211	-	65,059	(16)

**ESTACADA 108 \***

BA+60	-	44,437	-	63,557	(13)
BA+84	-	46,455	-	67,168	(14)
BA+105	-	48,508	-	70,815	(15)
MA+20	-	46,455	-	67,168	(14)

**FERN RIDGE 28J**

BA+15	-	35,574	-	45,876	(8)
BA+30	-	36,147	-	48,339	(9)
BA+60	-	37,321	-	57,715	(13)
BA+75	-	37,923	-	58,646	(13)
BA+90	-	38,533	-	64,081	(15)
MA+15	-	39,153	-	65,113	(15)
MA+30	-	39,783	-	66,165	(15)

**GERVAIS 1**

BA+15	-	35,217	-	42,575	(9)
BA+30	-	36,450	-	46,205	(11)
MA+15	-	40,412	-	66,499	(22)

**GLADSTONE 115**

BA+15	-	33,603	-	45,439	(9)
BA+30	-	35,050	-	48,366	(10)
BA+60	-	37,204	-	61,005	(17)
MA+24	-	39,391	-	65,204	(18)

**JUNCTION CITY 69**

BA+60	-	37,892	-	60,182	(15)
BA+90	-	40,014	-	63,889	(16)

**LA GRANDE 1**

BA+75	-	32,498	-	54,572	(10)
BA+105	-	33,418	-	58,251	(10)
MA+30	-	32,498	-	54,572	(10)
MA+60	-	33,418	-	58,251	(10)
Doc.	-	33,418	-	58,251	(10)

**MOLALLA RIVER \***

BA+30	-	38,443	-	60,837	(14)
BA+60	-	40,619	-	66,458	(16)
BA+75	-	41,707	-	67,546	(16)
BA+90	-	42,795	-	68,634	(16)
BA+105	-	43,883	-	69,722	(16)
MA+15	-	41,707	-	67,546	(16)
MA+30	-	42,795	-	68,634	(16)

**MORROW 1**

BA+15	-	35,375	-	42,042	(7)
BA+30	-	36,218	-	45,595	(9)
BA+60	-	38,053	-	60,481	(16)
BA+95	-	39,002	-	61,993	(16)
MA+30	-	39,002	-	61,993	(16)

\* The six percent employee PERS "pick-up" is *not* paid by the district.

1,000-2,999 ADM Districts

**NORTH MARION 15**

BA+24	-	35,365	-	50,327	(12)
BA+60	-	38,595	-	58,998	(16)
BA+84	-	40,466	-	60,868	(16)
BA+105	-	42,506	-	62,909	(16)
MA+24	-	40,466	-	60,868	(16)

**NORTH SANTIAM 29**

BA+24	-	35,899	-	50,580	(13)
BA+60	-	38,125	-	59,961	(18)
BA+90	-	40,022	-	64,633	(19)
MA+30	-	40,022	-	64,633	(19)

**NYSSA 26**

BA+22	-	34,468	-	50,595	(12)
BA+60	-	36,072	-	58,278	(16)
BA+85	-	36,901	-	61,559	(17)
BA+105	-	37,750	-	62,973	(17)
MA+22	-	36,901	-	61,559	(17)

**ONTARIO 8C**

BA+22	-	34,853	-	49,549	(12)
BA+60	-	36,972	-	59,043	(15)
BA+82	-	37,860	-	61,283	(15)
BA+105	-	38,901	-	62,969	(15)
MA+	-	36,972	-	59,043	(15)
MA+22	-	37,860	-	61,283	(15)

**PHILOMATH 17J**

BA+30	-	34,480	-	51,038	(10)
BA+60	-	35,934	-	55,318	(11)
BA+75	-	36,694	-	61,098	(13)
BA+105	-	38,248	-	66,232	(14)

**PHOENIX-TALENT 4**

BA+30	-	36,611	-	60,453	(16)
BA+60	-	39,143	-	64,634	(16)
BA+75	-	40,474	-	66,831	(16)
MA+60	-	40,913	-	66,404	(16)
MA+75	-	42,244	-	68,602	(16)
Doc.	-	46,813	-	70,372	(14)

**SCAPPOOSE 1J \***

BA+24	-	36,861	-	55,576	(14)
MA+24	-	41,114	-	64,426	(16)
MA+60	-	43,950	-	68,928	(17)

**SEASIDE 10 \***

BA+15	-	37,131	-	59,336	(13)
BA+30	-	37,860	-	62,976	(14)
BA+60	-	39,314	-	68,073	(15)
BA+75	-	40,043	-	69,529	(15)
BA+90	-	41,135	-	70,985	(15)
BA+105	-	41,862	-	72,441	(15)
BA+120	-	42,591	-	73,897	(15)
MA+15	-	41,135	-	70,985	(15)
MA+30	-	41,862	-	72,441	(15)

**SHERIDAN 48J**

BA+24	-	37,604	-	53,116	(15)
MA+	-	40,678	-	61,902	(18)
MA+24	-	42,305	-	64,361	(18)

**SISTERS 6**

BA+15	-	34,031	-	50,790	(12)
BA+30	-	34,882	-	55,907	(14)
BA+60	-	36,639	-	60,791	(15)
BA+75	-	37,547	-	62,262	(15)
BA+90	-	38,476	-	63,766	(15)
BA+105	-	39,425	-	65,305	(15)
MA+15	-	37,547	-	62,262	(15)
MA+30	-	38,476	-	63,766	(15)

**SIUSLAW 97J**

BA+24	-	37,129	-	54,855	(12)
BA+60	-	39,779	-	63,948	(16)
BA+84	-	41,105	-	65,272	(16)
BA+105	-	42,430	-	66,598	(16)
MA+24	-	41,105	-	65,272	(16)

**SUTHERLIN 130 \***

BA+75	-	42,269	-	64,185	(15)
MA+30	-	44,072	-	65,987	(15)

**SWEET HOME 55**

BA+24	-	33,129	-	49,772	(13)
MA+24	-	37,409	-	60,987	(18)

**TILLAMOOK 9**

BA+30	-	35,190	-	48,711	(12)
BA+75	-	37,333	-	58,163	(16)
BA+90	-	38,453	-	59,908	(16)
BA+105	-	39,606	-	61,705	(16)
BA+120	-	40,795	-	63,557	(16)
MA+15	-	38,453	-	59,908	(16)
MA+30	-	39,606	-	61,705	(16)

**UMATILLA 6**

BA+15	-	37,031	-	52,798	(12)
BA+30	-	38,511	-	56,557	(13)
MA+15	-	43,321	-	67,492	(15)

**WINSTON-DILLARD 116**

BA+24	-	33,939	-	50,564	(15)
BA+60	-	35,840	-	55,041	(16)

\* The six percent employee PERS "pick-up" is *not* paid by the district.

## 1,000-2,999 ADM Districts

School District	BA base % increase for 2015-2016 over 2014-2015	2014-2015 Average Annual Salary	2014-2015 FTE	Student School Days	Contract Days	Inservice Days	Holidays
Ashland 5	2.54	60,037	169	177	190	9	5
Baker 5J	No Incr	52,555	131	147	191	6.5	8
Banks 13	2.0	55,444	57	169	189	4	5
Brookings-Harbor 17	2.0	52,431	78	174	192	5	7
Cascade 5	3.25	51,442	124	174	191	5	5
Coos Bay 9	1.75	50,379	148	175	190	3	6
Corbett 39 *	3.0	59,787	61	148	164	3	5
Creswell 40	1.0	60,165	63	172	190	7	5
Dallas 2	3.0	55,611	147	171	190	15	4
Estacada 108 *	26.0 <sup>1</sup>	57,162	108	---	190	---	6
Fern Ridge 28J	1.75	55,823	77	172	190	3	4
Gervais 1	1.0	56,072	60	167	190	5	5
Gladstone 115	No Incr	54,413	105	173	188	12	3
Junction City 69	1.5	55,409	94	174	191	12	5
La Grande 1	1.0	51,114	116	175	175	7	6
Molalla River *	7.37	49,479	149	172	190	3	6
Morrow 1	5.0	53,633	132	150	190	6	4
North Marion 15	2.0	54,891	97	171	172	2	5
North Santiam 29	1.75	50,854	148	172	190	4	5
Nyssa 26	2.0	52,519	73	162.5	190	8.5	7
Ontario 8C	2.0	52,928	138	176	191	4	5
Philomath 17J	2.0	54,118	97	173	190	11	6
Phoenix-Talent 4	2.5	59,205	139	167	190	12	6
Scappoose 1J *	No Incr	53,286	121	173	190	4	5
Seaside 10 *	2.25	63,931	85	176	190	9	5
Sheridan 48J	2.75	50,181	60	174	190	7	5
Sisters 6	3.09	57,756	63	175	187	9	6
Siuslaw 97J	0.5	56,707	73	177	191	8	6
Sutherlin 130 *	2.0	55,541	77	176	190	8	4
Sweet Home 55	2.0	49,966	140	149	178	23	6
Tillamook 9	No Incr	49,483	114	170	190	10	8
Umatilla 6	2.0	55,756	74	178	185	4	3
Winston-Dillard 116	3.6	51,461	84	148	190	10	5

<sup>1</sup> Eliminated two (2) columns on the Salary Schedule.

\* The six percent employee PERS "pick-up" is *not* paid by the district.

1,000-2,999 ADM Districts

<b>TUITION REIMBURSEMENT</b>			
<b>School District</b>	<b>Hours Reimbursed</b>	<b>Rate of Reimbursement</b>	<b>Pool Amount</b>
<b>Ashland 5</b>	---	---	---
<b>Baker 5J</b>	---	Other	---
<b>Banks 13</b>	---	PSU	---
<b>Brookings-Harbor 17</b>	2 hrs	Actual Cost	\$26,000
<b>Cascade 5</b>	---	Other	---
<b>Coos Bay 9</b>	---	U of O	\$56,376
<b>Corbett 39 *</b>	9 hrs	Actual Cost	---
<b>Creswell 40</b>	---	Actual Cost	\$18,000
<b>Dallas 2</b>	---	PSU	\$35,000
<b>Estacada 108 *</b>	3 hrs	PSU	\$60,000
<b>Fern Ridge 28J</b>	---	---	---
<b>Gervais 1</b>	6 hrs	Other	---
<b>Gladstone 115</b>	---	PSU	\$60,000
<b>Junction City 69</b>	---	---	---
<b>La Grande 1</b>	---	---	---
<b>Molalla River *</b>	---	PSU	\$100,000
<b>Morrow 1</b>	9 hrs	Actual Cost	---
<b>North Marion 15</b>	---	PSU	---
<b>North Santiam 29</b>	---	WOU	\$30,000
<b>Nyssa 26</b>	---	Other	\$14,000
<b>Ontario 8C</b>	---	Actual Cost	---
<b>Philomath 17J</b>	6 hrs	Actual Cost	---
<b>Phoenix-Talent 4</b>	---	---	---
<b>Scappoose 1J *</b>	---	PSU	---
<b>Seaside 10 *</b>	---	Avg of Specific Univ	---
<b>Sheridan 48J</b>	---	Actual Cost	\$18,500
<b>Sisters 6</b>	6 hrs	Actual Cost	---
<b>Siuslaw 97J</b>	---	Actual Cost	\$26,243
<b>Sutherlin 130 *</b>	18 hrs	U of O	\$13,000
<b>Sweet Home 55</b>	---	U of O	\$20,000
<b>Tillamook 9</b>	---	Actual Cost	\$21,000
<b>Umatilla 6</b>	---	Other	---
<b>Winston-Dillard 116</b>	15 hrs	Actual Cost	\$17,000

\* The six percent employee PERS "pick-up" is *not* paid by the district.

## 1,000-2,999 ADM Districts

<u>School District</u>	<u>Highest Monthly Premium Offered to Employees</u>	<u>Maximum District Contribution</u>	<u>Plan Type</u>	<u>District's Cap, if Any</u>	<u>Are Excess Contrib. Pooled?</u>	<u>Maximum Employee Contribution</u>
<b>Ashland 5</b>	1,533.00	1,318.00	Step-Rate	1,318.00	No	215.00
<b>Baker 5J</b>	1,575.32	978.00	Composite	978.00	No	597.32
<b>Banks 13</b>	2,289.13 <sup>1</sup>	1,529.00	Composite	1,529.00	No	327.69
<b>Brookings-Harbor 17</b>	2,990.24 <sup>1</sup>	1,010.00	Step-Rate	1,010.00	Yes <sup>2</sup>	661.49
<b>Cascade 5</b>	2,991.37 <sup>1</sup>	1,673.00	Step-Rate	1,673.00	No	1,318.37
<b>Coos Bay 9</b>	2,289.13 <sup>1</sup>	1,350.00	Composite	1,350.00	No	---
<b>Creswell 40</b>	2,124.31 <sup>1</sup>	1,180.00	Composite	1,180.00	No	405.96
<b>Dallas 2</b>	1,581.00	1,100.00	Composite	1,100.00	No	481.00
<b>Estacada 108 *</b>	2,050.50 <sup>2</sup>	2,050.50	Step-Rate	1,177.20	Yes <sup>4</sup>	---
<b>Gervais 1</b>	2,204.00	1,230.00	Composite	1,230.00	No	974.00
<b>Gladstone 115</b>	1,598.58	1,482.00	Composite	1,482.00	No	116.58
<b>Junction City 69</b>	2,129.79	1,085.00	Composite	1,085.00	No	1,044.79
<b>La Grande 1</b>	1,597.66	1,104.16	Composite	1,104.16	No	493.50
<b>Molalla River * (P)</b>	2,064.00	1,172.00	Step-Rate	1,172.00	Yes <sup>3</sup>	114.00
<b>Morrow 1</b>	1,867.29	1,250.00	Composite	1,250.00	No	617.29
<b>North Marion 15</b>	2,194.59 <sup>1</sup>	1,040.00	Composite	1,040.00	No	550.11
<b>North Santiam 29</b>	2,074.89	1,440.52	Step-Rate	1,440.52	No	634.37
<b>Nyssa 26</b>	2,289.13 <sup>1</sup>	1,150.00	Composite	1,150.00	Yes <sup>4</sup>	248.40
<b>Ontario 8C</b>	1,391.39	950.00	Composite	950.00	No	441.39
<b>Philomath 17J</b>	2,962.49 <sup>1</sup>	860.00	Step-Rate	860.00	No	927.28
<b>Phoenix-Talent 4</b>	2,289.00 <sup>1</sup>	1,166.00	Composite	1,166.00	No	401.00
<b>Scappoose 1J *</b>	2,087.00 <sup>1</sup>	1,229.00	Composite	1,229.00	No	373.58
<b>Seaside 10 *</b>	2,129.79	1,525.00	Composite	1,525.00	No	604.79
<b>Sisters 6</b>	1,874.30	1,145.00	Composite	1,145.00	No	729.30
<b>Siuslaw 97J</b>	2,440.42 <sup>1</sup>	1,077.78	Step-Rate	1,077.78	Yes <sup>3</sup>	338.94
<b>Sutherlin 130 *</b>	1,490.39	1,197.80	Composite	1,197.80	No	292.59
<b>Sweet Home 55</b>	1,858.60	1,000.00	Composite	1,000.00	No	858.60
<b>Tillamook 9</b>	1,213.49	1,135.30	Composite	---	No	78.19 <sup>5</sup>
<b>Winston-Dillard 116</b>	1,581.76	1,062.50	Composite	1,062.50	No	519.26

<sup>1</sup> Currently, no employee is taking the most expensive plan.

<sup>2</sup> The pooled amount covers all of the employee's out-of-pocket expenses.

<sup>3</sup> The pooled amount covers a portion of the employee's out-of-pocket expenses.

<sup>4</sup> Employees are allowed to use remaining allowable dollars toward eligible reimbursement accounts.

<sup>5</sup> Contribution pays for higher dental and vision benefits.

\* The six percent employee PERS "pick-up" is *not* paid by the district.

## 1,000-2,999 ADM Districts

<u>Includes Medical Insurance</u>	<u>Includes Dental Insurance</u>	<u>Includes Life Insurance- (Policy Value)</u>	<u>Includes Long-Term Disability</u>	<u>Includes Vision Insurance</u>	<u>Eligible for Full Contribution</u>
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	10,000	No	Yes	Full-time only
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	2 x annual	Yes	Yes	.5 time or more
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	\$20,000	No	Yes	.5 time or more
Yes	Yes	\$20,000	No	Yes	Full-time only
Yes	Yes	\$7,500	No	Yes	Full-time only
Yes	Yes	Varies	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	\$20,000	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	All staff
Yes	Yes	\$50,000	Yes	Yes	Full-time only
Yes	Yes	1 x annual	Yes	Yes	Full-time only
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	All staff
Yes	Yes	\$25,000	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	\$20,000	Yes	Yes	.5 time or more
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	\$20,000	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	.5 time or more

\* The six percent employee PERS “pick-up” is *not* paid by the district.

## 1,000-2,999 ADM Districts

School District	PERSONAL		BUSINESS		PROFESSIONAL		BEREAVEMENT		SABBATICAL
	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	% of Salary
Ashland 5	2	---	---	---	---	As appr	3	---	50%
Baker 5J	2	(A-5)	---	---	1	(L)	5	(P)	No Program
Banks 13	2	---	---	---	---	As appr	5	(P)	0%
Brookings-Harbor 17	3	---	---	---	---	As appr	---	---	0%
Cascade 5	3	---	---	Incl/pers	---	---	4	(P)	0%
Coos Bay 9	3	---	---	---	---	As appr	---	As appr	No Program
Corbett 39 *	3	---	---	---	---	---	5	(P)	0%
Creswell 40	2	---	---	---	---	---	5	(P)	0%
Dallas 2	3	---	---	---	---	As appr	5	---	50%
Estacada 108 *	3	---	---	---	---	As appr	5	(P)	No Program
Fern Ridge 28J	3	Incl emerg	---	---	---	---	5	---	0%
Gervais 1	4	---	---	Incl/pers	---	---	5	---	0%
Gladstone 115	1	---	---	---	---	---	3	(P)	50%
Junction City 69	2	---	---	Incl/pers	---	As appr	5	(P)	0%
La Grande 1	3	---	---	---	---	As appr	5	(P)	No Program
Molalla River *	4	---	---	Incl/pers	---	---	5	(P)	0%
Morrow 1	3	---	---	---	---	---	4	---	0%
North Marion 15	3	---	---	Incl/pers	3	As appr	5	(P)	No Program
North Santiam 29	2	---	---	Incl/pers	---	As appr	5	---	66%
Nyssa 26	2	---	---	---	---	As appr	3	---	0%
Ontario 8C	2	---	---	---	---	As appr	5	(P)	0%
Philomath 17J	---	---	---	---	---	As appr	5	As appr	50%
Phoenix-Talent 4	2	---	---	---	---	---	5	---	50%
Scappoose 1J *	3	---	---	---	---	As appr	3	(P)	50%
Seaside 10 *	3	(A)	---	Incl/pers	---	As appr	3	(P)	50%
Sheridan 48J	2	---	---	---	---	As appr	5	As appr	0%
Sisters 6	3	As appr	---	---	---	As appr	5	---	0%
Siuslaw 97J	3	---	---	---	---	As appr	---	LAW	0%
Sutherlin 130 *	2	(A) to 4	---	---	---	---	3	(P)	0%
Sweet Home 55	2	As appr	---	---	---	---	5	---	No Program
Tillamook 9	---	---	---	Incl/pers	---	As appr	3	---	0%
Umatilla 6	4	As appr	---	---	---	---	5	---	No Program
Winston-Dillard 116	3	---	---	---	---	(L)	---	(S)	0%

\* The six percent employee PERS "pick-up" is *not* paid by the district.



1,000-2,999 ADM Districts

ASSOCIATION		JURY/LEGAL		FAMILY ILLNESS		PREGNANCY		PARENTAL	
Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes
10	(R,T)	---	(F)	3	(L, S)	---	---	---	(L, LAW)
13	(R, T)	---	(J)	---	As appr (S)	---	(S)	1	(L, LAW)
2	(R)	---	(J)	---	---	---	(S)	---	(L) 1 yr
10	(R, T)	---	(F)	---	---	---	---	---	(LAW)
10	(T)	---	(J)	---	(A, S)	---	---	---	(L, LAW)
10	(R, T)	---	---	3	(LAW)	---	---	---	---
6	(R, T)	---	(F) As appr	5	(S, LAW)	---	(S)	---	---
6	(R, T)	---	(F)	10	(S)	---	Incl/paren	---	(L)
8	(R, T)	---	(F)	5	(L, LAW)	---	---	---	---
5	(R, T)	---	(F)	3	---	---	(S)	---	(LAW)
10	(R, T)	---	(J)	5	(S)	---	---	---	(S)
4	(R, T)	---	(J)	---	(S)	---	---	---	(S)
15	(R, T)	---	---	10	(L, S)	---	(S)	---	(L) 1yr
20	(T)	---	(F)	5	(S)	---	(S)	---	(L, LAW)
10	(R, T)	---	(F)	10	(L, S)	---	(S)	---	(L) 10 mo.
11	(R, T)	---	---	---	Incl/pers	---	(S)	---	(L)
5	(R, T)	---	(F)	3	---	---	(S, LAW)	---	---
---	(L)	---	(J)	---	(S)	---	---	---	(L, S, LAW)
10	(R, T)	---	(F)	---	(S)	---	(S)	---	(L, LAW)
8	(R, T)	---	(J)	---	(S)	---	(S)	---	(L, LAW)
6	(T)	---	(F)	---	(S)	---	(S)	---	(S, L, LAW)
8	(T, R)	---	---	---	---	---	---	---	(S, LAW)
5	(T)	---	(J)	3	---	---	(L, LAW)	---	(LAW)
10	(L)	---	(F)	---	(L, LAW)	---	(S, LAW)	---	(L, LAW)
4	(L, T)	---	(F)	---	---	---	---	---	(S, L, LAW)
---	---	---	(J)	10	(S)	---	(L) As appr	---	As appr
---	---	---	(F)	---	(S)	---	(S)	---	(S, L)
5	(R, T)	---	(F)	---	(S)	---	(S)	191	(L)
10	(L)	---	(F)	---	(S)	---	(S)	---	(L, LAW)
10	(R, T)	---	(F)	---	(A)	---	(LAW)	---	(LAW)
10	(R, T)	---	(J)	3	---	---	---	---	(LAW)
8	(R, T)	---	(J)	---	Incl/pers	---	---	---	(L, LAW)
7	(R, T)	---	---	---	(S)	---	(LAW)	---	(L)

(A) = Leave days accrue.

(F) = Fee given to the district.

(J) = Jury/witness fee deducted from salary.

(L) = Leave days are taken without pay.

LAW = Leave follows federal/state statute

(P) = Per occurrence.

(R)= Association reimburses substitute cost.

(S) = Sick leave days are used.

(T) = Total number for all employees in the bargaining unit.

1,000-2,999 ADM Districts

School District	FOOTBALL					
	Athletic Director	Activity Director	H.S. Head	H.S. Asst.	9th Head	9th Asst.
Ashland 5	---	---	---	---	---	---
Baker 5J	4,338-5,268	---	4,338-5,268	2,820-3,408	---	---
Banks 13	---	1,649	5,122	4,000	---	---
Brookings-Harbor 17	---	---	4,801	3,429	---	---
Cascade 5	---	3,556-3,822	4,911-5,279	3,048-3,276	---	---
Coos Bay 9	---	---	---	---	---	---
Corbett 39 *	7,508-14,686	4,149-8,116	5,532-10,821	---	---	---
Creswell 40	6,868	---	4,576-5,474	3,140-4,218	---	---
Dallas 2	---	---	---	---	---	---
Estacada 108 *	---	3,710-4,384 (S)	4,721-5,396	3,710-4,384	---	---
Fern Ridge 28J	---	---	4,140-5,283	2,414-3,081	---	---
Gervais 1	7,058	3,890	3,403-3,980	2,305-2,694	---	---
Gladstone 115	7,660-11,668	315-3,674	3,830-5,834	2,886-4,205	---	---
Junction City 69	5,048-5,513	---	4,879-5,329	3,365-3,675	---	1,470
La Grande 1	---	2,619-3,021	4,364-4,812	2,574-3,021	---	---
Molalla River *	4,559-5,573	---	4,559-5,573	3,207-3,884	4,559-5,573	3,207-3,884
Morrow 1	3,772-4,572	---	3,544-4,457	2,743-3,200	1,828-2,286	1,828-2,286
North Marion 15	5,418	3,319	4,644	3,319	---	---
North Santiam 29	---	---	4,870-5,566	3,305-4,001	3,305-4,001	3,305-4,001
Nyssa 26	---	---	4,356-4,793	3,278-3,715	---	---
Ontario 8C	---	---	4,215-4,576	---	2,934-3,186	---
Philomath 17J	---	4,381-4,711	4,049-4,546	2,893-3,388	---	---
Phoenix-Talent 4	---	---	---	---	---	---
Scappoose 1J *	8,153	---	5,317	3,721	---	---
Seaside 10 *	3,312-3,585	3,312-3,585	4,895-5,301	3,169-3,427	3,169-3,427	2,590-2,806
Sheridan 48J	3,282-3,840	---	3,282-3,840	1,942-2,272	---	---
Sisters 6	---	---	---	---	---	---
Siuslaw 97J	8,552	---	4,274-6,056	3,207-4,988	---	---
Sutherlin 130 *	---	---	3,866-5,413	2,706-3,789	---	---
Sweet Home 55	---	---	---	---	---	---
Tillamook 9	4,270-5,071	4,270-5,071	3,703-4,398	2,846-3,380	---	---
Umatilla 6	---	---	4,628-5,323	3,204-3,685	---	---
Winston-Dillard 116	4,955-5,615	---	3,964-4,955	3,303-3,964	2,973-3,633	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

1,000-2,999 ADM Districts

FOOTBALL (Continued)		BOYS BASKETBALL					
7-8 Head	7-8 Asst.	H.S. Head	H.S. Asst.	9th Head	9th Asst.	7-8 Head	7-8 Asst.
---	---	---	---	---	---	---	---
1,952-2,231	---	4,338-5,268	2,820-3,408	---	---	1,952-2,231	---
---	---	5,122	4,000	---	---	---	---
2,743	2,058	4,801	3,429	---	---	2,743	2,058
2,201-2,366	---	4,911-5,279	3,048-3,276	---	---	2,201-2,366	---
---	---	---	---	---	---	---	---
---	---	---	---	---	---	---	---
1,345-1,705	---	4,576-5,474	3,140-4,218	---	---	1,345-1,705	---
---	---	---	---	---	---	---	---
---	---	4,721-5,396	3,710-4,384	---	---	---	---
---	---	4,140-5,283	2,760-3,526	---	---	---	---
1,604	---	3,403-3,980	2,305-2,694	---	---	1,604	---
---	---	3,830-5,834	2,886-4,205	---	---	800-1,000	---
---	---	4,879-5,329	3,365-3,675	---	1,470	2,692-2,940	---
1,598	1,065	4,364-4,812	2,574-3,021	2,127-2,574	---	1,598	1,065
---	---	4,559-5,573	3,207-3,884	4,559-5,573	3,207-3,884	---	---
1,250-1,854	943-1,320	3,544-4,457	2,743-3,200	1,828-2,286	1,828-2,286	1,250-1,854	943-1,320
---	---	4,644	3,319	---	---	2,082	---
---	1,391-2,087	4,870-5,566	3,305-4,001	---	3,305-4,001	2,261-2,957	1,391-2,087
1,639-2,295	---	4,356-4,793	3,278-3,715	---	---	1,639-2,295	---
---	---	4,215-4,576	---	---	---	---	---
---	---	4,049-4,546	2,893-3,388	---	---	2,479-2,975	---
---	---	---	---	---	---	---	---
1,950	1,658	---	---	---	---	---	---
2,306-2,495	2,019-2,185	4,895-5,301	---	3,169-3,427	---	2,019-2,185	---
---	---	---	---	---	---	---	---
---	---	---	---	---	---	---	---
2,138-3,562	---	---	3,207-4,988	---	---	2,138-3,562	---
---	---	3,866-5,413	2,706-3,789	---	---	---	---
---	---	---	---	---	---	---	---
---	---	3,703-4,398	2,846-3,380	---	---	---	---
---	---	4,628-5,323	3,204-3,685	---	---	---	---
2,973-3,633	---	3,964-4,955	---	---	---	2,642-3,303	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

1,000-2,999 ADM Districts

School District	GIRLS BASKETBALL				BOYS BASEBALL		
	H.S. Head	H.S. Asst.	7-8 Head	7-8 Asst.	H.S. Head	H.S. Asst.	7-8 Coach
<b>Ashland 5</b>	---	---	---	---	---	---	---
<b>Baker 5J</b>	4,338-5,268	2,820-3,408	1,952-2,231	---	4,338-5,268	2,820-3,408	---
<b>Banks 13</b>	5,122	4,000	---	---	5,122	2,000	---
<b>Brookings-Harbor 17</b>	4,801	3,429	2,743	2,058	4,801	3,429	---
<b>Cascade 5</b>	4,911-5,279	3,048-3,276	2,201-2,366	---	4,911-5,279	3,048-3,276	2,201-2,366
<b>Coos Bay 9</b>	---	---	---	---	---	---	---
<b>Corbett 39 *</b>	---	---	---	---	5,532-10,821	---	---
<b>Creswell 40</b>	4,576-5,474	3,140-4,218	---	---	3,858-4,756	2,243-3,320	---
<b>Dallas 2</b>	---	---	---	---	---	---	---
<b>Estacada 108 *</b>	4,721-5,396	3,710-4,384	---	---	3,710-4,384	2,360-3,034	---
<b>Fern Ridge 28J</b>	4,140-5,283	2,760-3,526	---	---	3,796-4,851	2,071-2,644	---
<b>Gervais 1</b>	3,403-3,980	2,305-2,694	1,604	---	3,403-3,980	2,305-2,694	1,604
<b>Gladstone 115</b>	3,830-5,834	2,886-4,205	800-1,000	---	3,830-5,834	2,886-4,205	---
<b>Junction City 69</b>	4,879-5,329	3,365-3,675	2,692-2,940	---	4,879-5,329	3,365-3,675	---
<b>La Grande 1</b>	4,364-4,812	2,574-3,021	1,598	1,065	4,364-4,812	2,574-3,021	---
<b>Molalla River *</b>	4,559-5,573	3,207-3,884	---	---	4,559-5,573	3,207-3,884	---
<b>Morrow 1</b>	3,544-4,457	2,743-3,200	1,250-1,854	943-1,320	3,544-4,457	2,743-3,200	---
<b>North Marion 15</b>	4,644	3,319	2,082	---	4,644	3,319	---
<b>North Santiam 29</b>	4,870-5,566	3,305-4,001	2,261-2,957	1,391-2,087	4,870-5,566	3,305-4,001	---
<b>Nyssa 26</b>	4,356-4,793	3,278-3,715	1,639-2,295	---	4,356-4,793	3,278-3,715	---
<b>Ontario 8C</b>	4,215-4,576	---	---	---	4,215-4,576	---	---
<b>Philomath 17J</b>	4,049-4,546	2,893-3,388	2,479-2,975	---	4,049-4,546	2,893-3,388	---
<b>Phoenix-Talent 4</b>	---	---	---	---	---	---	---
<b>Scappoose 1J *</b>	4,608	3,225	1,772	---	4,608	3,225	---
<b>Seaside 10 *</b>	4,895-5,301	---	2,019-2,185	---	4,318-4,677	2,452-2,648	---
<b>Sheridan 48J</b>	---	---	---	---	---	---	---
<b>Sisters 6</b>	---	---	---	---	---	---	---
<b>Siuslaw 97J</b>	4,274-6,056	---	---	---	4,274-6,056	3,207-4,988	---
<b>Sutherlin 130 *</b>	---	---	---	---	3,093-4,330	2,706-3,789	---
<b>Sweet Home 55</b>	---	---	---	---	---	---	---
<b>Tillamook 9</b>	3,703-4,398	---	---	---	3,703-4,398	2,846-3,380	---
<b>Umatilla 6</b>	---	---	---	---	3,916-4,504	2,848-3,275	---
<b>Winston-Dillard 116</b>	3,864-4,855	3,303-3,964	2,642-3,303	---	3,964-4,955	3,303-3,964	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

1,000-2,999 ADM Districts

GIRLS SOFTBALL			WRESTLING		BOYS TRACK		GIRLS TRACK	
H.S. Head	H.S. Asst.	7-8 Coach	H.S. Head	H.S. Asst.	H.S. Head	H.S. Asst.	H.S. Head	H.S. Asst.
---	---	---	---	---	---	---	---	---
4,338-5,268	2,820-3,408	---	4,338-5,268	2,820-3,408	4,338-5,268	2,820-3,408	Incl/boys	Incl/boys
5,122	2,000	---	5,122	2,000	5,122	4,000	Incl/boys	Incl/boys
4,801	3,429	---	4,801	3,429	4,801	3,429	Incl/boys	Incl/boys
4,911-5,279	3,048-3,276	2,201-2,366	4,911-5,279	3,048-3,276	4,911-5,279	3,048-3,276	Incl/boys	Incl/boys
---	---	---	---	---	---	---	---	---
5,532-10,821	---	---	5,532-10,821	---	5,532-10,821	---	Incl/boys	---
3,858-4,756	2,243-3,320	---	---	---	3,858-4,756	2,243-3,320	Incl/boys	Incl/boys
---	---	---	---	---	---	---	---	---
3,710-4,384	2,360-3,034	---	4,721-5,396	3,710-4,384	---	2,360-3,034	3,710-4,384	---
3,796-4,851	2,071-2,644	---	4,140-5,283	2,414-3,081	4,140-5,283	2,414-3,081	Incl/boys	Incl/boys
3,403-3,980	2,305-2,694	1,604	3,403-3,980	2,305-2,694	3,403-3,980	2,305-2,694	Incl/boys	Incl/boys
3,830-5,834	2,886-4,205	---	3,830-5,834	2,886-4,205	3,830-5,834	2,886-4,205	Incl/boys	Incl/boys
4,879-5,329	3,365-3,675	---	4,879-5,329	---	4,879-5,329	3,365-3,675	Incl/boys	Incl/boys
4,364-4,812	2,574-3,021	---	4,364-4,812	2,574-3,021	3,917-4,364	2,574-3,021	Incl/boys	Incl/boys
4,559-5,573	3,207-3,884	---	4,559-5,573	---	4,559-5,573	3,207-3,884	Incl/boys	Incl/boys
3,544-4,457	2,743-3,200	---	3,544-4,457	2,743-3,200	3,544-4,457	2,743-3,200	Incl/boys	Incl/boys
4,644	3,319	---	4,644	3,319	4,644	3,319	Incl/boys	Incl/boys
4,870-5,566	3,305-4,001	---	4,870-5,566	3,305-4,001	4,870-5,566	3,305-4,001	Incl/boys	3,305-4,001
4,356-4,793	3,278-3,715	---	4,356-4,793	3,278-3,715	3,810-4,247	3,059-3,497	Incl/boys	Incl/boys
4,215-4,576	---	---	4,215-4,576	---	3,892-4,221	---	Incl/boys	---
4,049-4,546	2,893-3,388	---	4,049-4,546	2,893-3,388	4,049-4,546	2,893-3,388	Incl/boys	Incl/boys
---	---	---	---	---	---	---	---	---
4,608	3,225	---	5,317	3,721	5,317	3,721	Incl/boys	Incl/boys
4,318-4,677	2,452-2,648	---	4,608-4,987	3,169-3,427	4,318-4,677	3,312-3,585	Incl/boys	Incl/boys
3,282-3,840	---	---	3,282-3,840	1,942-2,272	---	---	---	---
---	---	---	---	---	---	---	---	---
---	3,207-4,988	---	4,274	3,207-4,988	4,274-6,056	3,207-4,988	Incl/boys	Incl/boys
3,093-4,330	2,706-3,789	---	3,866-5,413	2,706-3,789	3,866-5,413	2,706-3,789	Incl/boys	Incl/boys
---	---	---	---	---	---	---	---	---
3,703-4,398	2,846-3,380	---	3,703-4,398	---	3,703-4,398	2,846-3,380	Incl/boys	Incl/boys
3,916-4,504	2,848-3,275	---	---	---	3,560-4,094	2,492-2,866	Incl/boys	Incl/boys
3,964-4,955	3,303-3,964	---	3,964-4,955	---	3,964-4,955	3,303-3,964	Incl/boys	Incl/boys

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

1,000-2,999 ADM Districts

School District	CROSS COUNTRY		GOLF		SOCCER	
	Boys	Girls	Boys	Girls	Boys	Girls
<b>Ashland 5</b>	---	---	---	---	---	---
<b>Baker 5J</b>	4,338-5,268	Incl/boys	2,892-3,512	Incl/boys	4,338-5,268	4,338-5,268
<b>Banks 13</b>	---	---	---	---	7,122	7,122
<b>Brookings-Harbor 17</b>	---	---	---	---	4,801	4,801
<b>Cascade 5</b>	3,556-3,822	Incl/boys	3,556-3,822	3,556-3,822	4,911-5,279	Incl/boys
<b>Coos Bay 9</b>	---	---	---	---	---	---
<b>Corbett 39 *</b>	4,347-8,502	Incl/boys	4,347-8,502	Incl/boys	5,532-10,821	Incl/boys
<b>Creswell 40</b>	3,858-4,756	Incl/boys	---	---	3,858-4,756	3,858-4,756
<b>Dallas 2</b>	---	---	---	---	---	---
<b>Estacada 108 *</b>	3,710-4,384	Incl/boys	3,710-4,384	3,710-4,384	3,710-4,384	3,710-4,384
<b>Fern Ridge 28J</b>	3,109-3,961	Incl/boys	2,414-3,081	Incl/boys	3,109-3,961	Incl/boys
<b>Gervais 1</b>	---	---	---	---	3,403-3,980	3,403-3,980
<b>Gladstone 115</b>	2,886-5,280	Incl/boys	---	---	2,886-5,280	2,886-5,280
<b>Junction City 69</b>	1,470	Incl/boys	1,470	Incl/boys	4,879-5,329	4,879-5,329
<b>La Grande 1</b>	3,021-3,469	Incl/boys	3,021-3,469	3,021-3,469	3,917-4,364	3,917-4,364
<b>Molalla River *</b>	4,559-5,573	Incl/boys	4,559-5,573	Incl/boys	4,559-5,573	4,559-5,573
<b>Morrow 1</b>	---	---	2,914-3,544	Incl/boys	3,544-4,457	Incl/boys
<b>North Marion 15</b>	3,931	Incl/boys	3,931	Incl/boys	4,644	4,644
<b>North Santiam 29</b>	4,174-4,870	Incl/boys	4,174-4,870	4,174-4,870	4,870-5,566	4,870-5,566
<b>Nyssa 26</b>	3,810-4,247	Incl/boys	3,810-4,247	Incl/boys	---	---
<b>Ontario 8C</b>	2,995-3,246	Incl/boys	2,995-3,246	Incl/boys	3,892-4,221	3,892-4,221
<b>Philomath 17J</b>	4,049-4,546	Incl/boys	---	---	4,049-4,546	4,049-4,546
<b>Phoenix-Talent 4</b>	---	---	---	---	---	---
<b>Scappoose 1J *</b>	4,608	Incl/boys	3,545	Incl/boys	4,608	4,608
<b>Seaside 10 *</b>	4,318-4,677	Incl/boys	2,881-3,121	2,881-3,121	4,318-4,677	4,318-4,677
<b>Sheridan 48J</b>	1,942-2,272	Incl/boys	---	---	---	---
<b>Sisters 6</b>	---	---	---	---	---	---
<b>Siuslaw 97J</b>	4,274-6,056	Incl/boys	3,562-5,344	Incl/boys	---	---
<b>Sutherlin 130 *</b>	2,706-3,789	Incl/boys	2,706-3,789	Incl/boys	3,093-4,330	Incl/boys
<b>Sweet Home 55</b>	---	---	---	---	---	---
<b>Tillamook 9</b>	2,846-3,380	Incl/boys	2,846-3,380	Incl/boys	3,703-4,398	3,703-4,398
<b>Umatilla 6</b>	3,560-4,094	Incl/boys	---	---	3,916-4,504	Incl/boys
<b>Winston-Dillard 116</b>	3,964-4,955	Incl/boys	---	---	3,964-4,955	Incl/boys

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

1,000-2,999 ADM Districts

<b>TENNIS</b>						
<b>Volleyball</b>	<b>Boys</b>	<b>Girls</b>	<b>Drama</b>	<b>Orchestra</b>	<b>Band</b>	<b>Choir</b>
---	---	---	---	---	---	---
4,338-5,268	4,338-5,268	Incl/boys	4,338-5,268	---	4,338-5,268	4,338-5,268
5,122	---	---	---	---	---	3,552
4,801	---	---	4,801	---	2,743-4,801	---
4,911-5,279	4,911-5,279	4,911-5,279	---	---	3,048-3,276	3,048-3,276
---	---	---	---	---	---	---
5,532-10,821	4,347-8,502	Incl/boys	5,532-10,821	---	---	---
4,576-5,474	---	---	2,063-2,782 (T)	---	3,858-4,756	2,243-3,320
---	---	---	---	---	---	---
4,721-5,396	3,710-4,384	3,710-4,384	---	---	---	---
3,452-4,402	---	---	690-879 (T)	---	2,760-3,526	1,723-2,202
3,403-3,980	---	---	---	---	---	---
3,459-5,280	---	---	3,830-5,834	---	3,459-5,280	1,978-3,026
4,879-5,329	4,038-4,410	Incl/boys	---	---	1,470	---
4,364-4,812	3,021-3,469	Incl/boys	2,619-3,021	447 (P)	3,424-3,827	3,424-3,827
---	4,559-5,573	4,559-5,573	4,559-5,573	---	4,559-5,573	4,559-5,573
3,544-4,457	2,914-3,544	2,914-3,544	1,317-1,626	---	2,167-2,788	---
4,644	3,931	3,931	1,454 (P)	---	3,319	3,319
4,870-5,566	4,174-4,870	4,174-4,870	3,305-4,001	---	3,305-4,001	2,609-3,305
4,356-4,793	3,810-4,247	Incl/boys	819	---	3,059-3,497	3,059-3,497
4,215-4,576	2,995-3,246	Incl/boys	---	---	4,215-4,576	2,109-2,288
4,049-4,546	4,049-4,546	Incl/boys	2,893-3,388	---	2,893-3,388	2,313-2,645
---	---	---	---	---	---	---
4,608	---	---	3,545	---	3,545	2,836
4,318-4,677	---	---	3,887-4,212	---	3,887-4,212	3,887-4,212
3,282-3,840	---	---	884-1,034	---	1,149-1,748	---
---	---	---	---	---	---	---
4,274-6,056	---	---	2,138 (P)	---	5,344	---
3,093-4,330	---	---	700 (P)	---	3,866-5,413	3,866-5,413
---	---	---	---	---	---	---
3,703-4,398	2,846-3,380	Incl/boys	---	---	3,418-4,060 (S)	---
3,916-4,504	3,560-4,094	Incl/boys	---	---	---	---
3,964-4,955	---	---	1,913-2,551	---	3,964-4,955	3,303-3,964

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

## 1,000-2,999 ADM Districts

<u>School District</u>	<u>Yearbook</u>	<u>Paper</u>	<u>Speech/Debate</u>	<u>Dance/ Drill Team</u>	<u>Rally</u>
<b>Ashland 5</b>	---	---	---	---	---
<b>Baker 5J</b>	2,820-3,408	---	1,952-2,231	---	4,338-5,268
<b>Banks 13</b>	1,649	---	---	5,122	---
<b>Brookings-Harbor 17</b>	4,801	---	---	4,801	---
<b>Cascade 5</b>	---	---	---	3,556-3,822	---
<b>Coos Bay 9</b>	---	---	---	---	---
<b>Corbett 39 *</b>	---	---	---	---	---
<b>Creswell 40</b>	3,140-4,218	2,063-2,782	---	---	3,858-4,756 (S)
<b>Dallas 2</b>	---	---	---	---	---
<b>Estacada 108 *</b>	1,686-2,360 (M)	---	---	---	2,360-3,034 (M)
<b>Fern Ridge 28J</b>	1,378-1,759	1,378-1,759	---	3,452-4,402	3,452-4,402
<b>Gervais 1</b>	1,069	---	---	---	3,403-3,980 (S)
<b>Gladstone 115</b>	1,978-3,026	---	---	1,978-5,280	---
<b>Junction City 69</b>	3,197-3,491	3,197-3,491	---	---	1,470 (S)
<b>La Grande 1</b>	3,804-4,252	---	---	---	---
<b>Molalla River *</b>	2,364-2,870	2,364-2,870	2,364-2,870	3,207-3,884	2,364-2,870
<b>Morrow 1</b>	1,317-1,626	---	---	---	3,544-4,457
<b>North Marion 15</b>	2,082	---	---	---	---
<b>North Santiam 29</b>	1,914-2,609	1,913-2,609	---	4,870-5,566	---
<b>Nyssa 26</b>	3,059-3,497	3,059-3,497	---	---	---
<b>Ontario 8C</b>	---	---	---	---	---
<b>Philomath 17J</b>	2,893-3,388	---	---	4,049-4,546	---
<b>Phoenix-Talent 4</b>	---	---	---	---	---
<b>Scappoose 1J *</b>	1,063	---	---	3,545	3,545
<b>Seaside 10 *</b>	2,738-2,962	---	---	2,590-2,806	2,590-2,806
<b>Sheridan 48J</b>	884-1,034	---	---	---	1,149-1,344
<b>Sisters 6</b>	---	---	---	---	---
<b>Siuslaw 97J</b>	---	---	---	---	3,207-4,988
<b>Sutherlin 130 *</b>	---	---	3,866-5,413	---	3,093-4,330
<b>Sweet Home 55</b>	---	---	---	---	---
<b>Tillamook 9</b>	2,279-2,706	---	---	---	---
<b>Umatilla 6</b>	---	---	---	---	---
<b>Winston-Dillard 116</b>	2,642-3,303	---	---	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.



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## 500-999 ADM Districts

School District	County	Years Covered by Coll. Barg. Agreement	Resident ADM Dec. 31, 2014	BACHELOR'S DEGREE			
				Base	Max. Salary	No. of Steps	Amt. of Increment
<b>Amity 4J</b>	YAMHILL	2014-2017	867.6	33,682	45,808	10	1,347
<b>Central Linn 552</b>	LINN	2014-2017	630.6	31,250	40,989	9	1,078-1,367
<b>Clatskanie 6J *</b>	COLUMBIA	2014-2017	651.5	38,154	59,523	15	1,526-1,527
<b>Colton 53</b>	CLACKAMAS	2014-2017	605.6	33,313	47,409	12	1,282-1,281
<b>Coquille 8</b>	COOS	2015-2017	818.5	35,512	46,876	9	1,420
<b>Dayton 8 *</b>	YAMHILL	2015-2018	938.5	35,828	50,160	11	1,433
<b>Gaston 511J *</b>	WASHINGTON	2015-2018	588.8	35,921	52,444	12	1,258-2,344
<b>Glide 12</b>	DOUGLAS	2015-2017	639.2	33,340	45,442	10	1,168-1,538
<b>Harrisburg 7</b>	LINN	2014-2016	831.6	31,606	45,275	10	1,367
<b>Jefferson 14J *</b>	MARION	2013-2016	835.5	37,342	54,333	14	1,307
<b>John Day 3</b>	GRANT	2015-2018	561.3	33,416	45,921	11	1,078-1,437
<b>Lake County 7</b>	LAKE	2015-2017	726.7	34,057	46,571	10	1,391
<b>Mt Angel 91</b>	MARION	2015-2017	657.1	35,667	47,019	21	577-566
<b>Myrtle Point 41</b>	COOS	2014-2016	617.8	34,601	51,209	13	1,383-1,384
<b>Neah-Kah-Nie 56 *</b>	TILLAMOOK	2015-2019	718.3	38,118	55,650	11	1,750-1,756
<b>Oakridge 76</b>	LANE	2014-2017	510.4	33,799	46,785	12	1,076-1,365
<b>Pleasant Hill 1 *</b>	LANE	2014-2017	932.1	34,570	47,755	8	1,633-2,154
<b>Rainier 13</b>	COLUMBIA	2015-2017	931.6	32,966	52,780	13	1,319-2,030
<b>Reedsport 105</b>	DOUGLAS	2015-2016	598.0	34,647	47,119	9	1,559-1,558
<b>Vale 84</b>	MALHEUR	2015-2016	911.0	34,996	46,998	9	1,499
<b>Vernonia 47J</b>	COLUMBIA	2015-2016	559.6	30,327	43,239	13	910-1,259
<b>Warrenton-Hammond 30 *</b>	CLATSOP	2013-2016	908.0	34,623	42,406	6	1,430-1,589
<b>Willamina 30J</b>	YAMHILL	2013-2016	794.7	36,587	43,893	7	1,127-1,315

\* The six percent employee PERS "pick-up" is *not* paid by the district.

500-999 ADM Districts

BACHELOR'S DEGREE +45				MASTER'S DEGREE				MASTER'S DEGREE +45			
Base	Max. Salary	No. of Steps	Amt. of Increment	Base	Max. Salary	No. of Steps	Amt. of Increment	Base	Max. Salary	No. of Steps	Amt. of Increment
35,703	50,524	12	1,347	36,714	59,618	18	1,347	39,745	66,691	21	1,347
33,476	47,632	12	1,091-1,503	34,647	52,047	14	1,102-1,604	38,414	57,706	14	1,221-1,778
40,948	62,315	15	1,525-1,526	43,743	66,635	16	1,525-1,527	46,535	69,427	16	1,525-1,526
35,236	53,174	15	1,281	37,158	58,940	18	1,281	39,080	62,143	19	1,281
38,747	52,950	11	1,420	39,824	56,870	13	1,420	43,057	64,364	16	1,420
38,694	61,624	17	1,433	40,127	65,923	19	1,433	42,994	73,089	224	1,433
---	---	---	---	38,436	66,648	17	1,345-2,251	39,974	69,314	17	1,398-2,343
35,010	49,381	11	1,225-1,669	36,676	55,421	13	1,284-1,878	38,344	57,939	13	1,341-2,236
32,214	48,606	12	1,367-1,357	32,823	51,960	14	1,367-1,368	34,647	53,784	14	1,369-1,367
39,957	58,251	15	1,307	41,263	60,865	16	1,307	43,876	66,096	18	1,307
35,046	54,691	15	1,132-1,709	35,893	59,686	17	1,159-1,866	---	---	---	---
35,450	54,915	15	1,391	36,378	57,233	16	1,391	---	---	---	---
37,913	55,143	25	708-842	39,183	58,943	29	709-706	42,054	65,012	34	716-484
38,753	55,977	13	1,383-1,384	40,137	58,130	14	1,384-1,385	---	---	---	---
40,019	61,520	13	1,787-1,797	40,973	68,468	16	1,827-1,880	42,883	76,234	20	1,902-2,692
36,932	54,235	14	1,174-1,580	38,039	57,539	15	1,213-1,676	41,568	62,875	15	1,323-1,831
36,033	57,461	12	1,562-2,387	37,558	64,350	14	1,588-2,611	39,147	67,072	14	1,655-2,721
34,984	60,581	15	1,399-2,330	36,397	63,028	15	1,456-2,424	38,625	66,886	15	1,545-2,573
37,072	55,781	13	1,558	39,498	58,206	13	1,560-1,559	---	---	---	---
37,106	59,591	16	1,499	38,161	60,646	16	1,499	40,271	62,756	16	1,499
32,802	49,615	15	984-1,445	34,114	53,148	16	1,023-1,548	---	---	---	---
36,307	51,077	10	1,430-1,747	37,419	52,666	10	1,588-1,905	39,483	62,930	15	1,587-931
38,873	55,958	13	1,200-1,672	40,074	61,292	15	1,237-1,828	42,578	65,135	15	1,315-1,955

The following districts had not reached a settlement or had not reported when this book went to press: Athena-Weston 29J, Bandon 54, Culver 4 Harney County 3, Rogue River 35, Santiam Canyon 129.

\* The six percent employee PERS "pick-up" is *not* paid by the district.

500-999 ADM Districts

**AMITY 4J**

BA+24	-	34,693	-	48,165	(11)
MA+15	-	37,724	-	61,976	(19)
MA+30	-	38,735	-	64,333	(20)

**CENTRAL LINN 552**

BA+30	-	32,344	-	42,424	(9)
BA+60	-	34,647	-	52,047	(14)
BA+75	-	35,860	-	53,869	(14)
BA+90	-	37,115	-	55,754	(14)
BA+105	-	38,414	-	57,706	(14)
MA+15	-	35,860	-	53,869	(14)
MA+30	-	37,115	-	55,754	(14)

**CLATSKANIE 6J \***

BA+24	-	39,552	-	60,919	(15)
BA+74	-	42,345	-	65,237	(16)
MA+30	-	45,138	-	68,032	(16)

**COLTON 53**

BA+24	-	34,275	-	49,651	(13)
BA+60	-	37,158	-	58,940	(18)
BA+84	-	38,119	-	59,901	(18)
MA+24	-	38,119	-	59,901	(18)

**COQUILLE 8**

BA+15	-	36,591	-	47,955	(9)
BA+30	-	37,668	-	51,874	(11)
MA+15	-	40,901	-	57,947	(13)
MA+30	-	41,979	-	61,866	(15)

**DAYTON 8 \***

BA+23	-	37,261	-	54,458	(13)
BA+68	-	40,127	-	65,923	(19)
MA+24	-	41,561	-	70,223	(21)

**GASTON 511J \***

BA+60	-	38,436	-	66,648	(17)
BA+105	-	39,974	-	69,314	(17)

**GLIDE 12**

BA+24	-	34,176	-	46,577	(10)
BA+60	-	36,676	-	55,421	(13)
BA+84	-	37,593	-	56,808	(13)
BA+104	-	38,344	-	57,939	(13)
MA+24	-	35,996	-	56,808	(13)

**HARRISBURG 7**

BA+30	-	31,606	-	45,275	(10)
MA+15	-	33,431	-	52,568	(14)
MA+30	-	34,039	-	53,176	(14)

**JEFFERSON 14J \***

BA+24	-	38,649	-	55,639	(14)
BA+60	-	41,263	-	60,865	(16)
BA+84	-	42,571	-	63,482	(17)
BA+105	-	43,876	-	66,096	(18)
MA+24	-	42,571	-	63,482	(17)

**JOHN DAY 3**

BA+24	-	34,222	-	50,114	(13)
BA+60	-	35,893	-	59,686	(17)
BA+90	-	36,756	-	63,099	(18)
MA+30	-	36,756	-	63,099	(18)

**LAKE COUNTY 7**

BA+15	-	34,521	-	48,425	(11)
BA+30	-	34,986	-	51,670	(13)
BA+60	-	35,914	-	56,769	(16)
MA+15	-	36,842	-	57,697	(16)
MA+30	-	37,306	-	58,162	(16)

\* The six percent employee PERS "pick-up" is *not* paid by the district.

500-999 ADM Districts

**MT ANGEL 91**

BA+15	-	36,425	-	48,702	(21)
BA+30	-	37,169	-	50,364	(21)
BA+60	-	39,183	-	58,943	(29)
BA+90	-	40,620	-	63,364	(34)
MA+24	-	40,620	-	63,364	(34)

**MYRTLE POINT 41**

BA+15	-	35,985	-	52,594	(13)
BA+30	-	37,369	-	53,977	(13)
BA+60	-	40,137	-	58,130	(14)
BA+75	-	41,521	-	60,898	(15)
BA+90	-	42,905	-	63,666	(16)
MA+15	-	41,521	-	60,898	(15)
MA+30	-	42,905	-	63,666	(16)

**NEAH-KAH-NIE 56 \***

BA+30	-	39,070	-	56,602	(11)
BA+60	-	40,973	-	68,468	(16)
BA+85	-	41,926	-	71,971	(18)
BA+105	-	42,883	-	76,234	(20)
MA+25	-	41,926	-	71,971	(18)

**OAKRIDGE 76**

BA+15	-	34,812	-	48,188	(12)
BA+30	-	35,856	-	51,123	(13)
BA+60	-	38,039	-	57,539	(15)
BA+75	-	39,180	-	59,266	(15)
BA+90	-	40,354	-	61,045	(15)
BA+105	-	41,568	-	62,875	(15)
MA+15	-	39,180	-	59,266	(15)
MA+30	-	40,354	-	61,045	(15)

**PLEASANT HILL 1 \***

BA+75	-	37,558	-	64,350	(14)
BA+120	-	39,147	-	67,072	(14)

**RAINIER 13**

BA+15	-	33,625	-	58,228	(15)
BA+30	-	34,298	-	59,393	(15)
BA+60	-	35,683	-	61,792	(15)
BA+75	-	36,397	-	63,028	(15)
BA+90	-	37,125	-	64,289	(15)
MA+15	-	37,125	-	64,289	(15)
MA+30	-	37,868	-	65,574	(15)

**REEDSPORT 105**

BA+75	-	39,498	-	58,206	(13)
BA+105	-	41,924	-	60,632	(13)
MA+	-	39,498	-	58,206	(13)
MA+30	-	41,924	-	60,632	(13)

**VALE 84**

BA+22	-	36,051	-	51,041	(11)
BA+67	-	38,161	-	60,646	(16)
BA+90	-	39,216	-	61,701	(16)
BA+105	-	40,271	-	62,756	(16)
MA+15	-	39,216	-	61,701	(16)

**VERNONIA 47J**

BA+30	-	31,540	-	46,318	(14)
BA+60	-	34,114	-	53,148	(16)
BA+75	-	35,478	-	56,932	(17)
BA+105	-	36,897	-	60,986	(18)
MA+15	-	35,478	-	56,932	(17)
MA+30	-	36,897	-	60,986	(18)

**WARRENTON-HAMMOND 30 \***

BA+15	-	35,163	-	44,693	(7)
BA+30	-	35,736	-	47,011	(8)
BA+75	-	37,419	-	52,666	(10)
BA+90	-	38,149	-	55,461	(11)
BA+105	-	38,721	-	58,098	(12)
BA+120	-	39,483	-	62,930	(15)
MA+15	-	38,149	-	55,461	(11)
MA+30	-	38,721	-	58,098	(12)

**WILLAMINA 30J**

BA+24	-	37,713	-	48,078	(9)
BA+60	-	40,074	-	61,292	(15)
BA+84	-	41,311	-	63,180	(15)
BA+105	-	42,578	-	65,135	(15)
MA+24	-	41,311	-	63,180	(15)

\* The six percent employee PERS "pick-up" is *not* paid by the district.

## 500-999 ADM Districts

School District	BA base % increase for 2015-2016 over 2014-2015	2014-2015 Average Annual Salary	2014-2015 FTE	Student School Days	Contract Days	Inservice Days	Holidays
<b>Amity 4J</b>	2.0	52,332	60	150	175	18	7
<b>Central Linn 552</b>	No Incr	44,256	44	152	190	33	7
<b>Clatskanie 6J *</b>	2.5	55,283	34	174	190	1	6
<b>Colton 53</b>	2.0	50,085	40	144	172	9	5
<b>Coquille 8</b>	3.0	53,791	46	179	190	6	8
<b>Dayton 8 *</b>	2.5	55,284	58	171	190	7	6
<b>Gaston 511J *</b>	2.0	51,245	32	171	188	6	5
<b>Glide 12</b>	3.0	53,956	45	147	147	18	5
<b>Harrisburg 7</b>	1.96	45,091	79	149	171	13	6
<b>Jefferson 14J *</b>	No Incr	54,683	50	169	190	4.5	6
<b>John Day 3</b>	No Incr	52,778	44	156	190	3	7
<b>Lake County 7</b>	1.5	53,394	62	172	190	4	5
<b>Mt Angel 91</b>	1.97	54,107	47	173	192	3	6
<b>Myrtle Point 41</b>	1.96	51,179	41	167	190	18	5
<b>Neah-Kah-Nie 56 *</b>	2.0	60,252	57	171	191	7	8
<b>Oakridge 76</b>	2.0	56,269	49	149	174	4	6
<b>Pleasant Hill 1 *</b>	2.0	56,779	49	175	191	11	5
<b>Rainier 13</b>	2.0	52,761	53	173	187	6	6
<b>Reedsport 105</b>	2.0	52,628	30	152.5	190	7	6
<b>Vale 84</b>	2.5	56,451	53	148	175	6	6
<b>Vernonia 47J</b>	1.97	51,984	40	157	175	12	6
<b>Warrenton-Hammond 30 *</b>	10.61 <sup>4</sup>	44,737	58	176	189	9	5
<b>Willamina 30J</b>	1.5	53,475	52	173	185	3	5

<sup>4</sup> Added seven (7) contract days; eliminated a Step; increased teachers' salaries by 1%.

\* The six percent employee PERS "pick-up" is *not* paid by the district.

500-999 ADM Districts

<b>TUITION REIMBURSEMENT</b>			
<b>School District</b>	<b>Hours Reimbursed</b>	<b>Rate of Reimbursement</b>	<b>Pool Amount</b>
<b>Amity 4J</b>	---	Other	---
<b>Central Linn 552</b>	---	Other	---
<b>Clatskanie 6J *</b>	3/4	Avg of Specific Univ	---
<b>Colton 53</b>	---	Avg of Specific Univ	\$10,500
<b>Coquille 8</b>	12 hrs	Actual Cost	---
<b>Dayton 8 *</b>	---	Actual Cost	\$25,000
<b>Gaston 511J *</b>	---	PSU	\$8,500
<b>Glide 12</b>	---	Actual Cost	\$13,000
<b>Harrisburg 7</b>	3 hrs	State Average	---
<b>Jefferson 14J *</b>	---	Other	\$24,890
<b>John Day 3</b>	---	EOU	\$10,000
<b>Lake County 7</b>	12 hrs	Other	\$9,000
<b>Mt Angel 91</b>	6 hrs	PSU	---
<b>Myrtle Point 41</b>	8 hrs	State Average	\$25,000
<b>Neah-Kah-Nie 56 *</b>	4	U of O	---
<b>Oakridge 76</b>	---	Actual Cost	\$5,000
<b>Pleasant Hill 1 *</b>	\$5,000	Actual Cost	\$5,000
<b>Rainier 13</b>	8 hrs	PSU	\$30,000
<b>Reedsport 105</b>	---	Actual Cost	\$10,000
<b>Vale 84</b>	---	Other	\$10,000
<b>Vernonia 47J</b>	12 hrs	PSU	---
<b>Warrenton-Hammond 30 *</b>	6 hrs	Actual Cost	\$50,000
<b>Willamina 30J</b>	6 hrs	PSU	---

\* The six percent employee PERS "pick-up" is *not* paid by the district.

## 500-999 ADM Districts

<u>School District</u>	<u>Highest Monthly Premium Offered to Employees</u>	<u>Maximum District Contribution</u>	<u>Plan Type</u>	<u>District's Cap, if Any</u>	<u>Are Excess Contrib. Pooled?</u>	<u>Maximum Employee Contribution</u>
<b>Amity 4J</b>	1,293.00	1,175.00	Composite	1,175.00	No	118.00
<b>Central Linn 552</b>	2,990.24 <sup>1</sup>	950.00	Step-Rate	950.00	No	742.75
<b>Clatskanie 6J *</b>	1,867.29	1,573.85	Composite	---	No	293.44
<b>Colton 53</b>	3,012.72	2,088.12	Step-Rate	1,285.20	Yes <sup>2</sup>	---
<b>Gaston 511J *</b>	1,671.21	1,258.00	Composite	1,258.00	No	413.12
<b>Glide 12</b>	2,087.22 <sup>1</sup>	1,090.09	Composite	1,090.09	No	305.66
<b>Harrisburg 7</b>	1,597.66	950.00	Composite	950.00	No	385.00
<b>Jefferson 14J *</b>	1,590.00 <sup>1</sup>	1,250.00	Composite	1,250.00	No	324.00
<b>Lake County 7</b>	2,182.96	1,215.00	Composite	1,215.00	No	967.96
<b>Mt Angel 91</b>	2,178.38	980.00	Step-Rate	980.00	No	1,198.38
<b>Myrtle Point 41</b>	1,672.39	1,295.49	Composite	1,325.00	No	---
<b>Oakridge 76</b>	2,289.13 <sup>1</sup>	1,150.24	Composite	950.00	Yes	645.87
<b>Pleasant Hill 1 *</b>	2,289.13 <sup>1</sup>	1,186.00	Composite	1,186.00	Yes <sup>2</sup>	171.78
<b>Rainier 13</b>	2,423.35 <sup>1</sup>	1,561.00	Step-Rate	1,561.00	No	486.76
<b>Reedsport 105</b>	2,087.22	1,192.46	Composite	1,200.00	Yes <sup>3</sup>	404.17
<b>Vale 84</b>	2,289.13	1,070.00	Composite	1,070.00	No	462.98
<b>Vernonia 47J</b>	2,294.59 <sup>1</sup>	1,210.00	Composite	1,210.00	No	348.73
<b>Warrenton-Hammond 30 *</b>	2,289.13 <sup>1</sup>	1,050.00	Composite	1,050.00	No	527.22
<b>Willamina 30J</b>	1,967.74	1,347.41	Step-Rate	1,347.41	No	620.33

<sup>1</sup> Currently, no employee is taking the most expensive plan.

<sup>2</sup> The pooled amount covers all of the employee's out-of-pocket expenses.

<sup>3</sup> The pooled amount covers a portion of the employee's out-of-pocket expenses.

\* The six percent employee PERS "pick-up" is *not* paid by the district.



## 500-999 ADM Districts

<u>Includes Medical Insurance</u>	<u>Includes Dental Insurance</u>	<u>Includes Life Insurance- (Policy Value)</u>	<u>Includes Long-Term Disability</u>	<u>Includes Vision Insurance</u>	<u>Eligible for Full Contribution</u>
Yes	No	---	No	No	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	\$40,000	Yes	Yes	Full-time only
Yes	Yes	\$20,000	No	Yes	Full-time only
Yes	No	---	No	No	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	No	---	No	No	All staff
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	All staff
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	\$10,000	Yes	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	.5 time or more

\* The six percent employee PERS "pick-up" is *not* paid by the district.

## 500-999 ADM Districts

School District	PERSONAL		BUSINESS		PROFESSIONAL		BEREAVEMENT		SABBATICAL
	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	% of Salary
Amity 4J	3	---	---	Incl/pers	---	As appr	4	---	No Program
Central Linn 552	2	---	---	---	---	---	---	Incl/family	No Program
Clatskanie 6J *	3	As appr	---	---	---	---	5	(P)	50%
Colton 53	1	(A)	---	---	---	---	3	(P)	50%
Coquille 8	3	---	---	---	---	As appr	5	---	0%
Dayton 8 *	3	---	---	Incl/pers	---	---	3	(P)	No Program
Gaston 511J *	1	---	---	---	2	As appr	---	Incl/emerg	0%
Glide 12	3	---	---	---	---	---	3	(P)	0%
Harrisburg 7	2	---	---	Incl/pers	---	As appr	5	---	0%
Jefferson 14J *	3	---	---	---	---	As appr	5	(P)	0%
John Day 3	2	---	---	---	1	As appr	5	(P)	0%
Lake County 7	3	---	---	---	---	---	3	---	No Program
Mt Angel 91	2	---	---	---	1	As appr	---	Per policy	No Program
Myrtle Point 41	3	---	---	Incl/pers	---	As appr	5	(P)	No Program
Neah-Kah-Nie 56 *	3	---	---	---	---	(L)	5	(P)	0%
Oakridge 76	3	(L)	---	---	---	As appr	5	As appr	0%
Pleasant Hill 1 *	2	As appr	---	---	---	---	5	(P)	0%
Rainier 13	---	---	---	Incl/pers	---	As appr	5	(P)	0%
Reedsport 105	2	As appr	---	---	---	---	5	---	0%
Vale 84	2	---	---	---	---	As appr	4	(P)	No Program
Vernonia 47J	3	As appr	---	As appr	---	As appr	5	---	0%
Warrenton-Hammond 30 *	2	As appr	---	---	---	---	3	---	50%
Willamina 30J	3	---	---	---	---	As appr	20	As appr	0%

\* The six percent employee PERS "pick-up" is *not* paid by the district.

500-999 ADM Districts

ASSOCIATION		JURY/LEGAL		FAMILY ILLNESS		PREGNANCY		PARENTAL	
Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes
---	---	---	(J)	---	(L)	---	---	---	(L)
---	---	---	(F)	---	(S)	---	(L) up to 1 yr	---	(L)
---	---	---	(J)	---	(LAW)	---	(LAW)	---	(LAW)
4	(R, T)	---	(F)	3	(S)	---	(S)	---	(S, LAW)
20	(R, T)	---	---	---	Incl/emerg	---	(S)	---	(L)
---	(R)	---	---	10	(S)	---	---	---	(L, LAW)
---	---	---	(F)	---	Incl/emerg	---	(S)	---	(L)
10	(R, T)	---	(J)	4	---	---	---	---	---
---	---	---	(J)	---	---	---	(S)	---	---
10	(T)	---	(F)	---	(S)	---	(S)	---	---
10	(R,T)	---	(J)	---	(S)	---	(LAW)	---	---
5	(R, T)	---	(F)	30	(S)	---	(L, S)	---	(L)
---	---	---	---	---	---	---	---	---	---
5	(R, T)	---	---	---	(S)	---	(S)	---	(S, LAW)
---	---	---	(J)	5	(S)	---	(L) 1 yr	---	(L)
5	(R,T)	---	(J)	---	(L, S)	---	(S)	---	(S)
10	(R, T)	---	(F)	5	(L, S, LAW)	---	---	191	(L)
---	---	---	(J)	---	(LAW)	---	(L)	---	(LAW)
5	(T)	---	(J)	---	(S)	---	---	---	---
4	(T)	---	(F)	---	(S)	---	(S)	---	(LAW)
5	(T, L)	---	(J)	---	---	---	---	---	(S, LAW)
2	(R,T)	---	(F)	---	(L, LAW)	---	---	---	(LAW)
8	(R, T)	---	---	4	(L, LAW)	---	---	---	(L, LAW)

(A) = Leave days accrue.  
 (F) = Fee given to the district.  
 (J) = Jury/witness fee deducted from salary.  
 (L) = Leave days are taken without pay.  
 LAW = Leave follows federal/state statute

(P) = Per occurrence.  
 (R) = Association reimburses substitute cost.  
 (S) = Sick leave days are used.  
 (T) = Total number for all employees in the bargaining unit.

500-999 ADM Districts

School District	Athletic Director	Activity Director	FOOTBALL			
			H.S. Head	H.S. Asst.	9th Head	9th Asst.
Amity 4J	---	---	---	---	---	---
Central Linn 552	---	---	---	---	---	---
Clatskanie 6J *	7,631	---	3,434-4,769	---	---	---
Colton 53	4,895-6,511	---	3,030-3,434	2,098-2,300	---	759-961
Coquille 8	12,222	---	3,874	---	2,682	---
Dayton 8 *	8,599	---	---	---	---	---
Gaston 511J *	6,825-7,595	---	---	1,077-1,200	---	---
Glide 12	---	3,607-4,440	3,607-4,440	2,776-3,332	---	---
Harrisburg 7	2,790-4,030	---	2,790-4,030	1,550-2,790	---	---
Jefferson 14J *	---	4,481	4,481	3,361	---	---
John Day 3	5,796	---	4,053-5,473	3,505-4,923	---	---
Lake County 7	---	---	4,427-4,792	3,065-3,318	---	---
Mt Angel 91	5,205	2,676	3,568-4,702	2,676-3,526	---	---
Myrtle Point 41	24,278	---	5,190	3,287	---	---
Neah-Kah-Nie 56 *	4,167-5,000	---	4,412-5,294	2,941-3,529	---	---
Oakridge 76	4,745	---	4,459	3,010	2,644	---
Pleasant Hill 1 *	---	---	---	---	---	---
Rainier 13	---	---	3,956-4,615	3,132-3,791	---	---
Reedsport 105	5,024-5,370	5,024-5,370	5,024-5,370	2,858-3,205	4,244-4,937	---
Vale 84	4,923-5,630	---	4,220-4,923	3,165-3,870	---	---
Vernonia 47J	---	1,858-3,247	3,097-3,247	2,478-2,568	---	---
Warrenton-Hammond 30 *	4,000-5,856	---	2,877-3,749	1,500-2,010	---	---
Willamina 30J	---	---	4,098-4,917	2,890-3,468	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

500-999 ADM Districts

FOOTBALL (Continued)		BOYS BASKETBALL					
7-8 Head	7-8 Asst.	H.S. Head	H.S. Asst.	9th Head	9th Asst.	7-8 Head	7-8 Asst.
---	---	---	---	---	---	---	---
---	---	---	---	---	---	---	---
---	---	3,434-4,769	---	---	---	---	---
1,224-1,426	---	3,030-3,434	2,098-2,300	---	---	1,224-1,426	---
2,332	---	3,874	---	2,682	---	---	2,332
---	---	---	---	---	---	---	---
1,437-1,599	---	---	---	---	2,479-2,758	---	---
2,776-3,332	---	3,607-4,440	3,052-3,607	---	---	2,218-2,776	---
---	---	2,790-4,030	1,550-2,790	---	---	---	---
2,614	---	4,481	3,361	---	---	2,614	---
2,157-2,868	---	4,053-5,473	3,505-4,923	---	---	2,157-2,868	---
---	---	4,427-4,792	3,065-3,318	---	---	---	---
2,141	2,141	3,568-4,702	2,676-3,526	---	---	2,141	---
3,114	---	5,190	3,806	---	---	2,000	---
1,961-2,353	---	4,412-5,294	2,941-3,529	---	---	1,961-2,353	---
2,358	---	4,459	3,010	---	---	2,358	---
---	---	---	---	---	---	---	---
---	---	3,956-4,615	---	---	---	---	---
780-1,126	---	4,244-4,937	---	4,244-4,937	---	780-1,126	---
2,463-3,165	2,109-2,814	4,220-4,923	3,165-3,870	---	---	2,109-2,814	---
2,478-2,568	---	3,097-3,247	2,478-2,568	---	---	---	2,478-2,568
1,372-1,628	996-1,249	2,877-3,749	1,500-2,010	---	---	1,372-1,628	---
2,049-2,457	---	4,098-4,917	2,890-3,468	---	---	2,306-2,765	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

## 500-999 ADM Districts

School District	GIRLS BASKETBALL				BOYS BASEBALL		
	H.S. Head	H.S. Asst.	7-8 Head	7-8 Asst.	H.S. Head	H.S. Asst.	7-8 Coach
<b>Amity 4J</b>	---	---	---	---	---	---	---
<b>Central Linn 552</b>	---	---	---	---	---	---	---
<b>Clatskanie 6J *</b>	3,434-4,769	---	---	---	3,434-4,769	---	---
<b>Colton 53</b>	3,030-3,434	2,098-2,300	1,224-1,426	---	3,030-3,434	---	---
<b>Coquille 8</b>	3,874	---	2,332	---	---	---	---
<b>Dayton 8 *</b>	---	---	---	---	---	---	---
<b>Gaston 511J *</b>	---	---	---	---	4,023-4,477	---	---
<b>Glide 12</b>	3,052-3,607	3,052-3,607	2,218-2,776	---	3,607-4,440	---	---
<b>Harrisburg 7</b>	2,790-4,030	1,550-2,790	---	---	2,790-4,030	1,550-2,790	---
<b>Jefferson 14J *</b>	4,481	3,361	2,614	---	4,481	3,361	2,614
<b>John Day 3</b>	4,053-5,473	3,505-4,923	2,157-2,868	---	4,053-5,473	3,505-4,923	---
<b>Lake County 7</b>	4,427-4,792	3,065-3,318	---	---	4,427-4,792	3,065-3,318	---
<b>Mt Angel 91</b>	3,568-4,702	2,676-3,526	2,141	---	3,568-4,702	2,676-3,526	2,141
<b>Myrtle Point 41</b>	5,190	3,806	2,000	---	4,498	---	---
<b>Neah-Kah-Nie 56 *</b>	4,412-5,294	2,941-3,529	1,961-2,353	---	4,412-5,294	2,941-3,529	---
<b>Oakridge 76</b>	4,459	3,010	2,358	---	4,459	2,643	---
<b>Pleasant Hill 1 *</b>	---	---	---	---	---	---	---
<b>Rainier 13</b>	3,956-4,615	---	---	---	3,626-4,286	---	---
<b>Reedsport 105</b>	4,244-4,937	---	780-1,126	---	4,244-4,937	---	780-1,126
<b>Vale 84</b>	4,220-4,923	3,165-3,873	2,109-2,814	---	4,220-4,923	3,165-3,870	---
<b>Vernonia 47J</b>	---	2,478-2,568	---	---	---	---	---
<b>Warrenton-Hammond 30 *</b>	2,877-3,749	1,500-2,010	1,372-1,628	---	2,499-3,314	1,250-1,760	---
<b>Willamina 30J</b>	4,098-4,917	2,890-3,468	---	---	4,098-4,917	2,890-3,468	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

## 500-999 ADM Districts

GIRLS SOFTBALL			WRESTLING		BOYS TRACK		GIRLS TRACK	
H.S. Head	H.S. Asst.	7-8 Coach	H.S. Head	H.S. Asst.	H.S. Head	H.S. Asst.	H.S. Head	H.S. Asst.
---	---	---	---	---	---	---	---	---
---	---	---	---	---	---	---	---	---
3,434-4,769	---	---	3,434-4,769	---	3,434-4,769	---	Incl/boys	---
3,030-3,434	---	---	3,030-3,434	---	3,030-3,434	---	Incl/boys	2,098-2,300
---	---	---	3,874	---	3,874	---	Incl/boys	---
---	---	---	---	---	---	---	---	---
---	---	---	---	---	1,437-1,599	---	Incl/boys	---
3,607-4,440	---	---	3,607-4,440	---	3,607-4,440	2,776-3,332	Incl/boys	Incl/boys
2,790-4,030	1,550-2,790	---	2,790-4,030	1,550-2,790	2,790-4,030	1,550-2,790	Incl/boys	Incl/boys
4,481	3,361	2,614	4,481	3,361	4,481	3,361	Incl/boys	Incl/boys
4,053-5,473	3,505-4,923	---	---	---	4,053-5,473	3,505-4,923	Incl/boys	Incl/boys
4,427-4,792	3,065-3,318	---	4,427-4,792	3,065-3,318	4,427-4,792	3,065-3,318	Incl/boys	Incl/boys
3,568-4,702	2,676-3,526	2,141	---	---	3,568-4,702	2,676-3,526	Incl/boys	Incl/boys
4,498	---	---	5,190	---	---	---	4,498	---
4,412-5,294	2,941-3,529	---	4,412-5,294	2,941-3,529	4,412-5,294	2,941-3,529	Incl/boys	Incl/boys
4,459	2,644	---	4,459	---	4,459	2,644	Incl/boys	Incl/boys
---	---	---	---	---	---	---	---	---
3,626-4,286	---	---	3,956-4,615	---	3,626-4,286	---	Incl/boys	---
4,244-4,937	---	---	2,858-3,205	---	4,244-4,937	---	Incl/boys	---
4,220-4,923	3,165-3,870	---	4,220-4,923	3,165-3,870	3,516-4,220	2,814-3,516	Incl/boys	Incl/boys
3,097-3,247	---	---	3,097-3,247	2,478-2,568	3,097-3,247	2,478-2,568	Incl/boys	2,478-2,568
2,499-3,314	1,250-1,760	---	2,877-3,749	1,500-2,010	2,499-3,314	1,250-1,760	Incl/boys	Incl/boys
4,098-4,917	2,890-3,468	---	4,098-4,917	2,890-3,468	4,098-4,917	2,890-3,468	Incl/boys	Incl/boys

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

## 500-999 ADM Districts

School District	CROSS COUNTRY		GOLF		SOCCER	
	Boys	Girls	Boys	Girls	Boys	Girls
<b>Amity 4J</b>	---	---	---	---	---	---
<b>Central Linn 552</b>	---	---	---	---	---	---
<b>Clatskanie 6J *</b>	2,766-4,769	Incl/boys	---	---	---	3,434-4,769
<b>Colton 53</b>	---	---	---	---	---	---
<b>Coquille 8</b>	---	---	---	---	---	---
<b>Dayton 8 *</b>	---	---	---	---	---	---
<b>Gaston 511J *</b>	---	---	---	---	---	---
<b>Glide 12</b>	---	---	3,607-4,440	Incl/boys	3,052-3,607	3,607-4,440
<b>Harrisburg 7</b>	1,550-2,790	Incl/boys	---	---	---	---
<b>Jefferson 14J *</b>	4,481	Incl/boys	4,481	Incl/boys	4,481	4,481
<b>John Day 3</b>	---	---	---	---	---	---
<b>Lake County 7</b>	3,746-4,055	Incl/boys	3,746-4,055	Incl/boys	4,427-4,792	4,427-4,792
<b>Mt Angel 91</b>	3,568-4,702	Incl/boys	3,568-4,702	Incl/boys	---	---
<b>Myrtle Point 41</b>	4,498	Incl/boys	---	---	---	---
<b>Neah-Kah-Nie 56 *</b>	4,412-5,294	Incl/boys	2,941-3,529	Incl/boys	---	---
<b>Oakridge 76</b>	3,010	Incl/boys	2,644	---	---	---
<b>Pleasant Hill 1 *</b>	---	---	---	---	---	---
<b>Rainier 13</b>	3,132-3,791	Incl/boys	---	---	---	3,132-3,791
<b>Reedsport 105</b>	3,551-3,898	Incl/boys	3,551-3,898	Incl/boys	---	---
<b>Vale 84</b>	3,516-4,220	Incl/boys	3,516-4,220	Incl/boys	---	---
<b>Vernonia 47J</b>	3,097-3,247	Incl/boys	---	---	---	---
<b>Warrenton-Hammond 30 *</b>	2,499-3,314	Incl/boys	1,250-1,760	Incl/boys	---	---
<b>Willamina 30J</b>	4,098-4,917	Incl/boys	---	---	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.



## 500-999 ADM Districts

<b>TENNIS</b>						
<b>Volleyball</b>	<b>Boys</b>	<b>Girls</b>	<b>Drama</b>	<b>Orchestra</b>	<b>Band</b>	<b>Choir</b>
---	---	---	---	---	---	---
---	---	---	1,808	---	1,959	1,959
3,434-4,769	---	---	---	---	3,434-4,769	---
3,030-3,434	---	---	2,216-2,424	---	---	---
3,874	---	---	---	---	---	---
---	---	---	777	---	---	1,612
---	---	---	1,060-1,179	---	2,426-2,698	---
3,052-3,607	---	---	3,052-3,607	---	3,607-4,440	3,607-4,440
2,790-4,030	---	---	---	---	1,550	---
4,481	---	---	1,867 (P)	---	3,361	2,614
4,053-5,473	---	---	1,891	---	3,153	---
4,427-4,792	---	---	---	---	3,746-4,055	2,384-2,581
3,568-4,702	---	---	---	---	2,676	---
4,498	---	---	3,114	---	3,114	3,114
4,412-5,294	---	---	2,941-3,529	---	1,312-1,574	1,312-1,574
4,459	---	---	2,725	---	3,693	---
---	---	---	---	---	---	---
3,626-4,286	---	---	3,132-3,791	---	2,143-2,802	2,143-2,802
4,244-4,937	---	---	2,858-3,205	---	---	4,244-4,937
4,220-4,923	3,516-4,220	Incl/boys	---	---	2,462-3,168	---
3,097-3,247	---	---	---	---	1,858-1,933	---
2,877-3,749	---	---	663-1,172 (P)	---	2,499-3,314	748-1,258
4,098-4,917	---	---	2,416-2,897	1,135-1,360	---	2,416-2,897

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

## 500-999 ADM Districts

<u>School District</u>	<u>Yearbook</u>	<u>Paper</u>	<u>Speech/Debate</u>	<u>Dance/ Drill Team</u>	<u>Rally</u>
<b>Amity 4J</b>	---	---	---	---	---
<b>Central Linn 552</b>	1,371	1,371	---	---	---
<b>Clatskanie 6J *</b>	2,194-2,823	---	---	---	---
<b>Colton 53</b>	---	759-961	---	---	---
<b>Coquille 8</b>	4,306	---	1,184	---	---
<b>Dayton 8 *</b>	1,612	---	---	1,612	2,329
<b>Gaston 511J *</b>	718-800	---	---	---	2,479-2,758
<b>Glide 12</b>	3,607-4,440	---	---	---	2,776-3,332
<b>Harrisburg 7</b>	1,550	1,550	---	---	---
<b>Jefferson 14J *</b>	2,614	2,614	2,614	---	4,481
<b>John Day 3</b>	---	---	---	4,053-5,473	1,605
<b>Lake County 7</b>	1,703-1,843	---	---	---	---
<b>Mt Angel 91</b>	---	---	---	---	1,070
<b>Myrtle Point 41</b>	2,768	---	---	---	4,498
<b>Neah-Kah-Nie 56 *</b>	1,961-2,353	1,961-2,353	4,412-5,294	---	4,412-5,294
<b>Oakridge 76</b>	2,018	---	---	---	---
<b>Pleasant Hill 1 *</b>	---	---	---	---	---
<b>Rainier 13</b>	1,648-2,308	---	---	---	---
<b>Reedsport 105</b>	780-1,126	---	---	---	2,339-2,685
<b>Vale 84</b>	3,165-3,516	---	---	---	---
<b>Vernonia 47J</b>	1,239-1,299	---	---	---	---
<b>Warrenton-Hammond 30 *</b>	2,000-2,510	---	---	---	2,499-3,314
<b>Willamina 30J</b>	2,416-2,897	---	---	---	2,890-3,468

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

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## 1-499 ADM Districts

School District	County	Years Covered by Coll. Barg. Agreement	Resident ADM Dec. 31, 2014	BACHELOR'S DEGREE			
				Base	Max. Salary	No. of Steps	Amt. of Increment
<b>Adrian 61</b>	MALHEUR	2015-2016	257.6	32,556	40,133	9	862-1,036
<b>Blachly 90</b>	LANE	2015-2020	224.2	34,938	47,396	10	929-1,634
<b>Burnt River 30J</b>	BAKER	2015-2018	35.9	32,821	42,011	9	1,148-1,150
<b>Camas Valley 21</b>	DOUGLAS	2015-2017	199.2	30,561	44,096	12	1,037-1,443
<b>Cove 15</b>	UNION	2014-2017	262.0	35,583	41,446	8	1,079-1,374
<b>Crow-Applegate 66</b>	LANE	2015-2017	246.1	33,426	53,837	19	1,655-2,664
<b>Days Creek 15</b>	DOUGLAS	2015-2018	160.4	34,803	40,955	7	957-1,095
<b>Elgin 23</b>	UNION	2015-2017	366.2	31,031	40,489	10	590-931
<b>Elkton 34</b>	DOUGLAS	2014-2017	458.0	33,967	46,198	12	1,109-1,115
<b>Enterprise 21 *</b>	WALLOWA	2013-2018	371.5	34,291	44,741	10	1,028-1,303
<b>Falls City 57</b>	POLK	2014-2017	139.0	36,122	62,065	23	785
<b>Fossil 21J</b>	WHEELER	2015-2017	246.6	32,858	48,630	17	986
<b>Helix 1</b>	UMATILLA	2014-2016	173.7	33,853	42,853	13	750
<b>Imbler 11</b>	UNION	2015-2017	309.5	33,018	46,576	11	1,156-1,575
<b>Jordan Valley 3</b>	MALHEUR	2015-2017	71.8	30,894	35,444	8	650
<b>Joseph 6</b>	WALLOWA	2014-2017	215.4	33,883	40,524	5	1,660
<b>Knappa 4 *</b>	CLATSOP	2015-2017	463.3	31,794	49,598	15	1,273
<b>Lowell 71</b>	LANE	2015-2018	335.7	33,327	49,779	13	1,134-1,637
<b>Mapleton 32</b>	LANE	2015-2016	147.0	28,138	38,949	12	844-1,134
<b>Marcola 79J</b>	LANE	2015-2017	215.0	34,897	40,418	5	1,104
<b>Mitchell 55</b>	WHEELER	2014-2017	62.8	34,002	52,363	26	1,020
<b>Monroe 1J</b>	BENTON	2014-2016	424.1	34,221	50,992	14	1,290
<b>North Douglas 22</b>	DOUGLAS	2015-2018	302.2	33,897	45,152	11	1,074-1,574
<b>Oakland 1</b>	DOUGLAS	2015-2018	498.9	38,556	50,902	11	1,111-1,119
<b>Paisley 11</b>	LAKE	2015-2016	207.7	31,040	33,006	5	267-728
<b>Perrydale 21J *</b>	POLK	2014-2017	305.7	35,471	50,117	13	1,222-1,220
<b>Pilot Rock 2 *</b>	UMATILLA	2015-2017	357.8	36,135	47,534	8	1,424
<b>Pine Eagle 61</b>	BAKER	2014-2017	173.8	32,100	46,312	12	1,292
<b>Powers 31</b>	COOS	2015-2017	121.8	33,952	49,767	13	1,317-1,319
<b>Sherman 1</b>	SHERMAN	2014-2017	242.6	35,855	40,559	7	784
<b>Spray 1</b>	WHEELER	2015-2016	43.6	30,593	37,751	10	795-796
<b>Stanfield 61R *</b>	UMATILLA	2014-2017	487.9	36,784	45,135	10	843-1,014
<b>Union 5</b>	UNION	2015-2017	337.6	31,593	42,871	10	1,088-1,431
<b>Wallowa 12</b>	WALLOWA	2015-2016	221.5	34,403	44,888	10	1,032-1,307

\* The six percent employee PERS "pick-up" is *not* paid by the district.

1-499 ADM Districts

BACHELOR'S DEGREE +45				MASTER'S DEGREE				MASTER'S DEGREE +45			
Base	Max. Salary	No. of Steps	Amt. of Increment	Base	Max. Salary	No. of Steps	Amt. of Increment	Base	Max. Salary	No. of Steps	Amt. of Increment
35,214	49,474	14	933-1,277	37,105	53,512	15	983-1,381	---	---	---	---
---	---	---	---	37,540	66,615	17	1,360-2,346	---	---	---	---
35,283	52,513	15	1,230-1,231	---	---	---	---	---	---	---	---
31,375	46,803	13	1,063-1,532	31,789	52,410	16	1,077-1,716	35,047	61,760	18	1,187-2,022
36,113	53,367	14	1,101-1,579	---	---	---	---	---	---	---	---
35,081	57,184	19	1,658-2,829	36,739	60,529	19	1,654-2,997	---	---	---	---
37,754	58,273	17	1,039-1,561	38,793	59,876	17	1,067-1,603	---	---	---	---
34,906	49,767	14	1,045-1,450	36,302	53,311	14	1,091-1,552	---	---	---	---
---	---	---	---	37,703	54,383	16	1,109-1,117	---	---	---	---
36,864	52,560	13	1,106-1,531	37,765	55,460	14	1,133-1,616	40,599	65,150	17	1,218-1,897
---	---	---	---	---	---	---	---	---	---	---	---
36,801	52,573	17	986	38,115	53,887	17	986	42,058	57,830	17	986
---	---	---	---	36,424	49,174	18	750	---	---	---	---
35,039	54,798	14	1,227-1,853	35,740	57,852	15	1,251-1,956	---	---	---	---
32,694	50,244	28	650	33,894	51,444	28	650	35,694	53,244	28	650
36,119	59,363	15	1,660	37,610	62,514	16	1,660	---	---	---	---
---	---	---	---	36,449	55,525	16	1,273	39,940	59,016	16	1,273
35,494	56,682	15	1,207-1,863	36,630	60,485	16	1,246-1,989	39,012	64,418	16	1,326-2,118
29,851	45,153	15	896-1,315	30,747	53,915	20	922-1,571	---	---	---	---
36,924	61,739	15	1,654	39,069	65,325	15	1,750	41,339	69,120	15	1,852
37,062	55,423	26	1,020	38,082	56,443	26	1,020	---	---	---	---
---	---	---	---	35,511	57,443	18	1,290	---	---	---	---
36,328	53,128	18	1,253-1,754	36,328	53,128	18	1,253-1,754	---	---	---	---
40,336	56,055	14	1,124-1,122	---	---	---	---	---	---	---	---
---	---	---	---	33,951	46,332	15	655-974	---	---	---	---
37,913	54,999	15	1,220-1,221	39,133	58,660	17	1,221-1,220	41,574	63,541	19	1,220-1,220
40,408	53,233	11	1,424	41,833	58,935	12	1,424	---	---	---	---
35,544	53,632	15	1,292	36,692	56,072	16	1,292	40,136	62,100	18	1,292
36,981	52,796	13	1,317-1,318	40,009	57,141	14	1,317-1,319	---	---	---	---
38,207	53,887	21	784	38,991	54,671	21	784	41,343	57,023	21	784
32,979	44,910	16	795-797	---	---	---	---	---	---	---	---
39,228	52,716	14	901-1,184	43,041	62,414	16	1,084-1,529	---	---	---	---
34,525	51,864	13	1,190-1,728	35,561	55,266	14	1,230-1,843	---	---	---	---
36,509	52,053	13	1,095-1,517	37,239	56,327	15	1,117-1,641	39,518	65,317	18	1,186-1,902

The following districts had not reached a settlement or had not reported when this book went to press: Alsea 7J, Arlington 3, Butte Falls 91, Central Curry 1, Condon 25J, Dufur Public Schools, Echo 5, Frenchglen 16, Glendale 77, Ione 2, Jewell 8, McKenzie 68, Nestucca Valley 101J, North Lake 14, North Powder 8J, Port Orford-Langlois, Prairie City 4, Prospect 59, Riddle 70, Riverdale 51J, South Wasco County 1, St Paul 45, Yoncalla 32.

\* The six percent employee PERS "pick-up" is *not* paid by the district.

1-499 ADM Districts

**ADRIAN 61**

BA+15	-	33,419	-	44,560	(12)
BA+30	-	34,304	-	46,952	(13)
BA+60	-	36,147	-	52,131	(15)
BA+75	-	37,105	-	53,512	(15)
BA+90	-	38,088	-	56,386	(16)
BA+105	-	39,097	-	57,880	(16)
MA+15	-	38,088	-	56,386	(16)
MA+30	-	39,097	-	57,880	(16)

**BLACHLY 90**

BA+12	-	35,443	-	48,087	(10)
BA+24	-	35,956	-	52,417	(12)
BA+36	-	36,476	-	53,185	(12)
BA+48	-	37,004	-	57,986	(14)
BA+60	-	37,540	-	66,615	(17)
BA+72	-	38,084	-	67,595	(17)
BA+84	-	38,636	-	68,589	(17)
BA+96	-	39,196	-	69,598	(17)
MA+12	-	38,084	-	67,595	(17)
MA+24	-	38,636	-	68,589	(17)
MA+36	-	39,196	-	69,598	(17)

**BURNT RIVER 30J**

BA+15	-	33,477	-	45,293	(11)
BA+30	-	34,299	-	48,869	(13)
BA+60	-	36,267	-	55,221	(16)
BA+75	-	37,251	-	56,698	(16)
BA+90	-	38,237	-	59,504	(17)
MA+	-	36,267	-	55,221	(16)
MA+15	-	37,251	-	56,698	(16)
MA+30	-	38,237	-	59,504	(17)

**CAMAS VALLEY 21**

BA+24	-	30,966	-	46,193	(13)
BA+60	-	31,789	-	52,410	(16)
BA+80	-	33,379	-	56,894	(17)
BA+105	-	35,047	-	61,760	(18)
MA+20	-	33,379	-	56,894	(17)

**COVE 15**

BA+15	-	34,406	-	45,089	(10)
BA+30	-	35,249	-	49,055	(12)
BA+60	-	36,999	-	56,343	(15)
BA+75	-	37,905	-	59,483	(16)
BA+90	-	38,832	-	62,800	(17)

**CROW-APPLEGATE 66**

BA+60	-	36,739	-	60,529	(19)
BA+90	-	38,393	-	67,036	(19)
MA+30	-	38,393	-	67,036	(19)

**DAYS CREEK 15**

BA+15	-	35,760	-	48,194	(12)
BA+30	-	36,744	-	53,718	(15)
BA+60	-	38,793	-	59,876	(17)
BA+75	-	39,860	-	61,521	(17)
BA+90	-	55,195	-	63,215	(6)
MA+15	-	39,860	-	61,521	(17)
MA+30	-	55,195	-	63,215	(6)

**ELGIN 23**

BA+15	-	32,273	-	44,673	(12)
BA+30	-	33,563	-	46,459	(12)
BA+60	-	36,302	-	53,311	(14)
BA+75	-	37,754	-	55,443	(14)
BA+90	-	39,264	-	59,391	(15)
MA+15	-	37,754	-	55,443	(14)
MA+30	-	39,264	-	59,391	(15)

**ELKTON 34**

BA+20	-	35,211	-	49,670	(14)
BA+40	-	36,457	-	52,026	(15)
BA+60	-	37,703	-	54,383	(16)
BA+80	-	38,946	-	56,741	(17)
BA+100	-	40,192	-	57,985	(17)
MA+20	-	38,946	-	56,741	(17)
MA+40	-	40,192	-	57,985	(17)

**ENTERPRISE 21 \***

BA+15	-	35,128	-	47,209	(11)
BA+30	-	35,986	-	49,813	(12)
BA+60	-	37,765	-	55,459	(14)
BA+75	-	38,687	-	58,517	(15)
BA+90	-	39,632	-	61,745	(16)
BA+105	-	40,599	-	65,150	(17)
MA+15	-	38,687	-	58,517	(15)
MA+30	-	39,632	-	61,745	(16)

**FOSSIL 21J**

BA+15	-	34,172	-	49,944	(17)
BA+30	-	35,487	-	51,259	(17)
BA+60	-	38,115	-	53,887	(17)
BA+75	-	39,430	-	55,201	(17)
BA+90	-	40,744	-	56,516	(17)
BA+105	-	42,058	-	57,830	(17)
BA+120	-	43,373	-	59,144	(17)
BA+135	-	44,687	-	60,459	(17)
BA+150	-	46,001	-	61,773	(17)
MA+15	-	39,430	-	55,201	(17)
MA+30	-	40,744	-	56,516	(17)
MA+60	-	43,373	-	59,144	(17)
MA+75	-	44,687	-	60,459	(17)
MA+90	-	46,001	-	61,773	(17)

**HELIX 1**

BA+24	-	34,710	-	45,210	(15)
BA+40	-	35,567	-	47,567	(17)
BA+60	-	36,424	-	49,174	(18)
BA+75	-	37,281	-	50,781	(19)
BA+90	-	38,138	-	53,888	(22)
MA+15	-	37,281	-	50,781	(19)
MA+30	-	38,138	-	53,888	(22)

**IMBLER 11**

BA+15	-	33,677	-	49,172	(12)
BA+30	-	34,352	-	51,909	(13)
BA+60	-	35,740	-	57,852	(15)
BA+75	-	36,455	-	61,074	(16)
MA+15	-	36,455	-	61,074	(16)
MA+30	-	37,183	-	62,294	(16)

**JORDAN VALLEY 3**

BA+15	-	31,494	-	37,344	(10)
BA+30	-	32,094	-	49,644	(28)
MA+15	-	34,494	-	52,044	(28)
MA+30	-	35,094	-	52,644	(28)
MA+60	-	36,294	-	53,844	(28)
Stand.	-	33,294	-	50,844	(28)

\* The six percent employee PERS "pick-up" is *not* paid by the district.

1-499 ADM Districts

**JOSEPH 6**

BA+15	-	34,628	-	41,269	(5)
BA+30	-	35,374	-	48,656	(9)
BA+60	-	36,865	-	61,769	(16)
BA+75	-	37,610	-	62,514	(16)
BA+90	-	38,356	-	64,920	(17)
BA+105	-	39,101	-	65,665	(17)
MA+15	-	38,356	-	64,920	(17)
MA+30	-	39,101	-	65,666	(17)

**KNAPPA 4 \***

BA+15	-	32,958	-	50,762	(15)
BA+30	-	34,121	-	51,926	(15)
MA+15	-	37,613	-	56,689	(16)
MA+30	-	38,777	-	57,853	(16)
MA+60	-	41,104	-	60,180	(16)

**LOWELL 71**

BA+25	-	34,393	-	53,119	(14)
MA+25	-	37,802	-	62,421	(16)

**MAPLETON 32**

BA+24	-	28,982	-	40,118	(12)
BA+60	-	30,747	-	53,915	(20)
BA+84	-	31,669	-	55,532	(20)
MA+24	-	31,669	-	55,532	(20)

**MARCOLA 79J**

BA+15	-	35,560	-	41,186	(5)
BA+30	-	36,236	-	48,606	(9)
BA+60	-	37,626	-	62,912	(15)
BA+75	-	37,341	-	64,107	(15)
MA+15	-	39,812	-	66,566	(15)
MA+30	-	40,568	-	67,831	(15)

**MITCHELL 55**

BA+15	-	35,022	-	53,383	(26)
BA+30	-	36,042	-	54,403	(26)
BA+60	-	38,082	-	56,443	(26)
BA+75	-	39,102	-	57,463	(26)
BA+90	-	40,122	-	58,483	(26)
MA+15	-	39,102	-	57,463	(26)
MA+30	-	40,122	-	58,483	(26)

**MONROE 1J**

MA+30	-	36,802	-	60,023	(19)
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**NORTH DOUGLAS 22**

BA+24	-	35,073	-	48,522	(12)
BA+75	-	37,661	-	56,839	(19)
BA+105	-	39,084	-	60,906	(20)
MA+15	-	37,661	-	56,839	(19)
MA+30	-	39,084	-	60,906	(20)

**OAKLAND 1**

BA+15	-	39,149	-	52,624	(12)
BA+30	-	39,742	-	54,339	(13)
BA+75	-	40,931	-	57,773	(15)

**PAISLEY 11**

BA+15	-	32,011	-	36,547	(8)
BA+30	-	32,984	-	39,726	(10)
MA+15	-	34,919	-	51,954	(20)
MA+30	-	35,897	-	58,164	(25)

**PERRYDALE 21J \***

BA+24	-	36,693	-	52,557	(14)
BA+60	-	39,133	-	58,660	(17)
BA+84	-	40,354	-	61,101	(18)
BA+105	-	41,574	-	63,541	(19)
MA+24	-	40,354	-	61,101	(18)

**PILOT ROCK 2 \***

BA+15	-	37,559	-	50,984	(9)
BA+30	-	38,984	-	51,809	(10)
BA+60	-	41,833	-	58,935	(12)
BA+75	-	43,259	-	64,633	(13)
MA+15	-	43,259	-	64,633	(15)

**PINE EAGLE 61**

BA+15	-	33,248	-	48,752	(13)
BA+30	-	34,396	-	51,192	(14)
BA+60	-	36,692	-	56,072	(16)
BA+75	-	37,840	-	58,512	(17)
BA+90	-	38,988	-	60,952	(18)
MA+15	-	37,840	-	58,512	(17)
MA+30	-	38,988	-	60,952	(18)

**POWERS 31**

BA+24	-	35,466	-	51,282	(13)
BA+60	-	38,494	-	55,626	(14)
BA+75	-	40,009	-	57,141	(14)

**SHERMAN 1**

BA+15	-	36,639	-	41,343	(7)
BA+30	-	37,423	-	48,399	(15)
BA+60	-	38,991	-	54,671	(21)
MA+15	-	39,775	-	55,455	(21)
MA+30	-	40,559	-	56,239	(21)

**SPRAY 1**

BA+15	-	31,388	-	41,729	(14)
BA+30	-	32,184	-	43,319	(15)
BA+60	-	33,774	-	48,092	(19)

**STANFIELD 61R \***

BA+15	-	37,518	-	46,039	(10)
BA+30	-	38,364	-	47,073	(10)
BA+60	-	40,205	-	54,039	(14)
BA+75	-	41,314	-	58,436	(15)
MA+15	-	44,548	-	64,598	(16)

**UNION 5**

BA+15	-	32,542	-	45,680	(11)
BA+30	-	33,519	-	48,676	(12)
BA+60	-	35,561	-	55,266	(14)
BA+75	-	36,627	-	56,927	(14)
BA+90	-	37,726	-	60,658	(15)
MA+15	-	36,627	-	56,927	(14)
MA+30	-	37,726	-	60,658	(15)

**WALLOWA 12**

BA+15	-	35,091	-	47,159	(11)
BA+30	-	35,793	-	49,546	(12)
BA+60	-	37,239	-	56,327	(15)
BA+75	-	37,984	-	59,177	(16)
BA+90	-	38,743	-	62,171	(17)
BA+105	-	39,518	-	65,317	(18)
MA+15	-	37,984	-	59,177	(16)
MA+30	-	38,743	-	62,171	(17)

\* The six percent employee PERS "pick-up" is *not* paid by the district.

## 1-499 ADM Districts

School District	BA base % increase for 2015-2016 over 2014-2015	2014-2015 Average Annual Salary	2014-2015 FTE	Student School Days	Contract Days	Inservice Days	Holidays
<b>Adrian 61</b>	4.0	53,664	28	150	185	8	0
<b>Blachly 90</b>	1.0	58,606	20	150	190	8	7
<b>Burnt River 30J</b>	2.0	47,818	5	145	157	5	7
<b>Camas Valley 21</b>	3.5	42,646	20	148.5	190	14	5
<b>Cove 15</b>	9.13	53,863	18	148	161	7	6
<b>Crow-Applegate 66</b>	1.0	50,268	21	177	190	8	4
<b>Days Creek 15</b>	2.04	53,467	14	149	190	20	7
<b>Elgin 23</b>	2.0	50,176	33	148	164	12	6
<b>Elkton 34</b>	2.0	45,574	31	151	190	11	4
<b>Enterprise 21 *</b>	No Incr	59,796	27	151	189	4.5	8
<b>Falls City 57</b>	2.3	40,932	11	151	190	5	4
<b>Fossil 21J</b>	3.0	50,050	14	164	189	17	8
<b>Helix 1</b>	3.0	41,230	17	176	176	4	---
<b>Imbler 11</b>	4.0	52,571	22	176	186	3	4
<b>Jordan Valley 3</b>	3.0	39,779	7	150	180	10	20
<b>Joseph 6</b>	2.6	57,877	22	151	170	4	6
<b>Knappa 4 *</b>	1.0	46,200	33	176	190	6	6
<b>Lowell 71</b>	2.0	43,424	26	175	194	7	9
<b>Mapleton 32</b>	No Incr	40,953	15	143	169	17	6
<b>Marcola 79J</b>	2.0	58,353	13	146	170	5	7
<b>Mitchell 55</b>	2.0	45,935	6	150	171	13	8
<b>Monroe 1J</b>	1.0	51,983	38	170.5	190	13.5	6
<b>North Douglas 22</b>	3.67	48,980	24	177	190	5	4
<b>Oakland 1</b>	2.0	52,866	33	148	168	20	7
<b>Paisley 11</b>	3.5	42,509	12	147	163	11	5
<b>Perrydale 21J *</b>	1.5	52,031	18	150	168	12	6
<b>Pilot Rock 2 *</b>	2.0	54,793	19	158	191	10	---
<b>Pine Eagle 61</b>	4.0	48,333	19	145	157	9	8
<b>Powers 31</b>	1.0	47,264	17	177	190	4	5
<b>Sherman 1</b>	1.0	44,857	22	175	190	9	6
<b>Spray 1</b>	0.5	45,479	7	148	153	5	0
<b>Stanfield 61R *</b>	1.6	48,907	31	---	168	---	6
<b>Union 5</b>	2.0	55,493	23	147	159	4	6
<b>Wallowa 12</b>	0.75	55,004	20	150	185	5	5

\* The six percent employee PERS "pick-up" is *not* paid by the district.



1-499 ADM Districts

<b>TUITION REIMBURSEMENT</b>			
<b>School District</b>	<b>Hours Reimbursed</b>	<b>Rate of Reimbursement</b>	<b>Pool Amount</b>
<b>Adrian 61</b>	12 hrs	Actual Cost	\$9,500
<b>Blachly 90</b>	---	Actual Cost	\$9,000
<b>Burnt River 30J</b>	---	Actual Cost	\$4,000
<b>Camas Valley 21</b>	12 hrs	Actual Cost	---
<b>Cove 15</b>	---	Actual Cost	---
<b>Crow-Applegate 66</b>	---	Actual Cost	\$3,300
<b>Days Creek 15</b>	---	Actual Cost	\$6,500
<b>Elgin 23</b>	---	Actual Cost	---
<b>Elkton 34</b>	---	Actual Cost	---
<b>Enterprise 21 *</b>	6 hrs	Actual Cost	\$7,000
<b>Falls City 57</b>	---	Actual Cost	\$4,000
<b>Fossil 21J</b>	---	Actual Cost	---
<b>Helix 1</b>	9 hrs	Avg of Specific Univ	\$12,000
<b>Imbler 11</b>	---	Actual Cost	\$7,000
<b>Jordan Valley 3</b>	---	Other	---
<b>Joseph 6</b>	---	---	---
<b>Knappa 4 *</b>	3 hrs	U of O	---
<b>Lowell 71</b>	---	Actual Cost	\$800
<b>Mapleton 32</b>	---	Actual Cost	\$8,000
<b>Marcola 79J</b>	---	---	---
<b>Mitchell 55</b>	---	Actual Cost	\$3,500
<b>Monroe 1J</b>	---	OSU	---
<b>North Douglas 22</b>	---	U of O	\$10,000
<b>Oakland 1</b>	---	U of O	\$6,000
<b>Paisley 11</b>	---	Other	---
<b>Perrydale 21J *</b>	---	---	---
<b>Pilot Rock 2 *</b>	6 hrs	Actual Cost	\$10,000
<b>Pine Eagle 61</b>	---	Actual Cost	---
<b>Powers 31</b>	---	Other	\$12,000
<b>Sherman 1</b>	2,300 hrs	Actual Cost	\$15,000
<b>Spray 1</b>	---	Other	\$4,900
<b>Stanfield 61R *</b>	---	Actual Cost	\$12,000
<b>Union 5</b>	---	Actual Cost	\$10,000
<b>Wallowa 12</b>	---	---	---

\* The six percent employee PERS "pick-up" is *not* paid by the district.

## 1-499 ADM Districts

<u>School District</u>	<u>Highest Monthly Premium Offered to Employees</u>	<u>Maximum District Contribution</u>	<u>Plan Type</u>	<u>District's Cap, if Any</u>	<u>Are Excess Contrib. Pooled?</u>	<u>Maximum Employee Contribution</u>
<b>Adrian 61</b>	2,990.24 <sup>1</sup>	1,355.96	Step-Rate	1,100.00	Yes <sup>3</sup>	689.68
<b>Blachly 90</b>	2,289.13 <sup>1</sup>	1,160.00	Composite	1,160.00	No	268.46
<b>Burnt River 30J</b>	2,289.13 <sup>1</sup>	1,858.60	Composite	948.01	No	163.50
<b>Crow-Applegate 66</b>	2,289.13 <sup>1</sup>	1,125.00	Composite	1,125.00	No	1,164.13
<b>Elgin 23</b>	1,867.00	1,210.00	Composite	1,210.00	No	657.00
<b>Enterprise 21 *</b>	1,597.66	1,300.00	Composite	1,300.00	No	297.66
<b>Fossil 21J</b>	1,598.27 <sup>1</sup>	1,263.00	Composite	1,263.00	No	309.77
<b>Helix 1</b>	---	---	Composite	1,175.00	No	---
<b>Imbler 11</b>	2,289.13 <sup>1</sup>	1,425.00	Composite	1,425.00	No	49.69
<b>Joseph 6</b>	1,597.66	1,100.00	Composite	1,100.00	No	498.66
<b>Knappa 4 *</b>	2,289.00 <sup>1</sup>	1,075.00	Composite	1,075.00	No	511.00
<b>Lowell 71</b>	2,087.22 <sup>1</sup>	1,108.00	Composite	1,108.00	No	411.47
<b>Mapleton 32</b>	2,325.13 <sup>1</sup>	1,136.00	Composite	1,136.00	No	138.35
<b>Mitchell 55</b>	1,585.96	1,177.00 <sup>4</sup>	Composite	1,177.00	No	408.96
<b>Monroe 1J</b>	2,990.24 <sup>2</sup>	1,100.00	Step-Rate	1,100.00	Yes <sup>2</sup>	---
<b>North Douglas 22</b>	1,578.59 <sup>1</sup>	1,200.00 <sup>4</sup>	Composite	1,200.00	No	360.10
<b>Oakland 1</b>	2,087.22 <sup>1</sup>	1,126.00 <sup>4</sup>	Composite	1,126.00	No	271.12
<b>Paisley 11</b>	1,386.70	1,386.70	Composite	1,509.00	No	---
<b>Pilot Rock 2 *</b>	1,597.66	1,365.00	Composite	1,365.00	No	232.66
<b>Pine Eagle 61</b>	2,290.35 <sup>1</sup>	1,100.00	Composite	1,100.00	No	481.96
<b>Powers 31</b>	1,395.75	1,256.18 <sup>4</sup>	Composite	---	No	139.57
<b>Sherman 1</b>	2,289.00 <sup>1</sup>	1,112.00 <sup>4</sup>	Composite	1,112.00	Yes <sup>3</sup>	460.16
<b>Spray 1</b>	1,825.98	1,000.00	Step-Rate	1,000.00	No	825.98
<b>Stanfield 61R *</b>	2,963.71 <sup>1</sup>	1,320.00 <sup>4</sup>	Composite	1,320.00	No	106.70
<b>Union 5</b>	2,087.22 <sup>1</sup>	1,235.00 <sup>4</sup>	Composite	1,235.00	No	---
<b>Wallowa 12</b>	1,597.66 <sup>1</sup>	1,290.00	Composite	1,290.00	No	307.66

<sup>1</sup> Currently, no employee is taking the most expensive plan.

<sup>2</sup> The pooled amount covers all of the employee's out-of-pocket expenses.

<sup>3</sup> The pooled amount covers a portion of the employee's out-of-pocket expenses.

<sup>4</sup> Employees are allowed to use remaining allowable dollars toward eligible reimbursement accounts.

\* The six percent employee PERS "pick-up" is *not* paid by the district.

## 1-499 ADM Districts

<u>Includes Medical Insurance</u>	<u>Includes Dental Insurance</u>	<u>Includes Life Insurance- (Policy Value)</u>	<u>Includes Long-Term Disability</u>	<u>Includes Vision Insurance</u>	<u>Eligible for Full Contribution</u>
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	All staff
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	\$5,000	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	\$10,000	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	\$20,000	Yes	Yes	.5 time or more
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	All staff
Yes	Yes	\$10,000	No	Yes	Full-time only
Yes	Yes	\$10,000	Yes	Yes	.5 time or more
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	\$10,000	No	Yes	.5 time or more
Yes	Yes	\$7,500	Yes	Yes	.5 time or more
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	\$10,000	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	Full-time only

\* The six percent employee PERS "pick-up" is *not* paid by the district.

## 1-499 ADM Districts

School District	PERSONAL		BUSINESS		PROFESSIONAL		BEREAVEMENT		SABBATICAL
	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	% of Salary
<b>Adrian 61</b>	2	As appr	---	---	---	---	---	Incl/family	No Program
<b>Blachly 90</b>	3	---	---	---	---	As appr	---	---	No Program
<b>Burnt River 30J</b>	---	---	---	---	---	---	---	---	No Program
<b>Camas Valley 21</b>	2	---	---	---	---	---	4	(P)	0%
<b>Cove 15</b>	2	---	---	---	---	As appr	5	(P)	No Program
<b>Crow-Applegate 66</b>	3	---	---	---	---	---	5	(P)	No Program
<b>Days Creek 15</b>	4	---	---	Incl/pers	2	---	5	(P)	No Program
<b>Elgin 23</b>	2	---	---	---	---	---	5	(P)	No Program
<b>Elkton 34</b>	2	---	---	---	---	As appr	---	Incl/emerg	No Program
<b>Enterprise 21 *</b>	3	---	---	---	---	---	5	---	0%
<b>Falls City 57</b>	2	---	---	Incl/pers	3	---	5	(P)	0%
<b>Fossil 21J</b>	3	---	---	---	---	---	5	---	0%
<b>Helix 1</b>	2	As appr	---	---	---	---	2	Incl/emerg	No Program
<b>Imbler 11</b>	3	---	---	---	2	---	5	(P)	No Program
<b>Jordan Valley 3</b>	2	As appr	---	---	2	As appr	3	---	No Program
<b>Joseph 6</b>	3	---	---	---	---	---	5	(P)	50%
<b>Knappa 4 *</b>	3	As appr	---	---	---	---	5	(P)	No Program
<b>Lowell 71</b>	2	---	---	---	---	As appr	5	(P)	No Program
<b>Mapleton 32</b>	4	---	---	Incl/pers	---	(L)	---	---	No Program
<b>Marcola 79J</b>	2	---	2	(L)	1	As appr	5	(P)	No Program
<b>Mitchell 55</b>	3	---	---	---	---	---	3	---	No Program
<b>Monroe 1J</b>	2	---	---	---	3	As appr	5	---	No Program
<b>North Douglas 22</b>	2	---	---	---	1	As appr	5	---	No Program
<b>Oakland 1</b>	2	---	2	Incl/pers	---	As appr	4	---	No Program
<b>Paisley 11</b>	3	As appr	---	---	---	---	---	---	50%
<b>Perrydale 21J *</b>	2	Incl/emerg	2	Incl/pers	---	As appr	5	As appr	No Program
<b>Pilot Rock 2 *</b>	2	---	---	Incl/emerg	---	---	---	Incl/emerg	No Program
<b>Pine Eagle 61</b>	2	As appr	---	---	---	As appr	4	(P)	No Program
<b>Powers 31</b>	3	---	---	Incl/pers	---	---	5	---	No Program
<b>Sherman 1</b>	3	(A) up to 5	---	---	---	---	5	(P)	No Program
<b>Spray 1</b>	4	---	---	---	---	---	5	---	No Program
<b>Stanfield 61R *</b>	2	As appr	---	---	---	As appr	5	---	No Program
<b>Union 5</b>	2	---	---	---	---	As appr	---	(P)	No Program
<b>Wallowa 12</b>	2	(A)	---	---	---	As appr	5	(P)	0%

\* The six percent employee PERS "pick-up" is *not* paid by the district.

1-499 ADM Districts

ASSOCIATION		JURY/LEGAL		FAMILY ILLNESS		PREGNANCY		PARENTAL	
Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes
---	---	---	(F)	3	---	---	---	---	(LAW)
---	---	---	(J)	---	LAW	---	---	---	LAW
---	---	---	---	---	---	---	---	---	---
---	---	---	(F)	---	(S, Incl/pers)	---	---	---	---
5	(T)	---	(F)	---	(S)	---	---	---	LAW
---	---	---	(F)	---	(S)	---	(S)	---	(L, S)
7	(T)	---	(J)	---	Incl/pers	---	(S)	---	(L) As appr
5	(R, T)	---	---	---	---	---	(S)	---	---
---	---	---	(J)	---	(L, LAW)	---	---	---	(L, LAW)
4	(T)	---	(J)	3	---	---	---	---	(LAW)
5	(T)	---	(J)	---	(S)	---	---	---	(L, LAW)
---	---	---	(F)	---	---	---	(L)	---	(L)
---	---	---	---	---	Incl/emerg	---	(S, LAW)	---	(L, LAW)
6	(R, T)	---	(F)	3	(S) As appr	---	(S)	---	(L, LAW)
---	---	---	---	---	---	---	---	---	---
6	R (T)	---	(F)	---	---	---	---	---	---
---	As appr	---	(J)	---	(S, LAW)	---	(L, LAW)	---	(L, LAW)
10	(R, T)	---	(F)	10	(L, S)	---	---	---	(L) 2 yrs
---	---	---	(J)	---	---	---	(S)	---	---
5	(R, T)	---	(F)	---	(S)	---	(S)	---	---
---	---	---	---	---	(S)	---	---	---	---
---	---	---	(J)	---	(LAW)	---	---	---	(L)
10	(R, T)	---	(J)	---	(S, LAW)	---	(S)	---	---
4	(T)	---	(J)	---	(S)	---	---	---	---
---	---	---	(J)	---	(S) As appr	---	---	163	(L)
5	(T)	---	(J)	---	(S)	---	---	---	(LAW)
---	---	---	---	---	Incl/emerg	---	(S)	---	---
10	(T)	---	As req	10	(S)	---	---	---	---
---	---	---	---	---	Incl/pers	---	(S)	---	(L)
---	---	---	(F)	3	---	---	---	60	(S)
---	---	---	(F)	---	(S)	---	---	---	(L)
---	---	---	(F)	---	(S)	---	---	---	---
6	(T)	---	(J)	3	---	---	(S)	---	(LAW)
6	(R, T)	---	(F)	5	(L)	---	(S, L, LAW)	---	(S, LAW)

(A) = Leave days accrue.

(F) = Fee given to the district.

(J) = Jury/witness fee deducted from salary.

(L) = Leave days are taken without pay.

LAW = Leave follows federal/state statute

(P) = Per occurrence.

(R) = Association reimburses substitute cost.

(S) = Sick leave days are used.

(T) = Total number for all employees in the bargaining unit.

1-499 ADM Districts

School District	Athletic Director	Activity Director	FOOTBALL			
			H.S. Head	H.S. Asst.	9th Head	9th Asst.
<b>Adrian 61</b>	---	---	3,418-3,589	2,604-2,735	---	---
<b>Blachly 90</b>	3,144	---	3,144	2,446	---	---
<b>Burnt River 30J</b>	---	---	2,100	---	---	---
<b>Camas Valley 21</b>	6,210	---	2,708-3,028	732-1,051	---	---
<b>Cove 15</b>	5,000-15,000	---	3,190	2,015	---	---
<b>Crow-Applegate 66</b>	---	---	---	---	---	---
<b>Days Creek 15</b>	6,500	---	2,400-3,300	1,700-2,200	---	---
<b>Elgin 23</b>	---	4,433	3,414	2,483	---	---
<b>Elkton 34</b>	4,299	---	2,208-2,887	---	---	---
<b>Enterprise 21 *</b>	---	---	---	---	---	---
<b>Falls City 57</b>	---	---	4,050	---	---	---
<b>Fossil 21J</b>	---	545-4,080	---	---	---	---
<b>Helix 1</b>	---	---	---	---	---	---
<b>Imbler 11</b>	3,962-5,589	---	3,302-4,658	2,312-3,260	---	---
<b>Jordan Valley 3</b>	2,100-3,000	---	2,575-3,090	2,266	---	---
<b>Joseph 6</b>	6,000	---	3,692	2,153	---	---
<b>Knappa 4 *</b>	6,430	---	3,700	3,185	---	---
<b>Lowell 71</b>	---	---	---	---	---	---
<b>Mapleton 32</b>	2,967-4,300	---	2,461-3,648	1,853-2,086	---	---
<b>Marcola 79J</b>	2,792-3,839	---	2,792-3,839	2,443-2,792	2,792-3,839	2,443-2,792
<b>Mitchell 55</b>	1,913-2,711	---	2,126-2,923	---	---	---
<b>Monroe 1J</b>	1,600-3,950	---	2,650-3,950	1,300-2,100	---	---
<b>North Douglas 22</b>	1,250-5,320	---	3,800	1,500	---	---
<b>Oakland 1</b>	---	---	---	---	---	---
<b>Paisley 11</b>	4,000	---	---	---	---	---
<b>Perrydale 21J *</b>	3,229	---	3,303	2,285	---	---
<b>Pilot Rock 2 *</b>	3,865-5,134	---	3,675	2,413	---	---
<b>Pine Eagle 61</b>	5,000	---	4,917	---	---	---
<b>Powers 31</b>	3,000	---	3,000	---	---	---
<b>Sherman 1</b>	4,518-4,876	---	3,693-3,980	3,048-3,335	---	---
<b>Spray 1</b>	2,000	---	2,110-2,667	458	---	---
<b>Stanfield 61R *</b>	3,862-4,414	---	3,862-4,414	3,200-3,678	---	---
<b>Union 5</b>	4,000	---	4,000	2,500	---	---
<b>Wallowa 12</b>	5,038	1,821	2,243-3,451	1,821-2,801	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

1-499 ADM Districts

FOOTBALL (Continued)		BOYS BASKETBALL					
7-8 Head	7-8 Asst.	H.S. Head	H.S. Asst.	9th Head	9th Asst.	7-8 Head	7-8 Asst.
1,953-2,051	---	3,581-3,760	2,718-2,854	---	---	2,043-2,145	---
2,096	1,398	3,144	2,446	---	---	2,096	---
---	---	2,100	---	---	---	700	---
732-1,051	---	2,708-3,028	732-1,051	---	---	732-1,051	---
2,015	---	3,190	2,015	---	---	---	2,015
---	---	---	---	---	---	---	---
---	---	2,400-3,300	1,700-2,200	---	---	---	---
2,173	---	3,414	2,483	---	---	---	2,173
1,698-2,378	---	2,378-3,057	---	---	---	---	---
---	---	---	---	---	---	---	---
---	---	---	---	---	---	---	---
---	---	---	---	---	---	---	---
1,321-1,863	659-932	3,302-4,658	2,312-3,260	---	---	1,321-1,863	660-932
1,607	1,205	2,575-3,090	2,266	---	---	1,607	1,205
1,200	---	2,823	2,065	---	---	1,200	---
500	---	3,700	3,185	---	---	500	---
---	---	---	---	---	---	---	---
1,336-1,566	985-1,188	2,461-3,648	1,853-2,086	---	---	1,336-1,566	985-1,188
2,443-2,792	1,745-2,094	2,792-3,839	2,443-2,792	2,792-3,839	---	2,443-2,792	1,745-2,094
---	---	2,338-3,216	---	---	---	1,000-1,797	---
---	---	2,650-3,950	1,300-2,100	---	---	---	---
1,000	---	3,800	1,500	---	---	1,000	---
---	---	---	---	---	---	---	---
---	---	1,500	1,000	1,500	---	1,500	---
1,587	---	3,303	2,285	---	---	1,587	---
1,781	1,781	3,675	2,413	---	---	---	1,781
1,000	---	2,500	---	---	---	1,000	---
1,700	---	3,000	---	---	---	1,700	---
---	---	3,693-3,980	---	---	---	---	---
---	---	2,249-2,785	---	934-1,199	---	796-1,327	---
2,833-3,274	2,465-2,906	3,862-4,414	3,200-3,678	---	---	---	2,465-2,906
1,400	---	4,000	2,500	---	---	1,400	---
1,291-1,986	---	2,243-3,451	1,821-2,801	---	---	1,291-1,986	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

1-499 ADM Districts

School District	GIRLS BASKETBALL				BOYS BASEBALL		
	H.S. Head	H.S. Asst.	7-8 Head	7-8 Asst.	H.S. Head	H.S. Asst.	7-8 Coach
<b>Adrian 61</b>	3,581-3,760	2,718-2,854	2,043-2,145	---	---	---	---
<b>Blachly 90</b>	3,144	2,446	2,096	---	---	---	---
<b>Burnt River 30J</b>	2,100	---	700	---	---	---	---
<b>Camas Valley 21</b>	2,708-3,028	732-1,051	732-1,051	---	---	---	---
<b>Cove 15</b>	3,190	2,015	2,015	---	---	---	---
<b>Crow-Applegate 66</b>	---	---	---	---	---	---	---
<b>Days Creek 15</b>	---	---	---	---	---	---	---
<b>Elgin 23</b>	3,414	2,483	2,173	---	3,414	2,483	---
<b>Elkton 34</b>	---	---	1,698-2,378	---	---	---	---
<b>Enterprise 21 *</b>	---	---	---	---	---	---	---
<b>Falls City 57</b>	---	---	---	---	---	---	---
<b>Fossil 21J</b>	---	---	---	---	---	---	---
<b>Helix 1</b>	---	---	---	---	---	---	---
<b>Imbler 11</b>	3,302-4,658	2,312-3,260	1,321-1,863	660-932	---	---	---
<b>Jordan Valley 3</b>	2,575-3,090	2,266	1,607	1,205	---	---	---
<b>Joseph 6</b>	2,397	1,800	1,200	---	---	---	---
<b>Knappa 4 *</b>	3,700	3,185	500	---	3,700	3,185	---
<b>Lowell 71</b>	---	---	---	---	---	---	---
<b>Mapleton 32</b>	2,461-3,648	1,853-2,086	1,336-1,566	985-1,188	---	---	---
<b>Marcola 79J</b>	2,792-3,839	2,443-2,792	2,443-2,792	1,745-2,094	2,792-3,839	2,443-2,792	2,443-2,792
<b>Mitchell 55</b>	2,338-3,216	---	---	---	---	---	---
<b>Monroe 1J</b>	2,650-3,950	1,300-2,100	---	---	2,650-3,950	1,300-2,100	---
<b>North Douglas 22</b>	3,800	1,500	1,000	---	3,800	1,500	---
<b>Oakland 1</b>	---	---	---	---	---	---	---
<b>Paisley 11</b>	1,500	1,000	1,500	---	1,500	---	---
<b>Perrydale 21J *</b>	3,303	2,285	1,587	---	3,303	---	1,587
<b>Pilot Rock 2 *</b>	3,675	2,413	1,781	1,781	3,675	2,413	1,781
<b>Pine Eagle 61</b>	2,500	---	1,000	---	---	---	---
<b>Powers 31</b>	3,000	---	1,700	---	---	---	---
<b>Sherman 1</b>	3,693-3,980	---	---	---	3,299-3,586	---	---
<b>Spray 1</b>	2,249-2,785	---	796-1,327	---	---	---	---
<b>Stanfield 61R *</b>	3,862-4,414	3,200-3,678	2,833-3,274	2,465-2,906	3,862-4,414	3,200-3,678	---
<b>Union 5</b>	4,000	2,500	1,400	---	4,000	2,500	---
<b>Wallowa 12</b>	2,243-3,451	1,821-2,801	1,291-1,986	---	2,243-3,451	1,821-2,801	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.



## 1-499 ADM Districts

GIRLS SOFTBALL			WRESTLING		BOYS TRACK		GIRLS TRACK	
H.S. Head	H.S. Asst.	7-8 Coach	H.S. Head	H.S. Asst.	H.S. Head	H.S. Asst.	H.S. Head	H.S. Asst.
3,256-3,418	---	---	3,256-3,418	---	3,256-3,418	2,279-2,393	Incl/boys	Incl/boys
---	---	---	2,795	---	3,144	2,096	Incl/boys	Incl/boys
---	---	---	---	---	---	1,700	---	Incl/boys
---	---	---	---	---	2,708-3,028	732-1,051	Incl/boys	Incl/boys
---	---	---	---	---	3,190	---	3,190	---
---	---	---	---	---	---	---	---	---
---	---	---	---	---	---	---	---	---
---	---	---	3,414	2,483	3,414	2,483	Incl/boys	Incl/boys
---	---	---	---	---	2,208-2,887	---	Incl/boys	---
---	---	---	---	---	---	---	---	---
---	---	---	---	---	---	---	---	---
---	---	---	---	---	---	---	---	---
---	---	---	3,302-4,658	2,312-3,260	3,302-4,658	2,312-3,260	Incl/boys	Incl/boys
---	---	---	---	---	2,266	1,854	Incl/boys	Incl/boys
---	---	---	3,075	---	3,874	2,584	Incl/boys	Incl/boys
3,700	3,185	---	3,700	---	3,200	---	Incl/boys	---
---	---	---	---	---	---	---	---	---
---	---	---	---	---	2,461-3,648	1,336-2,086	Incl/boys	Incl/boys
2,792-3,839	2,443-2,792	2,443-2,792	2,792-3,839	2,443-2,792	2,792-3,839	2,443-2,792	2,792-3,839	2,443-2,792
---	---	---	---	---	2,126-2,923	---	Incl/boys	---
2,650-3,950	1,300-2,100	---	2,650-3,950	1,300-2,950	2,650-3,950	1,300-2,100	Incl/boys	Incl/boys
3,800	1,500	---	3,800	1,500	3,800	---	Incl/boys	---
---	---	---	---	---	---	---	---	---
---	---	---	---	---	1,500	1,000	Incl/boys	Incl/boys
3,303	---	1,587	---	---	3,303	---	Incl/boys	---
3,675	2,413	1,781	---	---	3,675	1,781	Incl/boys	Incl/boys
---	---	---	2,500	---	---	---	---	---
---	---	---	---	---	3,000	---	Incl/boys	---
---	---	---	---	---	3,299-3,586	2,833-3,119	Incl/boys	Incl/boys
---	---	---	---	---	1,509-2,049	456	Incl/boys	---
---	---	---	---	---	3,200-3,678	2,833-3,274	---	Incl/boys
4,000	2,500	---	---	---	---	---	---	---
2,243-3,451	1,821-2,801	---	2,243-3,451	1,821-2,801	2,243-3,451	1,821-2,801	Incl/boys	Incl/boys

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

1-499 ADM Districts

School District	CROSS COUNTRY		GOLF		SOCCER	
	Boys	Girls	Boys	Girls	Boys	Girls
Adrian 61	---	---	3,256-3,418	Incl/boys	---	---
Blachly 90	---	---	---	---	---	---
Burnt River 30J	---	---	---	---	---	---
Camas Valley 21	---	---	---	---	---	---
Cove 15	---	---	---	---	---	---
Crow-Applegate 66	---	---	---	---	---	---
Days Creek 15	---	---	---	---	---	---
Elgin 23	3,414	Incl/boys	---	---	---	---
Elkton 34	---	---	---	---	---	---
Enterprise 21 *	---	---	---	---	---	---
Falls City 57	---	---	---	---	---	---
Fossil 21J	---	---	---	---	---	---
Helix 1	---	---	---	---	---	---
Imbler 11	---	---	---	---	---	---
Jordan Valley 3	---	---	---	---	---	---
Joseph 6	---	---	---	---	---	---
Knappa 4 *	3,185	Incl/boys	---	---	---	---
Lowell 71	---	---	---	---	---	---
Mapleton 32	---	---	---	---	---	---
Marcola 79J	2,792-3,839	2,792-3,839	2,792-3,839	2,792-3,839	---	---
Mitchell 55	---	---	---	---	---	---
Monroe 1J	---	---	---	---	---	---
North Douglas 22	---	---	---	---	---	---
Oakland 1	---	---	---	---	---	---
Paisley 11	1,500	Incl/boys	---	---	---	---
Perrydale 21J *	3,303	Incl/boys	3,303	Incl/boys	---	---
Pilot Rock 2 *	---	---	---	---	---	---
Pine Eagle 61	---	---	---	---	---	---
Powers 31	---	---	---	---	---	---
Sherman 1	---	---	---	---	---	---
Spray 1	---	---	---	---	---	---
Stanfield 61R *	3,200-3,678	Incl/boys	---	---	---	---
Union 5	4,000	Incl/boys	---	---	---	---
Wallowa 12	1,773-2,801	Incl/boys	2,243-3,451	Incl/boys	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

1-499 ADM Districts

<b>TENNIS</b>						
<b>Volleyball</b>	<b>Boys</b>	<b>Girls</b>	<b>Drama</b>	<b>Orchestra</b>	<b>Band</b>	<b>Choir</b>
3,418-3,589	---	---	1,953-2,051 (P)	---	3,256-3,418	3,255-3,418
3,144	---	---	873-1,746 (P)	---	874	---
700-2,100	---	---	---	---	---	---
2,708-3,028	---	---	---	---	---	---
3,190	---	---	---	---	---	---
---	---	---	---	---	---	---
2,400-3,300	---	---	---	---	---	---
3,414	---	---	---	---	1,862	---
2,208-2,887	---	---	---	---	1,529-2,208	---
---	---	---	---	---	---	---
---	---	---	---	---	---	---
---	---	---	---	---	---	---
3,302-4,658	---	---	---	---	660-932 (S)	---
2,575-3,090	---	---	---	---	---	---
2,949	---	---	600	---	1,694	---
3,700	---	---	2,400	---	2,400	---
---	---	---	---	---	---	---
2,461-3,648	---	---	700	---	---	---
2,792-3,839	---	---	524-873	---	7,500	---
2,126-2,923	---	---	---	---	---	---
1,300-3,950	---	---	1,100 (P)	---	---	---
3,800	---	---	750 (P)	---	---	---
---	---	---	---	---	---	---
1,500	---	---	---	---	---	---
3,303	---	---	---	---	---	---
3,675	---	---	---	---	---	---
---	---	---	---	---	---	---
3,000	---	---	---	---	---	---
3,693-3,980	3,299-3,586	Incl/boys	---	---	2,582-2,833	---
2,110-2,667	---	---	1,274	---	---	267-799
3,862-4,414	3,200-3,678	Incl/boys	---	---	3,200-3,678	---
4,000	---	---	---	---	---	---
2,243-3,451	---	---	---	---	1,821	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

## 1-499 ADM Districts

<u>School District</u>	<u>Yearbook</u>	<u>Paper</u>	<u>Speech/Debate</u>	<u>Dance/ Drill Team</u>	<u>Rally</u>
Adrian 61	814-855	---	---	---	1,628-1,709 (S)
Blachly 90	874	---	---	---	---
Burnt River 30J	300	---	---	---	---
Camas Valley 21	---	---	---	---	---
Cove 15	---	---	---	---	---
Crow-Applegate 66	---	---	---	---	---
Days Creek 15	---	---	---	---	---
Elgin 23	1,862	---	---	---	---
Elkton 34	---	---	---	---	---
Enterprise 21 *	---	---	---	---	---
Falls City 57	910	---	---	---	---
Fossil 21J	936	---	---	---	---
Helix 1	---	---	---	---	---
Imbler 11	1,652-2,329	---	---	---	---
Jordan Valley 3	---	---	---	---	---
Joseph 6	800	---	---	---	---
Knappa 4 *	3,000	---	---	---	---
Lowell 71	---	---	---	---	---
Mapleton 32	1,075	---	---	---	---
Marcola 79J	1,047-1,396	1,047-1,396	---	---	---
Mitchell 55	---	---	---	---	---
Monroe 1J	1,200	---	---	---	---
North Douglas 22	---	547	---	---	1,900 (S)
Oakland 1	---	---	---	---	---
Paisley 11	---	---	---	---	---
Perrydale 21J *	---	---	---	---	---
Pilot Rock 2 *	---	---	---	---	---
Pine Eagle 61	---	---	---	---	---
Powers 31	2,200	---	---	---	---
Sherman 1	---	---	---	---	---
Spray 1	1,280	---	537-1,606	---	---
Stanfield 61R *	---	---	---	---	3,200-3,678
Union 5	1,250	---	---	---	---
Wallowa 12	806-1,008	---	---	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

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Education Service Districts

School District	County	Years Covered by Coll. Barg. Agreement	Resident ADM Dec. 31, 2014	BACHELOR'S DEGREE			
				Base	Max. Salary	No. of Steps	Amt. of Increment
<b>Clackamas ESD *</b>	CLACKAMAS	2014-2017	51,640.6	37,243	60,483	14	1,787-1,788
<b>High Desert ESD</b>	DESCHUTES	2015-2017	25,680.3	33,376	39,853	10	1,002-1,161
<b>InterMountain ESD *</b>	UMATILLA	2014-2016	20,567.0	37,821	54,839	11	1,704
<b>Linn Benton Lincoln ESD</b>	LINN	2015-2017	30,035.7	36,743	53,933	13	1,194-1,698
<b>Multnomah ESD</b>	MULTNOMAH	2014-2017	85,597.0	37,778	57,560	15	1,133-1,758
<b>North Central ESD</b>	GILLIAM	2015-2017	819.4	34,303	53,531	20	772
<b>Northwest Regional ESD *</b>	WASHINGTON	2014-2017	95,866.7	41,116	61,150	11	1,871-2,272
<b>Region 18 ESD</b>	WALLOWA	2011-2016	839.3	38,682	55,072	12	1,547
<b>Willamette ESD</b>	MARION	2014-2017	23,162.3	36,182	57,744	16	1,395-1,735

\* The six percent employee PERS "pick-up" is *not* paid by the district.

Education Service Districts

BACHELOR'S DEGREE +45				MASTER'S DEGREE				MASTER'S DEGREE +45			
Base	Max. Salary	No. of Steps	Amt. of Increment	Base	Max. Salary	No. of Steps	Amt. of Increment	Base	Max. Salary	No. of Steps	Amt. of Increment
---	---	---	---	40,668	70,242	17	1,826-1,863	42,530	75,302	18	1,752-1,972
36,471	60,294	19	1,095-891	37,565	62,102	19	1,126-918	41,048	67,861	19	1,231-1,003
41,603	62,024	13	1,704	43,494	65,618	14	1,704	---	---	---	---
---	---	---	---	39,741	66,294	17	1,292-2,087	42,796	73,712	18	1,391-2,321
39,594	60,326	15	1,188-1,842	41,802	63,690	15	1,254-1,945	45,789	69,763	15	1,374-2,130
37,484	58,493	20	843	---	---	---	---	42,189	65,835	20	950
---	---	---	---	43,197	74,477	16	1,772-2,248	44,275	76,337	16	1,816-2,386
---	---	---	---	42,550	61,212	15	1,548-1,547	---	---	---	---
38,969	61,208	16	1,392-1,733	41,751	64,670	16	1,392-1,730	50,102	69,869	17	1,390-1,733

The following districts had not reached a settlement or had not reported when this book went to press: Columbia Gorge ESD, Douglas ESD, Grant ESD, Harney ESD 17, Jefferson ESD, Lake ESD, Lane ESD, Malheur ESD 14, South Coast ESD 7 and Southern Oregon ESD.

\* The six percent employee PERS "pick-up" is *not* paid by the district.

Education Service Districts

**CLACKAMAS ESD \***

BA+30	-	38,958	-	64,356	(15)
BA+60	-	40,668	-	70,242	(17)
BA+84	-	41,600	-	71,802	(17)
BA+105	-	42,530	-	75,302	(18)
MA+24	-	41,600	-	71,802	(17)

**HIGH DESERT ESD**

BA+15	-	34,378	-	44,855	(11)
BA+30	-	35,409	-	50,485	(19)
MA+15	-	38,691	-	63,965	(19)
MA+30	-	39,853	-	65,883	(19)

**INTERMOUNTAIN ESD \***

BA+23	-	39,714	-	58,432	(12)
MA+30	-	45,386	-	69,211	(15)
MA+50	-	47,282	-	72,805	(16)

**LINN BENTON LINCOLN ESD**

BA+30	-	38,212	-	59,795	(15)
BA+75	-	39,741	-	66,294	(17)
MA+15	-	40,635	-	67,786	(17)
MA+30	-	41,650	-	69,481	(17)

**MULTNOMAH ESD**

BA+30	-	38,628	-	58,854	(15)
BA+60	-	40,584	-	61,835	(15)
BA+75	-	41,802	-	63,690	(15)
BA+90	-	43,056	-	65,600	(15)
BA+105	-	44,348	-	67,567	(15)
BA+120	-	45,789	-	69,763	(15)
MA+15	-	43,056	-	65,600	(15)
MA+30	-	44,348	-	67,567	(15)

**NORTH CENTRAL ESD**

BA+15	-	35,332	-	55,136	(20)
BA+30	-	36,392	-	56,789	(20)
BA+60	-	38,608	-	60,248	(20)
BA+120	-	39,766	-	62,056	(20)
MA+30	-	40,960	-	63,917	(20)

**NORTHWEST REGIONAL ESD \***

BA+30	-	42,143	-	69,158	(14)
-------	---	--------	---	--------	------

**REGION 18 ESD**

BA+15	-	39,456	-	56,476	(12)
BA+30	-	40,229	-	57,249	(12)
BA+60	-	41,777	-	63,439	(15)
BA+75	-	42,550	-	61,212	(15)
MA+15	-	43,324	-	64,986	(15)
MA+30	-	44,098	-	38,854	(17)

**WILLAMETTE ESD**

BA+24	-	37,577	-	59,475	(16)
BA+69	-	40,361	-	62,940	(16)
MA+24	-	45,928	-	66,403	(16)

\* The six percent employee PERS "pick-up" is *not* paid by the district.



## Education Service Districts

<b>School District</b>	<b>BA base % increase for 2015-2016 over 2014-2015</b>	<b>2014-2015 Average Annual Salary</b>	<b>2014-2015 FTE</b>	<b>Student School Days</b>	<b>Contract Days</b>	<b>Inservice Days</b>	<b>Holidays</b>
<b>Clackamas ESD *</b>	2.0	---	---	174	190	10	6
<b>High Desert ESD</b>	2.2	---	---	178	189	5	6
<b>InterMountain ESD *</b>	2.0	---	---	184	190	1	5
<b>Linn Benton Lincoln ESD</b>	3.5	---	---	180	190	6	4
<b>Multnomah ESD</b>	12.0	---	---	175	190	1	8
<b>North Central ESD</b>	2.0	---	---	---	190	---	8
<b>Northwest Regional ESD *</b>	1.0	---	---	176	190	1	7
<b>Region 18 ESD</b>	2.45	---	---	151	185	27	7
<b>Willamette ESD</b>	2.0	---	---	150	190	1	4

\* The six percent employee PERS "pick-up" is *not* paid by the district.

Education Service Districts

<b>TUITION REIMBURSEMENT</b>			
<b>School District</b>	<b>Hours Reimbursed</b>	<b>Rate of Reimbursement</b>	<b>Pool Amount</b>
<b>Clackamas ESD *</b>	1,000	Other	---
<b>High Desert ESD</b>	---	State Average	\$40,000
<b>InterMountain ESD *</b>	---	Other	\$15,000
<b>Linn Benton Lincoln ESD</b>	---	---	---
<b>Multnomah ESD</b>	---	PSU	\$25,000
<b>North Central ESD</b>	---	Other	---
<b>Northwest Regional ESD *</b>	---	PSU	\$45,000
<b>Region 18 ESD</b>	9 hrs	Actual Cost	---
<b>Willamette ESD</b>	1,251	WOU	\$30,000

\* The six percent employee PERS "pick-up" is *not* paid by the district.

## Education Service Districts

<u>School District</u>	<u>Highest Monthly Premium Offered to Employees</u>	<u>Maximum District Contribution</u>	<u>Plan Type</u>	<u>District's Cap, if Any</u>	<u>Are Excess Contrib. Pooled?</u>	<u>Maximum Employee Contribution</u>
<b>Clackamas ESD *</b>	2,451.10 <sup>1</sup>	2,071.03	Step-Rate	2,071.03	No	351.19
<b>High Desert ESD</b>	1,590.65 <sup>1</sup>	1,170.00	Composite	1,170.00 <sup>3</sup>	No	225.75
<b>InterMountain ESD *</b>	2,289.13	1,250.00	Composite	1,250.00	No	1,039.13
<b>Linn Benton Lincoln ESD</b>	---	---	---	---	---	---
<b>Multnomah ESD</b>	---	---	---	---	---	---
<b>North Central ESD</b>	2,089.62 <sup>1</sup>	1,400.00	Composite	1,400.00	No	197.66
<b>Northwest Regional ESD *</b>	1,816.87 <sup>1</sup>	1,258.00	Step-Rate	1,258.00	Yes <sup>2</sup>	280.00
<b>Region 18 ESD</b>	2,268.69	1,175.00	Composite	1,175.00	No	1,093.69
<b>Willamette ESD</b>	2,441.55 <sup>1</sup>	1,604.22	Step-Rate	1,175.00	Yes <sup>4</sup>	454.87

<sup>1</sup> Currently, no employee is taking the most expensive plan.

<sup>2</sup> The pooled amount covers all of the employee's out-of-pocket expenses.

<sup>3</sup> Employees are allowed to use remaining allowable dollars toward eligible reimbursement accounts.

<sup>4</sup> The pooled amount covers a portion of the employee's out-of-pocket expenses.

\* The six percent employee PERS "pick-up" is *not* paid by the district.

Education Service Districts

<u>Includes Medical Insurance</u>	<u>Includes Dental Insurance</u>	<u>Includes Life Insurance- (Policy Value)</u>	<u>Includes Long-Term Disability</u>	<u>Includes Vision Insurance</u>	<u>Eligible for Full Contribution</u>
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	.5 time or more
---	---	---	---	---	---
---	---	---	---	---	---
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only

\* The six percent employee PERS “pick-up” is *not* paid by the district.



## Education Service Districts

School District	PERSONAL		BUSINESS		PROFESSIONAL		BEREAVEMENT		SABBATICAL
	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	% of Salary
Clackamas ESD *	3	---	---	Incl/pers	---	As appr	5	(P)	50%
High Desert ESD	3	---	---	---	---	---	4	(P)	No Program
InterMountain ESD *	8	---	---	Incl/pers	---	---	5	---	0%
Linn Benton Lincoln ESD	3	---	---	---	---	As appr	5	(P)	0%
Multnomah ESD	8	---	---	---	3	As appr	---	---	50%
North Central ESD	7	As appr	---	---	---	As appr	2	---	No Program
Northwest Regional ESD *	3	---	---	---	---	As appr	5	(P)	No Program
Region 18 ESD	4	---	---	---	---	---	---	---	50%
Willamette ESD	3	---	---	---	---	---	5	(P)	0%

\* The six percent employee PERS "pick-up" is *not* paid by the district.

Education Service Districts

ASSOCIATION		JURY/LEGAL		FAMILY ILLNESS		PREGNANCY		PARENTAL	
Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes
10	(T, R)	---	(F)	5	---	---	(S)	---	(L)
10	(R, T)	---	(F)	5	(S)	---	---	---	---
10	(T)	---	---	---	Incl/brvm	---	---	---	(L)
5	(T)	---	(F)	10	(L, S)	---	---	---	---
---	1 hr/week	---	(J)	---	(LAW)	---	(S)	---	(L) 1 yr
5	(R, T)	---	(F)	30	(S)	---	(S)	---	(LAW)
18	(R)	---	(J)	---	(S, LAW)	---	---	---	(S, LAW)
---	---	---	(J)	5	---	---	(S, LAW)	---	---
---	As appr	---	(J)	---	---	---	---	---	---

(A) = Leave days accrue.

(F) = Fee given to the district.

(J) = Jury/witness fee deducted from salary.

(L) = Leave days are taken without pay.

LAW = Leave follows federal/state statute

(P) = Per occurrence.

(R) = Association reimburses substitute cost.

(S) = Sick leave days are used.

(T) = Total number for all employees in the bargaining unit.



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