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Notes

Forward

This compilation of information on teacher salaries and related economic policies in Oregon school districts is the 48th 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.

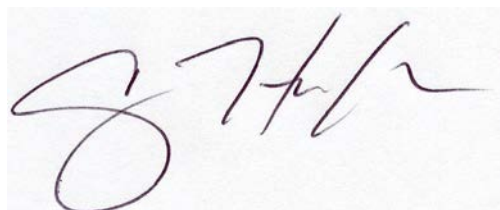
We know the burden faced by administrators in filling out "forms" and completing questionnaires and are therefore deeply appreciative of the time they took to provide the detailed information contained in the report.

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,



Jim Green
Executive Director
OSBA



Craig Hawkins
Executive Director
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Notes

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, 2016 report. Districts are alphabetized within these size categories. This year marks the 26th 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 2016-2017 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., 2016-2017 over previous year, 2015-2016)—shows the percentage increase in the BA base salary for 2016-2017.

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.

In-service Days—indicates the number of days provided for act

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 Composite, dental and Composite.

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 Composite coverage, \$990 per month for employee and spouse Composite coverage or \$1,020 per month for full family Composite 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 Composite insurance, dental insurance, life insurance (which includes the death benefit amount when available), long term disability and Composite 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.

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.

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.

Maternity 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.

Extra-Duty Pay

Reports the amount of compensation teachers will receive for selected extra-duty assignments during the 2016-2017 school year.

Table I

Statewide Summary

*Characteristics of Collected Data
2016-2017*

ADM Category	No. of Districts	No. of Students	No. of Districts Reporting	% of Districts Reporting	No. of Students Reporting	% of Students Reporting
3,000+	49	460,248	40	82%	303,305	66%
1,000-2,999	38	71,794	31	82%	58,799	82%
500-999	30	22,759	19	63%	14,580	64%
1-499	80	15,414	33	41%	8,959	58%
ESDs	19	460,741	13	68%	421,222	91%
TOTALS	197	870,213	123	62%	385,640	68%

Table II

Statewide Summary

*Average Starting and Maximum Salaries Current year (2016-17)
(Average of District Salary Schedules)*

ADM Category	BA		BA +45		MA		MA +45	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
Oregon	36,097	51,070	38,544	58,641	40,136	63,492	43,140	69,518
3,000+	37,701	54,564	40,483	62,357	42,260	67,989	44,556	72,565
1,000-2,999	35,928	51,667	38,020	58,473	39,728	64,004	42,565	68,540
500-999	35,322	48,957	37,392	56,574	38,567	60,963	41,397	66,878
1-499	34,321	45,553	37,011	54,285	38,515	57,949	41,086	63,273
ESDs	37,208	55,990	38,889	60,475	41,502	67,077	44,105	71,543

Suggested Use of the Information Contained in this Book

This publication has been designed for your use with two primary purposes.

1. It will allow you to have resource information on many subjects for the participating districts and Education Service Districts of the state of Oregon.
2. The format of this book allows you to make comparisons of your local school districts and Education Service Districts in two ways: (1) statewide, and (2) by categories of ADM size. By using the summary tables, you can compare your district salaries with other districts in the state or your ADM group size. The following worksheet may help you in making your comparisons.

District Comparison Worksheet

Subject	Your District Salary	Statewide Average	ADM Size Average	Other Comparison

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LICENSED SALARY SCHEDULES 2016-2017

3,000 & Over ADM Districts

School District	County	Years		BACHELOR'S DEGREE			
		Covered by Coll. Barg. Agreement	Resident ADM Dec. 31, 2015	Base	Max. Salary	No. of Steps	Amt. of Increment
Bend-La Pine 1	DESCHUTES	2015-2017	17,450.3	36,361	51,269	11	1,491
Bethel 52	LANE	2015-2018	5,632.0	37,170	48,381	9	1,245-1,568
Centennial 28J *	MULTNOMAH	2016-2019	6,289.9	40,943	59,614	12	1,557-1,556
Central 13J	POLK	2015-2018	3,232.8	39,430	55,603	11	1,386-1,881
Coos Bay 9	COOS	2016-2019	3,082.1	34,208	50,773	11	1,543-1,796
Corvallis 509J	BENTON	2015-2017	6,664.4	37,943	61,618	14	1,442-2,256
Dallas 2 *	POLK	2014-2017	3,269.2	37,202	54,459	13	1,568
David Douglas 40 *	MULTNOMAH	2014-2017	10,823.0	42,513	60,497	12	1,634
Eagle Point 9	JACKSON	2014-2017	4,065.7	36,738	44,900	7	1,250-1,475
Eugene 4J	LANE	2014-2017	17,097.5	36,286	59,813	16	805-2,077
Grants Pass 7 *	JOSEPHINE	2015-2019	6,052.8	41,978	56,717	10	1,427-1,865
Greater Albany 8J	LINN	2015-2017	9,602.4	37,542	54,435	10	1,689
Gresham-Barlow 10	MULTNOMAH	2014-2017	12,055.8	38,599	59,500	10	1,902-2,795
Hermiston 8	UMATILLA	2015-2017	5,453.0	35,868	50,595	11	1,257-1,711
Hillsboro 1J *	WASHINGTON	2015-2018	20,683.7	42,013	82,119	14	1,262-2,390
Klamath County	KLAMATH	2015-2018	6,396.8	38,888	55,577	12	1,289-1,774
Klamath Falls City Schools	KLAMATH	2015-2018	3,189.1	38,467	54,816	11	1,251-1,594
Lake Oswego 7J	CLACKAMAS	2013-2017	7,037.2	38,046	60,874	13	1,902
Lebanon Community Schools	LINN	2015-2017	4,309.8	35,240	52,940	20	970-1,417
McMinnville 40	YAMHILL	2010-2017	6,676.3	36,827	53,325	13	1,325-1,915
Medford 549C	JACKSON	2016-2017	13,748.0	37,302	45,588	6	1,267-1,500
Newberg 29J	YAMHILL	2015-2018	5,113.8	37,262	55,567	12	1,375-1,981
North Bend 13	COOS	2015-2017	4,316.1	35,529	48,169	13	876-1,518
North Clackamas 12	CLACKAMAS	2016-2018	17,245.1	36,677	49,977	10	1,284-1,680
North Wasco County 21	WASCO	2015-2017	3,064.7	35,237	49,829	9	1,823
Oregon City 62 *	CLACKAMAS	2013-2017	8,137.2	42,142	58,634	10	1,831-1,834
Oregon Trail 46	CLACKAMAS	2016-2020	4,371.0	37,692	56,953	12	1,734-1,771
Parkrose 3	MULTNOMAH	2015-2017	3,338.7	39,391	57,297	8	2,165-2,987
Pendleton 16 *	UMATILLA	2016-2019	3,190.9	39,691	57,554	16	1,787
Redmond 2J *	DESCHUTES	2015-2019	7,312.3	36,720	50,049	10	1,285-1,689
Reynolds 7 *	MULTNOMAH	2014-2017	11,550.2	40,636	56,803	10	1,717-1,777
Roseburg Public Schools	DOUGLAS	2015-2018	5,904.7	34,557	49,099	12	588-1,616
Santiam Canyon 129 *	LINN	2015-2018	4,343.9	33,814	43,168	9	1,048-1,298
Sherwood 88J	WASHINGTON	2014-2017	5,313.8	38,561	47,815	7	1,542
Silver Falls 4J *	MARION	2012-2017	3,833.1	35,813	48,231	11	1,243
Springfield 19	LANE	2015-2017	10,844.3	34,413	53,528	13	1,290-1,935
Three Rivers/Josephine CU	JOSEPHINE	2016-2017	4,679.3	36,878	55,083	13	1,254-1,811
Tigard-Tualatin 23J	WASHINGTON	2015-2017	12,705.6	38,164	61,063	13	1,908-1,910
West Linn-Wilsonville 3J	CLACKAMAS	2015-2017	9,509.0	38,436	59,171	12	1,537-2,275
Woodburn 103	MARION	2016-2019	5,719.4	36,878	51,152	10	1,586

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

LICENSED SALARY SCHEDULES 2016-2017

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
39,088	57,283	13	1,517	40,907	64,119	15	1,659-1,658	43,633	73,304	17	1,853-1,854
41,211	61,198	13	1,381-1,983	42,653	66,559	15	1,429-1,097	47,291	73,795	15	1,584-1,216
44,014	66,901	13	1,761-1,760	46,061	75,540	15	1,965-1,964	49,132	81,886	15	2,183-2,186
40,816	63,809	14	1,422-2,158	42,238	68,335	15	1,458-2,311	43,696	70,764	15	1,529-2,393
36,455	55,911	13	1,601-1,796	38,061	59,444	14	1,605-1,796	39,987	63,296	15	1,602-1,799
---	---	---	---	42,261	72,911	16	1,554-2,619	42,792	73,441	16	1,554-2,618
40,339	60,734	15	1,570-1,568	41,909	65,442	17	1,568-1,569	45,046	70,149	18	1,570
45,414	69,327	14	1,838	47,213	74,805	16	1,840	49,216	79,872	16	2,043
40,614	62,729	14	1,383-2,064	---	---	---	---	---	---	---	---
39,021	64,322	16	866-2,234	40,465	66,701	16	898-2,316	43,515	73,880	17	966-2,491
46,407	69,317	13	1,578-2,279	---	---	---	---	---	---	---	---
39,231	59,503	12	1,689	40,920	66,259	15	1,689	44,298	69,637	15	1,689
42,400	67,374	12	1,822-2,780	43,773	73,158	13	1,913-3,066	---	---	---	---
39,544	59,754	13	1,383-2,021	41,522	64,938	14	1,452-2,196	45,778	71,594	14	1,602-2,421
44,573	72,190	13	1,827-2,762	45,912	77,408	14	1,883-3,048	48,706	82,119	14	1,997-3,235
40,587	66,039	16	1,332-2,108	<i>1,865 stipend</i>	---	---	---	---	---	---	---
40,412	62,932	14	1,314-1,832	---	---	---	---	---	---	---	---
41,090	67,723	15	1,902	42,613	71,147	16	1,902	45,655	76,093	17	1,902
37,824	63,333	20	1,040-1,696	39,184	65,612	20	1,078-1,756	42,060	70,425	20	1,157-1,885
39,626	60,838	15	1,473-2,062	42,793	67,136	16	1,583-2,172	44,524	72,844	17	1,730-2,356
41,237	61,594	12	1,402-2,025	---	---	---	---	---	---	---	---
39,125	60,503	13	1,451-2,158	40,987	68,162	15	1,515-2,434	42,853	73,890	16	1,581-2,635
37,316	55,989	16	1,179-1,516	39,136	60,507	18	1,179-1,518	40,922	62,292	18	1,179-1,517
39,366	55,518	11	1,379-1,866	40,711	63,678	13	1,547-2,319	44,753	72,664	14	1,701-2,649
37,599	57,821	13	1,715-1,685	39,030	61,373	14	1,717-1,716	41,497	65,496	16	1,599-1,598
45,074	65,229	12	1,831-1,833	46,540	72,471	14	1,831-3,944	49,472	77,376	15	1,830-4,085
40,594	67,092	16	1,734-1,809	41,763	68,298	16	1,771-1,772	46,399	73,047	16	1,771-1,809
---	---	---	---	43,484	70,397	10	2,392-3,669	45,644	77,962	11	2,511-4,064
---	---	---	---	43,483	70,397	10	2,392-3,669	45,644	77,962	11	2,510-4,064
43,662	63,309	16	1,787-1,788	45,645	67,080	16	1,787-1,785	49,617	74,621	16	1,785-1,787
39,290	57,357	12	1,359-1,947	---	---	---	---	43,991	71,200	15	1,542-2,423
---	---	---	---	45,429	73,087	14	2,022-1,664	48,198	79,504	15	2,108-1,810
36,946	54,279	13	629-1,785	---	---	---	---	42,233	64,154	14	718-2,109
36,174	50,611	12	1,121-1,522	---	---	---	---	39,715	60,894	15	1,231-1,831
41,646	63,240	15	1,542-1,543	43,188	70,559	16	1,543-2,013	46,273	76,466	16	2,013
---	---	---	---	38,862	62,688	18	1,398-1,405	38,862	68,575	19	1,398-4,255
37,042	59,778	14	1,389-2,160	38,432	64,346	15	1,441-2,326	41,368	71,860	16	1,551-2,597
40,769	65,106	15	1,386-2,141	---	---	---	---	---	---	---	---
41,215	67,932	15	1,912-1,910	42,743	69,457	15	1,910-1,908	---	---	---	---
41,173	65,920	13	1,645-2,219	42,408	70,613	14	1,696-2,718	44,122	76,404	15	1,764-2,941
---	---	---	---	43,222	65,426	15	1,586	---	---	---	---

The following districts had not reached a settlement or had not reported when this book went to press: Beaverton 48J, Canby 86, Central Point 6, Glendale 77, Hood River County, Lincoln County Schools, Portland 1J, Salem-Keizer 24J

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

INTERMEDIATE SALARY SCHEDULES 2016-2017

3,000 & Over ADM Districts

BEND-LA PINE 1

BA+15	-	37,270 - 53,829	(12)
BA+30	-	38,179 - 54,738	(12)
BA+60	-	39,997 - 59,850	(14)
BA+75	-	40,906 - 64,119	(15)
BA+90	-	41,815 - 66,959	(16)
BA+105	-	42,724 - 69,886	(16)
BA+120	-	43,633 - 73,304	(16)
MA+15	-	41,815 - 66,959	(16)
MA+30	-	42,724 - 69,886	(16)
Doc.		500 stipend	

BETHEL 52

BA+15	-	38,471 - 50,075	(9)
BA+30	-	39,817 - 53,563	(10)
BA+60	-	42,653 - 66,559	(15)
BA+75	-	44,146 - 68,888	(15)
BA+90	-	45,691 - 71,299	(15)
BA+105	-	47,291 - 73,795	(15)
MA+15	-	44,146 - 68,888	(15)
MA+30	-	45,691 - 71,299	(15)

CENTENNIAL 28J *

BA+15	-	41,967 - 60,637	(12)
BA+30	-	42,991 - 63,216	(13)
BA+60	-	45,038 - 71,446	(15)
BA+75	-	46,061 - 75,540	(15)
BA+90	-	47,085 - 76,564	(15)
BA+105	-	48,109 - 77,587	(15)
BA+120	-	49,132 - 81,886	(15)
MA+15	-	47,085 - 76,564	(15)
MA+30	-	48,109 - 77,587	(15)

COOS BAY 9

BA+15	-	34,850 - 51,416	(11)
BA+30	-	35,492 - 53,342	(12)
BA+60	-	37,097 - 58,480	(14)
MA+15	-	38,703 - 60,086	(14)
MA+30	-	39,345 - 62,654	(15)

CORVALLIS 509J

BA+60	-	39,323 - 72,911	(18)
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DALLAS 2 *

BA+24	-	38,770 - 57,598	(14)
BA+69	-	41,909 - 65,442	(17)
BA+93	-	43,477 - 67,011	(17)
BA+117	-	45,046 - 70,149	(18)
MA+24	-	43,477 - 67,011	(17)

DAVID DOUGLAS 40 *

BA+15	-	43,411 - 61,397	(12)
BA+30	-	44,311 - 63,931	(13)
BA+60	-	46,312 - 70,227	(14)
BA+75	-	47,213 - 74,805	(16)
BA+105	-	48,316 - 78,975	(16)
MA+23	-	48,316 - 78,975	(16)

EAGLE POINT 9

BA+15	-	37,988 - 51,326	(10)
BA+30	-	39,279 - 54,875	(11)
BA+60	-	41,997 - 67,066	(15)
BA+75	-	43,425 - 69,346	(15)

EUGENE 4J

BA+23	-	37,629 - 62,026	(16)
BA+60	-	40,465 - 66,701	(16)
BA+68	-	41,962 - 69,169	(16)
BA+83	-	41,962 - 69,169	(16)
BA+90	-	43,515 - 73,880	(17)
BA+105	-	43,515 - 73,880	(17)
MA+23	-	41,962 - 69,169	(16)
MA+90	-	45,125 - 76,615	(17)
Doc.		45,125 - 76,615	(17)

GRANTS PASS 7 *

BA+15	-	43,405 - 81,614	(11)
BA+30	-	44,881 - 67,038	(13)
BA+60	-	47,985 - 74,110	(14)
BA+75	-	49,617 - 81,614	(15)

GREATER ALBANY 8J

BA+24	-	38,386 - 56,969	(11)
BA+60	-	40,920 - 66,259	(15)
BA+85	-	42,610 - 67,948	(15)
BA+105	-	44,298 - 69,637	(15)
MA+24	-	42,610 - 67,948	(15)

GRESHAM-BARLOW 10

BA+75	-	43,773 - 73,158	(13)
BA+105	-	47,671 - 77,062	(13)
MA+23	-	47,671 - 77,062	(13)

HERMISTON 8

BA+23	-	37,661 - 54,984	(14)
BA+69	-	41,522 - 64,938	(14)
BA+92	-	43,598 - 68,185	(14)
BA+115	-	45,778 - 71,594	(14)
MA+23	-	43,598 - 68,185	(14)

HILLSBORO 1J *

BA+24	-	43,275 - 61,129	(10)
BA+60	-	45,912 - 77,408	(14)
BA+90	-	47,289 - 79,729	(14)
BA+120	-	48,706 - 82,119	(14)
MA+24	-	47,289 - 79,729	(14)

KLAMATH COUNTY

BA+15	-	39,454 - 58,243	(13)
BA+30	-	40,017 - 63,043	(15)
BA+60	-	41,145 - 69,166	(17)
BA+90	-	41,713 - 70,114	(17)
MA+15	-	42,275 - 71,070	(17)

KLAMATH FALLS CITY SCHOOLS

BA+24	-	39,429 - 57,870	(12)
BA+60	-	41,221 - 68,627	(16)
MA+15	-	42,039 - 70,000	(16)
MA+30	-	43,088 - 71,402	(16)

LAKE OSWEGO 7J

BA+24	-	39,568 - 62,396	(13)
BA+60	-	42,613 - 71,147	(16)
BA+84	-	44,135 - 72,669	(16)
BA+105	-	45,655 - 76,093	(17)
MA+24	-	44,135 - 72,669	(16)

LEBANON COMMUNITY SCHOOLS

BA+24	-	36,509 - 54,844	(20)
BA+75	-	39,184 - 65,612	(20)
MA+24	-	40,596 - 67,975	(20)

MCMINNVILLE 40

BA+23	-	38,153 - 55,977	(14)
BA+68	-	41,209 - 65,552	(16)
BA+75	-	42,793 - 67,136	(16)
MA+24	-	43,677 - 69,124	(16)

MEDFORD 549C

BA+15	-	38,570 - 50,398	(8)
BA+30	-	39,881 - 55,716	(10)
BA+60	-	42,639 - 68,092	(14)
BA+75	-	44,089 - 70,407	(14)
Doc.		3,750 stipend	

NEWBERG 29J

BA+24	-	38,190 - 59,063	(13)
BA+60	-	40,058 - 64,237	(14)
BA+75	-	40,987 - 68,162	(15)
BA+100	-	41,920 - 69,705	(15)
BA+120	-	42,853 - 73,890	(16)
MA+24	-	41,920 - 69,705	(15)

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

INTERMEDIATE SALARY SCHEDULES 2016-2017

3,000 & Over ADM Districts

NORTH BEND 13

BA+15	-	36,101	-	48,742	(13)
BA+30	-	36,708	-	49,348	(13)
BA+75	-	39,136	-	60,507	(18)
BA+98	-	40,011	-	61,384	(18)
BA+120	-	40,922	-	62,292	(18)
MA+23	-	40,011	-	61,384	(18)

NORTH CLACKAMAS 12

BA+24	-	38,510	-	54,311	(11)
BA+75	-	42,622	-	66,672	(13)
BA+105	-	44,753	-	72,664	(14)
MA+24	-	42,622	-	66,672	(13)

NORTH WASCO COUNTY 21

BA+15	-	36,035	-	52,025	(10)
BA+30	-	36,834	-	52,398	(10)
BA+75	-	39,030	-	61,373	(14)
MA+15	-	39,851	-	61,682	(14)
MA+30	-	40,675	-	63,631	(15)

OREGON CITY 62 *

BA+24	-	43,608	-	61,931	(11)
BA+60	-	46,540	-	72,471	(14)
BA+84	-	48,006	-	73,980	(14)
BA+105	-	49,472	-	77,376	(15)
MA+24	-	48,006	-	73,980	(14)

OREGON TRAIL 46

BA+24	-	39,426	-	58,724	(12)
BA+75	-	41,763	-	68,298	(16)
MA+24	-	44,100	-	70,673	(16)

PARKROSE 3

BA+30	-	41,419	-	63,562	(9)
BA+60	-	43,483	-	70,397	(10)
BA+105	-	45,644	-	77,962	(11)

PENDLETON 16 *

BA+23	-	41,676	-	59,538	(16)
BA+90	-	45,645	-	67,080	(16)
BA+113	-	47,632	-	70,850	(16)
BA+135	-	49,617	-	74,621	(16)
BA+158	-	51,599	-	78,391	(16)
MA+23	-	47,632	-	70,850	(16)
MA+68	-	51,599	-	78,391	(16)

REDMOND 2J *

BA+15	-	37,565	-	52,987	(11)
BA+30	-	38,409	-	54,199	(11)
BA+60	-	40,172	-	60,735	(13)
BA+75	-	41,090	-	62,094	(13)
BA+90	-	42,044	-	65,729	(14)
BA+105	-	42,999	-	67,234	(14)
BA+120	-	43,991	-	71,200	(15)
MA+	-	41,090	-	62,094	(13)
MA+15	-	42,044	-	65,729	(14)
MA+30	-	42,999	-	67,234	(14)

REYNOLDS 7 *

BA+20	-	41,807	-	60,237	(11)
BA+40	-	42,743	-	64,378	(12)
BA+60	-	45,429	-	73,087	(14)
BA+90	-	47,061	-	75,747	(14)
BA+120	-	48,198	-	79,504	(15)
MA+24	-	47,061	-	75,747	(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	(12)
Doc.	-	43,668	-	68,590	(15)

SANTIAM CANYON 129 *

BA+30	-	34,995	-	46,061	(10)
BA+60	-	37,355	-	55,554	(14)
BA+90	-	38,532	-	57,304	(14)
BA+120	-	39,715	-	60,894	(15)
MA+	-	37,355	-	55,554	(14)
MA+30	-	38,532	-	57,304	(14)

SHERWOOD 88J

BA+24	-	40,103	-	52,443	(9)
BA+75	-	43,188	-	70,559	(16)
BA+99	-	44,730	-	74,924	(16)
BA+120	-	46,273	-	76,466	(16)
MA+24	-	44,730	-	74,924	(16)

SILVER FALLS 4J *

BA+30	-	37,760	-	57,831	(15)
BA+60	-	38,862	-	62,688	(18)
BA+90	-	38,862	-	67,486	(19)
BA+120	-	38,862	-	68,575	(19)
MA+24	-	38,862	-	67,486	(19)
Doc.	-	38,862	-	68,575	(19)

SPRINGFIELD 19

BA+23	-	35,703	-	57,618	(14)
BA+68	-	38,431	-	64,346	(15)
BA+90	-	39,873	-	69,262	(16)
MA+22	-	39,873	-	69,262	(16)
Doc.	-	42,919	-	74,554	(16)

THREE RIVERS/JOSEPHINE CU

BA+15	-	38,132	-	56,956	(13)
BA+30	-	39,429	-	60,895	(14)
BA+60	-	42,155	-	69,608	(16)
BA+75	-	43,589	-	71,975	(16)

TIGARD-TUALATIN 23J

BA+24	-	39,691	-	62,590	(13)
BA+60	-	42,743	-	69,457	(15)
BA+80	-	44,269	-	70,983	(15)
BA+100	-	45,796	-	76,870	(15)
MA+20	-	44,269	-	70,983	(15)
MA+40	-	45,796	-	76,870	(15)

WEST LINN-WILSONVILLE 3J

BA+24	-	39,974	-	61,538	(12)
BA+60	-	42,408	-	70,613	(14)
MA+24	-	43,257	-	72,025	(14)

WOODBURN 103

BA+20	-	38,464	-	54,324	(11)
BA+40	-	40,050	-	57,496	(12)
BA+60	-	41,636	-	60,668	(13)
BA+80	-	43,222	-	65,426	(15)
BA+100	-	44,808	-	68,598	(16)
MA+20	-	44,808	-	68,598	(16)
MA+40	-	46,394	-	70,184	(16)
MA+60	-	54,324	-	71,770	(12)

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

SALARY POLICIES 2016-2017

3,000 & Over ADM Districts

School District	BA base % increase for 2016-2017 over 2015-2016	2016-2017 Average Annual Salary	2016-2017 FTE	Student School Days	Teacher Contract Days	In-service Days	Paid Holidays
Bend-La Pine 1	2.4	62,320	887	175	190	6	5
Bethel 52	1.75	60,046	296	175	192	8	5
Centennial 28J *	3.0	66,492	322	174	192	4	6
Central 13J	3.0	50,941	157	170	191	3	6
Coos Bay 9	2.87	51,655	146	175	190	3	6
Corvallis 509J	2.0	61,614	351	174	190	4	5
Dallas 2 *	7.53 ¹	56,600	166	172	190	9	4
David Douglas 40 *	2.0	65,502	550	181	192	6	5
Eagle Point 9	2.0	57,226	188	176	190	8	6
Eugene 4J	1.84	62,308	868	174.5	191	10	5
Grants Pass 7 *	2.34	70,967	283	172	190	5	4
Greater Albany 8J	2.5	60,908	486	176	191	4	5
Gresham-Barlow 10	2.0	67,175	582	181	191	4	6
Hermiston 8	3.0	57,411	282	173	189	4	3
Hillsboro 1J *	2.5	60,952	1032	175	191	3	5
Klamath County	2.7	59,122	350	170	190	5	5
Klamath Falls City Schools	2.3	60,508	187	172	190	5	5
Lake Oswego 7J	2.0	66,573	370	183	191	5	6
Lebanon Community Schools	5.83	48,817	202	173	191	1	7
McMinnville 40	2.75	60,385	376	174	190	9	5
Medford 549C	2.5	59,477	727	175	192	8	7
Newberg 29J	3.25	61,501	282	173.5	190	2.5	5
North Bend 13	2.0	46,988	222	175	191	8	8
North Clackamas 12	3.57	62,287	869	173	193	14	6
North Wasco County 21	2.0	56,091	173	175	190	2	4
Oregon City 62 *	1.0	61,182	431	169	191	6.5	6
Oregon Trail 46	2.0	61,184	205	173	190	4	8
Parkrose 3	2.0	66,971	158	175	191	20	5
Pendleton 16 *	2.0	64,082	182	170	187	8	5
Redmond 2J *	1.2	56,807	400	171.5	189	5	6
Reynolds 7 *	2.5	62,749	658	169	186	7	0
Roseburg Public Schools	No Incr	55,885	306	177	192	6	7
Santiam Canyon 129 *	No Incr	42,668	173	151	190	19	9
Sherwood 88J	2.25	64,003	271	175	190	7	5
Silver Falls 4J *	2.0	56,573	231	174	192	10	5
Springfield 19	2.0	57,767	533	175	193	5	6
Three Rivers/Josephine CU	1.0	61,345	227	180	190	5	5
Tigard-Tualatin 23J	2.75	64,125	705	180	190	5	5
West Linn-Wilsonville 3J	2.5	61,829	500	173	191	12	6
Woodburn 103	2.5	59,266	293	173	191	2.5	5

¹ Eliminated beginning step on the Salary Schedule (BA column).

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

PROFESSIONAL IMPROVEMENT 2016-2017

3,000 & Over ADM Districts

TUITION REIMBURSEMENT

<u>School District</u>	<u>Hours Reimbursed</u>	<u>Rate of Reimbursement</u>	<u>Pool Amount</u>
Bend-La Pine 1	15 hrs	State Average	---
Bethel 52	---	---	---
Centennial 28J *	---	PSU	---
Central 13J	---	PSU	---
Coos Bay 9	---	U of O	\$62,250
Corvallis 509J	---	---	---
Dallas 2 *	---	WOU	\$35,000
David Douglas 40 *	---	Actual Cost	\$100,000
Eagle Point 9	3 hrs	Actual Cost	\$10,000
Eugene 4J	---	---	---
Grants Pass 7 *	---	Actual Cost	\$20,000
Greater Albany 8J	---	---	---
Gresham-Barlow 10	---	PSU	---
Hermiston 8	---	State Average	\$40,000
Hillsboro 1J *	6 hrs	PSU	---
Klamath County	---	Actual Cost	\$50,000
Klamath Falls City Schools	---	Actual Cost	\$20,000
Lake Oswego 7J	9 hrs	PSU	---
Lebanon Community Schools	---	Actual Cost	\$10,000
McMinnville 40	---	PSU	---
Medford 549C	---	State Average	\$10,000
Newberg 29J	---	PSU	---
North Bend 13	---	Actual Cost	\$36,000
North Clackamas 12	---	Actual Cost	\$80,000
North Wasco County 21	6 hrs	PSU	\$50,000
Oregon City 62 *	15 hrs	PSU	\$275,000
Oregon Trail 46	---	PSU	---
Parkrose 3	---	Other	\$50,000
Pendleton 16 *	---	Actual Cost	\$30,000
Redmond 2J *	---	Actual Cost	\$20,000
Reynolds 7 *	---	PSU	---
Roseburg Public Schools	---	Actual Cost	\$35,000
Santiam Canyon 129 *	---	Actual Cost	\$18,300
Sherwood 88J	---	PSU	\$110,000
Silver Falls 4J *	---	WOU	\$32,564
Springfield 19	---	---	---
Three Rivers/Josephine CU	---	---	---
Tigard-Tualatin 23J	---	Actual Cost	---
West Linn-Wilsonville 3J	12 hrs	PSU	\$300,000
Woodburn 103	6 hrs	PSU	\$100,000

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

INSURANCE 2016-2017

3,000 & Over 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 Contribution Pooled?</u>	<u>Maximum Employee Contribution</u>
Bend-La Pine 1	1,519.35	1,212.50	Composite	1,212.50	No	306.85
Bethel 52	1,529.09	1,407.59	Composite	1,407.59	No	406.52
Centennial 28J *	2,790.79	2,244.34	Step-Rate	1,317.00	Yes ¹	---
Central 13J	1,282.02	1,215.28	Composite	1,215.28	No	66.74
Coos Bay 9	2,087.00	1,375.00	Composite	1,375.00	No	478.06
Corvallis 509J	1,341.00	1,176.00	Composite	1,176.00	Yes ²	165.00
Dallas 2 *	1,705.05	1,100.00	Composite	1,100.00	No	563.37
David Douglas 40 *	2,018.12 ⁴	1,272.00	Composite	1,272.00	No	561.73
Eagle Point 9	1,688.73	1,093.00	Composite	1,093.00	No	588.84
Eugene 4J	1,671.64	1,200.00	Composite	1,200.00	No	471.64
Grants Pass 7 *	1,668.00	1,125.00	Composite	1,125.00	No	543.00
Greater Albany 8J	1,730.00	1,370.08	Composite	1,370.08	Yes ³	359.92
Gresham-Barlow 10	2,237.66 ³	1,200.00	Step-Rate	1,200.00	Yes ³	95.86
Hermiston 8	1,665.00	1,375.00	Composite	1,375.00	No	290.00
Hillsboro 1J *	717.28	1,125.00	Composite	1,125.00	No	---
Klamath County	2,175.33	1,685.20	Step-Rate	1,685.20	No	490.13
Klamath Falls City Schools	2,151.88	1,718.00	Step-Rate	1,718.00	No	433.88
Lake Oswego 7J	2,211.79	2,158.26	Step-Rate	2,158.26	No	53.53
Lebanon Community Schools	1,690.03	1,075.00	Composite	1,075.00	No	615.03
Medford 549C	1,835.75	1,652.17	Step-Rate	--- ⁵	No	183.58
Newberg 29J	1,727.94	1,250.00	Composite	1,250.00	No	477.94
North Clackamas 12	1,473.00	1,388.00	Step-Rate	1,328.00	No	200.00
North Wasco County 21	1,519.35	1,260.00	Composite	1,260.00	No	259.35
Oregon City 62 *	2,223.60 ⁴	1,343.34	Step-Rate	1,343.34	Yes ³	242.56
Parkrose 3	2,223.60	2,076.00	Step-Rate	2,076.00	No	147.60
Pendleton 16 *	1,638.44	1,469.00	Composite	1,469.00	No	169.44
Redmond 2J *	1,663.37	1,205.00	Composite	1,205.00	No	458.37
Reynolds 7 *	2,223.60	2,004.74	Step-Rate	1,300.00	Yes ³	205.68
Roseburg Public Schools	1,536.86	1,088.00	Composite	1,088.00	No	448.86
Santiam Canyon 129 *	1,654.22	1,039.00	Composite	1,039.00	No	615.22
Sherwood 88J	1,683.88	1,580.00	Composite	1,580.00	No	103.88
Silver Falls 4J *	1,623.36	1,476.14	Composite	1,375.00	Yes	147.22
Springfield 19	1,604.00	1,130.00	Composite	1,090.00	No	469.00
Three Rivers/Josephine CU	1,766.02	1,420.00	Step-Rate	1,420.00	No	346.02
West Linn-Wilsonville 3J	1,771.66	1,771.66	Composite	1,405.00	Yes ¹	---
Woodburn 103	2,171.86	2,126.28	Composite	1,193.00	Yes ¹	---

¹ The pooled amount covers all the employee's out-of-pocket expense.

² Employees can use remaining allowable dollars toward eligible reimbursement accounts.

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

⁴ Currently, no employee is taking the most expensive plan.

⁵ Contributes 90% of the cost of the premiums.

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

INSURANCE 2016-2017

3,000 & Over ADM Districts

<u>Includes Composite Insurance</u>	<u>Includes Dental Insurance</u>	<u>Includes Life Insurance- (Policy Value)</u>	<u>Includes Long-Term Disability</u>	<u>Includes Composite</u>	<u>Eligible for Full Contribution</u>
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	\$30,000	Yes	Yes	.5 time or more
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	\$30,000	No	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	\$10,000	No	Yes	.5 time or more
Yes	No	---	No	No	Full-time only
Yes	Yes	\$50,000	Yes	Yes	Full-time only
Yes	Yes	\$5,000	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	No	Full-time only
Yes	Yes	\$30,000	Yes	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	Yes	Yes	Full-time only
Yes	Yes	\$30,000	No	Yes	Full-time only
Yes	Yes	\$15,000	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	\$10,000	Yes	Yes	All staff
Yes	Yes	\$6,000	No	Yes	.5 time or more
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	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	\$20,000	No	Yes	Full-time only
Yes	Yes	\$20,000	Yes	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
Yes	Yes	---	No	Yes	All staff
Yes	Yes	\$20,000	Yes	Yes	Full-time only
Yes	Yes	\$50,000	No	Yes	Full-time only

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

PAID LEAVES 2016-2017

3,000 & Over ADM Districts

School District	PERSONAL		BUSINESS		PROFESSIONAL		BEREAVEMENT		SABBATICAL
	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	% of Salary
Bend-La Pine 1	2		---	---	---	As appr	3	(P)	No Program
Bethel 52	2	(A)	---	---	---	As appr	3	(S)	No Program
Centennial 28J *	3		---	---	3		5		No Program
Central 13J	3		---	---	---	As appr	5	(P)	0%
Coos Bay 9	3		---	---	---	As appr	---	As appr	0%
Corvallis 509J	3		---	---	---	As appr	3		No Program
Dallas 2 *	3		---	---	---	As appr	5		50%
David Douglas 40 *	---	(Incl/family)	---	---	---	---	---	Incl/family	No Program
Eagle Point 9	3		---	---	365	(L)	3		50%
Eugene 4J	2	(A)	---	---	---	---	5	(P)	0%
Grants Pass 7 *	3		---	---	---	As appr	5	(S)	50%
Greater Albany 8J	3		---	---	---	As appr	5	(P)	0%
Gresham-Barlow 10	3		---	---	---	As appr	5		No Program
Hermiston 8	2	(A) to 5	2	Incl/pers	---	---	7		No Program
Hillsboro 1J *	1	(A) to 3	---	---	---	---	5	(P)	No Program
Klamath County	2	(A) to 4	---	---	---	As appr	7		No Program
Klamath Falls City Schools	2	As appr	---	Incl/pers	---	---	5	(P)	50%
Lake Oswego 7J	4		---	Incl/pers	---	---	5	(P)	No Program
Lebanon Community Schools	3		---	---	---	As appr	5	(P)	0%
McMinnville 40	3		---	Incl/pers	---	---	---	Incl/pers	0%
Medford 549C	3		---	---	---	(L)	2	(P)	0%
Newberg 29J	2		---	---	---	---	4	(P)	50%
North Bend 13	3		---	---	---	As appr	---	Incl/family	No Program
North Clackamas 12	---	---	---	---	2	(L)	3	(P)	No Program
North Wasco County 21	2		---	---	---	---	5		No Program
Oregon City 62 *	3		---	Incl/pers	---	---	5	(P)	75%
Oregon Trail 46	4	As appr	---	---	---	As appr,	3	(P)	66%
Parkrose 3	2	(A) to 5	---	Incl/pers	---	As appr	5	(P)	No Program
Pendleton 16 *	2	(A) to 5	---	---	---	As appr	5		100%
Redmond 2J *	3		---	---	---	As appr	5	(P)	No Program
Reynolds 7 *	2	(R)	3		---	As appr	3		0%
Roseburg Public Schools	1	(A) to 3	---	---	---	---	---	Incl/family	No Program
Santiam Canyon 129 *	2		---	---	---	---	3	(P)	0%
Sherwood 88J	2	(A)	---	---	---	As appr	10		No Program
Silver Falls 4J *	2		---	---	---	---	5	(P)	0%
Springfield 19	2	(L)	---	---	---	(L)	3		No Program
Three Rivers/Josephine CU	3		---	Incl/pers	3	As appr	3		0%
Tigard-Tualatin 23J	1		---	---	---	---	3	(P)	0%
West Linn-Wilsonville 3J	3		---	Incl/pers	3		3	(P)	0%
Woodburn 103	3		---	---	---	As appr	2	(A)	0%

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

PAID LEAVES 2016-2017

3,000 & Over ADM Districts

<u>ASSOCIATION</u>		<u>JURY/LEGAL</u>		<u>FAMILY ILLNESS</u>		<u>MATERNITY</u>		<u>PARENTAL</u>	
<u>Annual Days</u>	<u>Notes</u>	<u>Annual Days</u>	<u>Notes</u>	<u>Annual Days</u>	<u>Notes</u>	<u>Annual Days</u>	<u>Notes</u>	<u>Annual Days</u>	<u>Notes</u>
20	(T)	---	(F)	---	(S, LAW)	---	---	---	(S, LAW)
10	(R, T)	---	(J)	---	---	---	---	---	(L)
75	(R, T)	---	(F)	---	(L, LAW)	---	---	---	---
8	(R, T)	---	(F)	2		---	(S)	---	(L)
10	(R, T)	---	3	---	(LAW)	---	---	---	---
100	(R, T)	---	(J)	5	(S)	---	---	---	(L)
8	(R, T)	---	(F)	5	(L)	---	---	---	---
17	(R, T)	---	As appr	9	(S)	---	(S)	---	(L)
30	(R, T)	---	(F)	---	(S, LAW)	---	(L, S, LAW)	---	(L, S, LAW)
40	(T)	---	(F)	2		---	(S)	---	(S, LAW)
20	(R, T)	---	(F)	10	(S)	---	---	---	(L)
25	(R, T)	---	(J)	---	(S)	---	(S)	---	(L)
75	(L, T)	---	(F)	5		---	---	---	(S, LAW)
7	(T)	---	(L)	---	Incl/brvm	---	(S)	---	---
40	(T)	---	(F)	5	(S, L)	---	---	---	(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)
6	(R, T)	---	(J)	---	(S)	---	(L)	---	(S)
15	(R,T)	---	(J)	---	(S)	---	(S)	---	(S, LAW)
60	(R,T)	---		3		---	(S)	---	(S)
25	(T)	---	(J)	---	(S)	---	(S)	---	(LAW)
10	(R, T)	---	(J)	5	(S)	---	(S)	---	(L) 1 yr
50	(T, R)	---	(F)	---	(L)	---	---	---	---
20	(R, T)	---	(F)	5	(L, S)	---	---	---	(L)
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)
38	(R-35, T)	---	(F)	---	(S)	---	---	---	(L)
25	(T)	---	(F)	---	(LAW)	---	(S)	---	(L, LAW)
30	(L, T)	---	(F)	---		---	---	---	(LAW)
5	(T)	---	(F)	---	(L, LAW)	---	---	---	(L, LAW)
30	(R, T)	---	(F)	---	Incl/brvm	---	(L)	---	(L)
13	(R, T)	---	(J)	---	(S)	---	---	---	(L, S, LAW)
35	(R, T)	---	(F)	---	(S)	---	(LAW)	---	(LAW)
20	(R, T)	---	(J)	---	Incl/pers	---	(L, S)	---	---
25	(T)	---	(F)	---	(S)	---	(S)	---	(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.

EXTRA-DUTY PAY 2016-2017

3,000 & Over ADM Districts

School District	Athletic Director	Activity Director	FOOTBALL			
			H.S. Head	H.S. Asst.	9th Head	9th Asst.
Bend-La Pine 1	9,050-13,352	4,525-6,676	4,525-6,676	3,557-5,246	---	---
Bethel 52	7,434-8,766	3,717-4,382	7,434-8,766	4,461-5,259	---	---
Centennial 28J *	---	6,551-6,961 (M)	6,551-6,961	4,095-4,504	---	---
Central 13J	4,302-5,724	4,302-5,724	4,302-5,724	---	---	---
Coos Bay 9	---	---	3,900-8,300	1,800-4,000	---	---
Corvallis 509J	8,160-12,240	---	4,190-6,174	---	---	---
David Douglas 40 *	2,607-3,129	6,171-7,029	6,171-7,029	4,012-4,702	---	---
Eagle Point 9	---	---	6,282	4,363	---	---
Eugene 4J	7,983-15,926	---	5,443-10,859	3,629-7,239	---	---
Greater Albany 8J	---	---	5,590-6,380	3,455-3,943	---	---
Gresham-Barlow 10	6,948-7,720	6,948-7,720	5,790-6,562	3,860-4,632	---	---
Hermiston 8	---	---	5,560-6,277	---	---	---
Hillsboro 1J *	4,313-5,175	2,070-3,595	6,038-7,245	3,968-4,761	3,795-4,554	---
Klamath County	---	---	4,278-5,832	3,500-4,278	---	---
Klamath Falls City Schools	---	---	6,155	4,231	---	---
Lake Oswego 7J	---	---	5,326-6,848	3,805-4,984	---	---
Lebanon Community Schools	---	6,012	6,000 (S)	3,500 (S)	---	---
Medford 549C	8,766-10,169	4,663-5,409	6,155-7,140	4,663-5,409	3,544-4,111	3,171-3,678
Newberg 29J	---	5,776-6,148	5,776-6,148	4,099-4,471	---	---
North Bend 13	---	---	4,120-8,240	2,060-4,120	---	---
North Clackamas 12	---	---	5,035-6,042	3,357-4,364	2,518-3,692	---
North Wasco County 21	---	---	5,814-6,166	4,405-4,757	---	---
Oregon City 62 *	---	---	7,586-8,217	4,215-4,846	---	---
Oregon Trail 46	---	---	5,277-6,031	4,335-4,900	---	---
Parkrose 3	---	10,354	6,303	3,348	---	2,265
Pendleton 16 *	---	---	7,542	3,969	3,969	---
Redmond 2J *	2,249-3,681	3,681-5,316	5,519-6,954	2,249-3,681	---	---
Reynolds 7 *	---	5,283-6,670	6,502-8,209	4,064-5,131	---	3,657-4,617
Roseburg Public Schools	---	---	3,715-6,670	1,659-3,628	1,556-3,145	951-2,419
Santiam Canyon 129 *	4,227	4,227	3,939	2,773	---	---
Sherwood 88J	7,713-8,484	5,399-6,170	6,170-6,941	3,664-4,435	---	---
Silver Falls 4J *	1,200-1,665	---	5,100-6,063	3,500-4,161	---	---
Springfield 19	3,166	---	6,400-7,361	5,120-5,889	---	---
Three Rivers/Josephine CU	---	---	4,322-4,636	2,907-3,221	---	---
West Linn-Wilsonville 3J	---	4,612-5,189	6,150-6,726	4,305-4,709	---	---
Woodburn 103	---	---	5,635-6,132	3,105-3,635	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

EXTRA-DUTY 2016-2017

3,000 & 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.
---	---	4,525-6,676	2,910-4,293	3,557-5,246	---	---	---
---	---	7,434-8,766	4,461-5,259	---	---	---	---
---	---	6,551-6,961	4,095-4,504	---	---	---	---
---	---	4,302-5,724	---	---	---	---	---
1,300-3,500	---	3,900-8,300	1,800-4,000	---	---	1,300-3,500	---
---	---	4,190-6,174	---	---	---	---	---
2,607-3,524	2,245-3,129	6,171-7,029	4,012-4,702	---	---	2,607-3,129	2,936-3,129
---	---	6,282	4,363	---	---	---	---
---	---	5,443-10,859	3,629-7,239	---	---	---	---
---	---	5,590-6,380	---	---	---	---	---
---	---	5,790-6,562	3,860-4,632	---	---	---	---
---	---	5,560-6,277	3,049-3,766	---	---	---	---
---	---	6,038-7,245	3,623-4,347	3,623-4,347	---	---	---
---	---	4,667-5,832	3,500-4,278	---	---	---	---
---	---	6,155	4,231	---	---	---	---
---	---	5,326-6,848	3,805-4,984	---	---	---	---
---	---	5,500	3,500	---	---	---	---
2,798-3,246	2,052-2,380	6,155-7,140	---	---	3,171-3,678	2,798-3,246	2,052-2,380
---	---	5,776-6,148	4,099-4,471	---	---	---	---
1,766-3,531	1,471-2,943	4,120-8,240	2,060-4,120	---	---	1,766-3,531	1,471-2,943
---	---	5,035-6,042	3,357-4,364	2,518-3,692	---	---	---
1,762-1,938	1,145-1,321	5,462-5,814	4,405-4,757	---	---	1,762-1,938	1,145-1,321
---	---	7,586-8,218	4,214-4,846	---	---	---	---
---	---	6,219-6,785	4,335-4,900	---	---	4,335-4,900	3,581-4,146
---	---	5,909	3,348	---	---	---	---
2,382	---	7,542	3,175	3,175	---	2,382	---
2,656-3,681	1,228-2,453	5,519-6,954	2,249-3,681	---	---	2,656-3,681	1,228-2,453
---	---	6,502-8,209	4,064-5,131	---	3,657-4,617	---	---
829-2,419	---	3,715-6,670	1,659-3,628	1,556-3,145	---	---	---
1,522	---	2,976	2,773	---	---	1,522	---
---	---	6,170-6,941	3,664-4,435	---	---	---	---
---	---	5,100-6,063	3,500-4,161	---	---	1,870-2,223	---
---	---	6,400-7,361	5,120-5,889	---	---	---	---
---	---	---	2,907-3,221	---	---	---	---
3,459-4,035	---	6,150-6,726	4,305-4,709	---	---	3,459-4,035	---
2,531-2,785	1,870-2,295	5,635-6,132	3,511-3,844	---	---	2,531-2,785	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

EXTRA-DUTY PAY 2016-2017

3,000 & 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
Bend-La Pine 1	4,525-6,676	2,910-4,293	---	---	4,044-5,962	2,910-4,293	---
Bethel 52	7,434-8,766	4,461-5,259	---	---	5,947-7,013	3,346-3,945	---
Centennial 28J *	6,551-6,961	4,095-4,504	---	---	6,142-6,551	4,095-4,504	---
Central 13J	4,302-5,724	---	---	---	4,302-5,724	---	---
Coos Bay 9	3,900-8,300	1,800-4,000	1,300-3,500	---	2,700-6,000	1,800-4,000	---
Corvallis 509J	4,190-6,174	---	---	---	4,190-6,174	---	---
David Douglas 40 *	6,171-7,029	4,012-4,702	2,607-3,129	2,963-3,524	5,454-6,242	3,648-4,305	---
Eagle Point 9	6,282	4,363	---	---	6,282	4,363	---
Eugene 4J	5,443-10,859	3,629-7,239	---	---	3,629-7,239	2,540-5,067	---
Greater Albany 8J	5,590-6,380	3,455-3,943	---	---	4,744-5,411	3,455-3,943	---
Gresham-Barlow 10	5,790-6,562	3,860-4,632	---	---	5,404-6,176	3,823-4,632	---
Hermiston 8	5,560-6,277	3,049-3,766	---	---	4,125-4,842	3,049-3,766	---
Hillsboro 1J *	6,038-7,245	3,623-4,347	---	---	5,520-6,624	3,623-4,347	---
Klamath County	---	---	---	---	4,278-4,667	3,500-3,889	---
Klamath Falls City Schools	6,155	4,231	---	---	5,385	4,231	---
Lake Oswego 7J	---	---	---	---	4,946-6,430	3,044-4,071	---
Lebanon Community Schools	5,500	3,500	---	---	5,500	3,500	---
Medford 549C	6,155-7,140	3,917-4,544	2,798-3,246	2,052-2,380	4,663-5,409	3,544-4,111	---
Newberg 29J	5,776-6,148	4,099-4,471	---	---	5,776-6,148	4,099-4,471	---
North Bend 13	4,120-8,240	2,060-4,120	1,766-3,531	1,471-2,943	2,943-5,591	2,060-4,120	---
North Clackamas 12	5,035-6,042	3,357-4,364	---	---	5,035-6,042	3,357-4,364	---
North Wasco County 21	5,462-5,814	4,405-4,757	1,762-1,938	1,145-1,321	5,462-5,814	4,405-4,757	---
Oregon City 62 *	7,586-8,218	4,214-4,846	---	---	7,586-8,218	4,214-4,846	---
Oregon Trail 46	---	---	---	---	5,277-6,031	4,335-4,900	4,335-4,900
Parkrose 3	5,909	3,348	---	---	4,925	3,348	---
Pendleton 16 *	7,542	3,175	2,382	---	7,542	3,175	---
Redmond 2J *	---	---	2,656-3,681	1,228-2,453	3,681-5,316	2,249-3,681	---
Reynolds 7 *	6,502-8,209	4,064-5,131	---	---	5,283-6,670	3,657-4,617	---
Roseburg Public Schools	3,715-6,670	1,659-3,628	---	---	2,246-4,700	1,556-3,145	---
Santiam Canyon 129 *	3,939	2,773	1,522	---	3,939	---	1,995
Sherwood 88J	6,170-6,941	3,664-4,435	---	---	5,399-6,170	3,278-4,049	---
Silver Falls 4J *	5,100-6,063	3,500-4,161	1,870-2,223	---	5,100-6,063	3,500-4,161	---
Springfield 19	6,400-7,361	5,120-5,889	---	---	6,400-7,361	4,608-5,300	---
Three Rivers/Josephine CU	4,322-4,636	2,907-3,221	---	---	3,221-3,536	---	---
West Linn-Wilsonville 3J	6,150-6,726	4,305-4,709	3,459-4,035	---	6,150-6,726	4,305-4,709	---
Woodburn 103	5,635-6,132	3,511-3,844	2,531-2,785	---	4,860-5,279	3,511-3,844	2,531-2,785

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

EXTRA-DUTY PAY 2016-2017

3,000 & Over ADM Districts

<u>GIRLS SOFTBALL</u>			<u>WRESTLING</u>		<u>BOYS TRACK</u>		<u>GIRLS TRACK</u>	
<u>H.S. Head</u>	<u>H.S. Asst.</u>	<u>7-8 Coach</u>	<u>H.S. Head</u>	<u>H.S. Asst.</u>	<u>H.S. Head</u>	<u>H.S. Asst.</u>	<u>H.S. Head</u>	<u>H.S. Asst.</u>
4,044-5,962	2,910-4,293	---	4,044-5,962	2,910-4,293	4,044-5,962	2,910-4,293	4,044-5,962	2,910-4,293
5,947-7,013	3,346-3,945	---	5,203-6,136	3,346-3,945	6,691-7,889	3,346-3,945	Incl/boys	Incl/boys
6,142-6,551	4,095-4,504	---	6,142-6,551	4,095-4,504	6,142-6,551	4,095-4,504	6,142-6,551	4,095-4,504
4,302-5,724	---	---	4,302-5,724	---	4,302-5,724	---	Incl/boys	---
2,700-6,000	1,800-4,000	---	2,700-4,000	1,800-4,000	2,700-6,000	1,800-4,000	Incl/boys	Incl/boys
4,190-6,174	---	---	4,190-6,174	---	4,190-6,174	---	Incl/boys	---
5,454-6,242	3,648-4,305	---	2,963-6,242	2,607-4,702	1,886-6,242	1,523-4,305	Incl/boys	Incl/boys
6,282	4,363	---	6,282	4,363	6,282	4,363	Incl/boys	Incl/boys
3,629-7,239	2,540-5,067	---	3,629-7,239	2,540-5,067	4,354-8,687	3,266-6,515	Incl/boys	Incl/boys
4,744-5,411	3,455-3,943	---	5,590-6,380	3,455-3,943	4,744-5,411	3,455-3,943	4,744-5,411	3,455-3,943
5,404-6,176	3,474-4,246	---	5,404-6,176	3,474-4,246	5,404-6,176	3,474-4,246	Incl/boys	Incl/boys
4,125-4,842	3,049-3,766	---	5,560-6,277	3,049-3,766	4,125-4,842	3,049-3,766	Incl/boys	Incl/boys
5,520-6,624	3,623-4,347	---	5,175-6,210	3,554-4,264	5,520-6,624	3,105-3,726	Incl/boys	---
4,278-4,667	3,500-3,889	---	4,278-4,667	3,500-3,889	4,278-4,667	3,500-3,889	Incl/boys	Incl/boys
5,385	---	---	5,385	4,231	5,385	4,231	---	Incl/boys
4,946-6,430	3,044-4,071	---	4,946-6,430	3,044-4,071	4,946-6,430	3,044-4,071	Incl/boys	Incl/boys
5,500	3,500	---	5,500	3,500	5,500	3,500	Incl/boys	Incl/boys
4,663-5,409	3,544-4,111	---	4,663-5,409	3,544-4,111	4,663-5,409	3,917-4,544	Incl/boys	Incl/boys
5,776-6,148	4,099-4,471	---	5,776-6,148	4,099-4,471	5,776-6,148	4,099-4,471	Incl/boys	Incl/boys
2,943-5,591	2,060-4,120	---	2,060-4,120	2,943-5,591	2,943-5,591	2,060-4,120	Incl/boys	Incl/boys
5,035-6,042	3,357-4,364	---	5,035-6,042	---	5,035-6,042	3,357-4,364	5,035-6,042	3,357-4,364
5,462-5,814	4,405-4,757	---	5,462-5,814	4,405-4,757	5,462-5,814	4,405-4,757	Incl/boys	Incl/boys
7,586-8,218	4,214-4,846	---	7,586-8,217	4,215-4,846	7,586-8,218	4,214-4,846	7,586-8,218	4,214-4,846
5,277-6,031	4,335-4,900	4,335-4,900	5,277-6,031	4,335-4,900	5,277-6,031	---	Incl/boys	---
---	---	---	4,925	3,348	5,909	3,348	Incl/boys	Incl/boys
7,542	3,175	---	7,542	4,763	---	7,542	---	Incl/boys
3,681-5,316	2,249-3,681	---	5,519-6,954	2,249-3,681	3,681-5,316	2,249-3,681	Incl/boys	Incl/boys
5,283-6,670	3,657-4,617	---	6,095-7,696	3,657-4,617	6,095-7,696	3,657-4,617	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
2,976	1,995	---	2,976	2,773	2,976	1,995	Incl/boys	Incl/boys
5,399-6,170	3,278-4,049	---	5,399-6,170	3,664-4,435	6,170-6,941	3,278-4,049	6,170-6,941	3,278-4,049
5,100-6,063	3,500-4,161	---	5,100-6,063	3,500-4,161	5,100-6,063	3,100-3,685	Incl/boys	3,100-3,685
5,760-6,625	4,608-5,300	---	5,760-6,625	4,608-5,300	5,760-6,625	4,608-5,300	Incl/boys	Incl/boys
---	---	---	---	---	3,221-3,536	2,200-2,514	Incl/boys	Incl/boys
5,381-5,957	3,767-4,171	---	6,150-6,726	4,305-4,709	5,381-5,957	3,767-4,171	Incl/boys	Incl/boys
4,860-5,279	3,511-3,844	2,531-2,785	5,635-6,132	3,511-3,844	5,635-6,132	3,511-3,844	Incl/boys	Incl/boys

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

EXTRA-DUTY PAY 2016-2017

3,000 & Over ADM Districts

School District	CROSS COUNTRY		GOLF		SOCCER	
	Boys	Girls	Boys	Girls	Boys	Girls
Bend-La Pine 1	3,557-5,246	Incl/boys	2,910-4,293	2,910-4,293	4,044-5,962	4,044-5,962
Bethel 52	2,974-3,506	Incl/boys	2,974-3,506	2,974-3,506	5,203-6,136	5,203-6,136
Centennial 28J *	4,914-5,323	Incl/boys	3,685-4,095	Incl/boys	4,095-6,551	4,095-6,551
Central 13J	3,378-4,693	Incl/boys	3,378-4,693	Incl/boys	4,302-5,724	4,302-5,724
Coos Bay 9	1,800-4,000	Incl/boys	1,800-4,000	1,800-4,000	2,700-6,000	2,700-6,000
Corvallis 509J	3,032-4,631	Incl/boys	2,404-2,911	2,404-2,911	4,190-6,174	4,190-6,174
David Douglas 40 *	1,523-4,702	Incl/boys	3,286-3,919	3,286-3,919	3,286-5,454	3,286-5,454
Eagle Point 9	4,363	Incl/boys	4,363	Incl/boys	4,363-6,282	4,363-6,282
Eugene 4J	2,540-5,067	Incl/boys	---	---	3,629-7,239	3,629-7,239
Greater Albany 8J	3,954-4,513	3,954-4,513	3,455-3,943	3,455-3,943	4,744-5,411	4,744-5,411
Gresham-Barlow 10	4,632-5,404	Incl/boys	3,088-3,860	3,088-3,860	5,404-6,176	5,404-6,176
Hermiston 8	3,049-4,842	Incl/boys	---	---	3,049-4,842	3,049-4,842
Hillsboro 1J *	3,450-4,140	Incl/boys	---	---	4,830-5,796	4,830-5,796
Klamath County	3,500-4,278	Incl/boys	3,500-4,278	3,500-4,278	3,889-4,667	Incl/boys
Klamath Falls City Schools	4,231	Incl/boys	---	---	5,000	5,000
Lake Oswego 7J	4,185-5,593	Incl/boys	3,805-4,984	Incl/boys	4,946-6,430	---
Lebanon Community Schools	5,000	Incl/boys	3,000	3,000	4,500	4,500
Medford 549C	3,917-4,544	Incl/boys	3,917-4,544	Incl/boys	4,663-5,409	4,663-5,409
Newberg 29J	4,099-4,471	Incl/boys	2,981-3,354	Incl/boys	4,658-5,030	4,658-5,030
North Bend 13	2,943-5,591	Incl/boys	2,943-5,591	2,943-5,591	2,943-5,591	2,943-5,591
North Clackamas 12	3,357-4,364	3,357-4,364	3,357-4,364	3,357-4,364	5,035-6,042	5,035-6,042
North Wasco County 21	4,052-5,462	Incl/boys	5,109-5,462	5,109-5,462	4,405-5,814	4,405-5,814
Oregon City 62 *	---	---	4,215-4,846	4,215-4,846	7,586-8,218	7,586-8,218
Oregon Trail 46	4,335-4,900	Incl/boys	4,335-4,900	4,335-4,900	5,277-6,031	5,277-6,031
Parkrose 3	4,137	Incl/boys	4,135	Incl/boys	4,924	4,924
Pendleton 16 *	6,351	Incl/boys	6,351	6,351	6,351	6,351
Redmond 2J *	3,681-5,316	Incl/boys	3,681-5,316	3,681-5,316	3,681-5,316	3,681-5,316
Reynolds 7 *	5,283-6,670	Incl/boys	3,251-4,104	Incl/boys	5,283-6,670	5,283-6,670
Roseburg Public Schools	1,659-3,628	Incl/boys	1,556-3,145	Incl/boys	2,246-4,700	2,246-4,700
Santiam Canyon 129 *	2,773	Incl/boys	---	---	---	---
Sherwood 88J	4,241-5,013	4,241-5,013	3,470-4,241	3,470-4,241	5,399-6,170	5,399-6,170
Silver Falls 4J *	3,500-4,161	Incl/boys	3,500-4,161	Incl/boys	5,100-6,063	5,100-6,063
Springfield 19	3,840-4,416	Incl/boys	---	---	4,480-5,153	Incl/boys
Three Rivers/Josephine CU	---	---	---	---	---	---
West Linn-Wilsonville 3J	3,459-4,035	Incl/boys	3,459-4,035	Incl/boys	5,381-5,957	5,381-5,957
Woodburn 103	3,511-3,844	Incl/boys	3,105-3,635	Incl/boys	5,635-6,132	5,635-6,132

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

EXTRA-DUTY PAY 2016-2017

3,000 & Over ADM Districts

<u>TENNIS</u>						
<u>Volleyball</u>	<u>Boys</u>	<u>Girls</u>	<u>Drama</u>	<u>Orchestra</u>	<u>Band</u>	<u>Choir</u>
4,044-5,962	3,557-5,246	---	4,044-5,962	4,044-5,962	4,044-5,962	4,044-5,962
5,203-6,136	2,974-3,506	2,974-3,506	5,203-6,136	---	3,717-4,382	3,717-4,382
6,142-6,551	4,095-4,504	Incl/boys	2,048-2,457	---	6,551-6,961 (M)	4,095-4,504
4,302-5,724	3,378-4,693	Incl/boys	4,302-5,724	---	4,302-5,724	3,378-4,693
3,900-8,300	1,800-4,000	1,800-4,000	1,800-4,000	---	1,800-4,000	1,800-4,000
4,190-6,174	2,404-2,911	2,404-2,911	4,190-6,174	3,032-4,631	4,190-6,174	---
2,607-6,242	3,286-3,919	3,286-3,919	1,523-7,029	1,886-3,129	1,886-5,454	---
4,363-6,282	---	---	6,282	---	6,282	5,583
3,629-7,239	2,177-4,344	2,177-4,344	2,177-4,344 (P)	1,451-2,896	3,629-7,239	2,903-5,791
5,590-6,380	3,455-3,943	3,455-3,943	2,636-3,007	---	3,521-4,018	3,080-3,515
5,404-6,176	3,474-4,246	3,474-4,246	5,790-6,562	---	5,790-6,562	3,860-4,632
1,972-4,842	3,049-3,766	3,049-3,766	1,972-2,690 (T)	---	4,125-4,842	4,125-4,842
5,003-6,003	---	---	5,175-6,210	1,898-2,277	5,175-6,210	4,140-4,968
3,500-4,667	---	---	1,556-3,112	---	3,112-5,832	1,167-3,500
5,000	4,231	Incl/boys	4,231	2,308	6,155	3,462
4,946-6,430	4,185-5,593	Incl/boys	4,185-5,593 (M)	2,663-3,653	5,326-6,848	4,946-6,430
5,500	3,000	3,000	6,012	---	6,299	4,295
4,663-5,409	3,917-4,544	3,917-4,544	6,155-7,140	560-650	7,087-8,221	4,663-5,409
5,776-6,148	3,354-3,726	3,354-3,726	5,776-6,148	2,422-2,795	4,099-4,471	2,981-3,354
2,943-5,591	2,943-5,591	2,943-5,591	2,943-5,591	---	4,120-8,240	2,943-5,591
---	---	---	6,714-7,721	6,714-7,721	6,714-7,721	6,714-7,721
4,405-5,814	5,109-5,462	5,109-5,462	2,290-5,638(P)	---	5,109-5,286	---
7,586-8,218	4,214-4,846	4,214-4,846	6,743-7,375	2,107-2,739	3,371-4,003	3,371-4,003
5,277-6,031	4,335-4,900	4,335-4,900	6,219-6,785	6,219-6,785	6,219-6,785	6,219-6,785
4,925	4,137	4,137	4,925	---	4,925	4,925
7,542	6,351	6,351	4,763	4,763	4,763	4,763
5,519-6,954	3,681-5,316	3,681-5,316	3,681-5,316	---	5,519-6,954	3,681-5,316
6,502-8,209	3,251-4,104	3,251-4,104	2,032-2,565	1,219-1,539	6,095-7,696	3,251-4,104
2,246-4,700	1,556-3,145	Incl/boys	1,659-3,628	---	3,715-6,670	1,556-3,145
3,939	---	---	1,522	---	---	---
5,399-6,170	3,470-4,241	3,470-4,241	3,085-3,856	---	3,856-4,628	3,856-4,628
5,100-6,063	3,500-4,161	3,500-4,161	4,200-4,993	---	4,200-4,993	4,200-4,993
5,121-5,889	---	---	3,445-3,961 (P)	1,476-1,698	4,921-5,659	3,937-4,527
3,221-3,536 (S)	---	---	1,650-1,964 (P)	---	4,365-4,682 (M)	2,200-2,514 (M)
5,381-5,957	3,459-4,035	Incl/boys	---	2,882-3,459	4,612-5,189	4,612-5,189
5,635-6,132	3,511-3,844	3,511-3,844	2,026-2,229 (T)	---	3,038-3,341	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

EXTRA-DUTY PAY 2016-2017

3,000 & 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>
Bend-La Pine 1	3,557-5,246	3,557-5,246	3,557-5,246	2,262-3,339	2,910-4,293
Bethel 52	4,461-5,259	3,346-3,945	5,203-6,136	---	5,947-7,013
Centennial 28J *	621	3,685-4,095	4,095-4,504	6,142-6,551	6,142-6,551
Central 13J	2,098-3,307	2,098-3,307	2,098-3,307	---	3,378-4,693 (S)
Coos Bay 9	1,800-4,000	1,800-4,000	2,700-6,000	2,700-6,000	2,700-6,000
Corvallis 509J	2,404-2,911	2,404-2,911	2,404-2,911	3,032-4,631	4,190-6,174
David Douglas 40 *	4,012-4,702	4,012-4,702	2,607-3,129	2,607-6,242	797-3,524 (M)
Eagle Point 9	5,583	---	6,282	---	6,282
Eugene 4J	3,629-7,239	3,629-7,239	---	2,177-4,344	2,903-5,791
Greater Albany 8J	2,636-3,007	2,636-3,007	2,636-3,007	2,636-3,007	3,080-3,515
Gresham-Barlow 10	3,474-4,246	3,474-4,246	5,790-6,562	5,018-5,790	5,018-5,790
Hermiston 8	2,690-3,407	---	2,690-3,407	4,125-4,842	2,690-3,407 (S)
Hillsboro 1J *	2,760-3,312	5,175-6,210	3,795-4,554	3,968-4,761	2,760-3,312
Klamath County	1,167-3,500	1,167-3,500	2,333	---	1,944-4,278
Klamath Falls City Schools	3,463	---	---	---	5,385
Lake Oswego 7J	3,044-4,071	---	3,805-4,984	3,044-4,071 (S)	4,185-5,593 (S)
Lebanon Community Schools	3,149	3,149	---	3,500 (S)	3,500 (S)
Medford 549C	3,544-4,111 (S)	3,544-4,111 (S)	---	3,544-4,111 (S)	4,663-5,409 (S)
Newberg 29J	3,354-3,726	---	---	2,981-3,354	4,099-4,471
North Bend 13	2,943-5,591	2,060-4,120	2,060-4,120	1,471-2,943	2,060-4,120
North Clackamas 12	3,357-4,364	3,357-4,364	3,357-4,364	5,035-6,042	5,035-6,042
North Wasco County 21	5,109-5,462 (S)	---	---	---	4,052-5,462 (S)
Oregon City 62 *	3,371-4,004	3,371-4,004	3,371-4,003	7,586-8,218	---
Oregon Trail 46	4,335-4,900	4,335-4,900	5,277-6,031	---	---
Parkrose 3	2,265	2,265	---	6,303	5,909
Pendleton 16 *	2,382	---	---	7,542	4,763
Redmond 2J *	2,249-3,681	---	3,681-5,316	---	2,249-3,681 (S)
Reynolds 7 *	4,064-5,131	4,064-5,131	3,251-4,104	2,438-3,078	3,251-4,104
Roseburg Public Schools	1,659-3,628	1,659-3,628	1,659-3,628	---	1,556-3,145
Santiam Canyon 129 *	1,522	---	---	2,773	---
Sherwood 88J	3,085-3,856	3,085-3,856	3,085-3,856	3,470-4,241	3,470-4,241 (S)
Silver Falls 4J *	1,200-1,665	---	4,200-4,993	4,200-4,993	3,100-3,685
Springfield 19	3,445-3,961	---	---	3,937-4,527	3,937-4,527 (S)
Three Rivers/Josephine CU	2,200-2,514 (M)	2,200-2,514 (M)	1,650-1,964 (M)	1,650-1,964 (S)	2,200-2,514 (S)
West Linn-Wilsonville 3J	1,729-2,306	1,729-2,306	---	5,381-5,957	2,882-3,459
Woodburn 103	2,026-2,229	---	---	3,105-3,635	3,105-3,635 (S)

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

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LICENSED SALARY SCHEDULES 2016-2017

1,000-2,999 ADM Districts

School District	County	Years Covered by Coll. Barg. Agreement	Resident ADM Dec. 31, 2015	BACHELOR'S DEGREE			
				Base	Max. Salary	No. of Steps	Amt. of Increment
Ashland 5	JACKSON	2016-2018	2,829.6	39,665	60,115	14	1,290-1,892
Astoria 1C *	CLATSOP	2016-2020	1,865.4	37,875	54,664	10	1,866-1,864
Baker 5J	BAKER	2016-2019	2,597.1	31,916	46,636	13	957-2,457
Banks 13	WASHINGTON	2016-2018	1,103.1	36,614	69,410	18	1,737-2,229
Brookings-Harbor 17	CURRY	2014-2017	1,629.7	34,394	52,949	12	1,376-2,039
Cascade 5	MARION	2015-2017	2,275.4	34,627	50,243	12	1,401-1,437
Corbett 39 *	MULTNOMAH	2016-2019	1,230.3	39,915	57,032	11	1,408-1,941
Creswell 40	LANE	2016-2017	1,303.0	36,256	49,164	9	1,613-1,614
Crook County	CROOK	2015-2017	2,968.7	34,041	48,046	12	1,274-1,274
Estacada 108 *	CLACKAMAS	2015-2019	2,714.5	43,551	72,585	4	1,634-12,702
Fern Ridge 28J	LANE	2015-2018	1,450.3	35,536	45,828	8	1,315-1,635
Gervais 1	MARION	2016-2017	1,061.0	34,026	40,171	8	817-942
Jefferson Co 509J	JEFFERSON	2015-2018	2,867.9	37,374	49,500	11	1,066-1,371
La Grande 1	UNION	2016-2019	2,204.3	31,961	47,303	10	1,918
Milton-Freewater 7	UMATILLA	2015-2018	1,702.0	35,351	54,263	17	630-1,581
Molalla River *	CLACKAMAS	2015-2017	2,711.0	36,992	51,049	9	1,757-1,758
Morrow 1	MORROW	2016-2019	2,154.5	36,790	43,724	7	1,073-1,241
Nyssa 26	MALHEUR	2015-2018	1,160.8	34,367	48,859	12	1,117-1,538
Philomath 17J	BENTON	2016-2018	1,576.7	34,050	46,600	8	1,363-1,792
Phoenix-Talent 4 *	JACKSON	2015-2019	2,665.5	36,295	59,927	16	1,234-1,971
Scappoose 1J *	COLUMBIA	2016-2017	2,412.3	36,510	55,054	13	1,457-1,456
Seaside 10 *	CLATSOP	2014-2017	1,539.9	37,221	57,321	12	1,491-2,234
Sisters 6	DESCHUTES	2016-2018	1,089.8	33,699	46,813	10	1,264-1,666
Siuslaw 97J	LANE	2014-2017	1,355.5	35,804	50,306	10	1,621-1,618
South Lane 45J *	LANE	2016-2019	2,751.1	36,590	48,117	7	1,648-3,292
Sutherlin 130 *	DOUGLAS	2016-2017	1,312.2	39,437	52,212	8	1,598
Sweet Home 55	LINN	2014-2017	2,325.0	32,494	48,132	12	1,421-1,422
Tillamook 9	TILLAMOOK	2014-2018	2,063.4	35,019	48,474	12	1,082-1,410
Umatilla 6	UMATILLA	2015-2017	1,362.0	35,607	49,287	11	1,068-1,436
Winston-Dillard 116	DOUGLAS	2016-2019	1,414.3	33,691	48,710	14	475-1,418
Yamhill-Carlton 1 *	YAMHILL	2016-2019	1,103.1	36,095	49,195	11	1,309-1,311

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

LICENSED SALARY SCHEDULES 2016-2017

1,000-2,999 ADM Districts

<u>BACHELOR'S DEGREE +45</u>				<u>MASTER'S DEGREE</u>				<u>MASTER'S DEGREE +45</u>			
<u>Base</u>	<u>Max. Salary</u>	<u>No. of Steps</u>	<u>Amt. of Increment</u>	<u>Base</u>	<u>Max. Salary</u>	<u>No. of Steps</u>	<u>Amt. of Increment</u>	<u>Base</u>	<u>Max. Salary</u>	<u>No. of Steps</u>	<u>Amt. of Increment</u>
40,955	68,320	17	1,331-2,151	40,955	68,320	17	1,331-2,151	---	---	---	---
38,995	57,651	11	1,865-1,865	40,112	62,500	13	1,868-1,862	41,793	69,780	16	1,867-1,866
34,520	51,148	14	1,036-1,930	---	---	---	---	---	---	---	---
---	---	---	---	37,719	71,560	18	1,795-2,299	---	---	---	---
37,202	57,269	12	1,489-2,202	---	---	---	---	---	---	---	---
35,977	55,960	15	1,401-1,453	37,324	60,262	17	1,404-1,465	39,075	63,525	18	1,408-1,471
42,745	65,594	13	1,552-2,301	44,235	72,903	15	652-2,645	47,372	78,072	15	1,671-2,657
39,044	56,791	12	1,613-1,614	42,046	64,634	15	1,613-1,614	45,279	72,707	18	1,613-1,614
36,547	53,097	14	1,272-1,273	37,963	58,170	15	1,443-1,443	42,566	67,436	16	1,612-668
---	---	---	---	45,547	65,146	13	1,634-1,634	49,721	72,585	15	1,633-1,633
37,281	57,656	13	1,379-2,057	39,111	65,042	15	1,447-2,320	41,030	68,234	15	1,519-2,434
37,725	53,844	16	905-1,262	39,046	64,250	22	937-1,506	---	---	---	---
40,662	56,968	13	1,158-1,578	---	---	---	---	45,499	73,362	18	1,297-2,033
32,920	53,056	10	2,237	32,920	53,056	10	2,237	---	---	---	---
36,467	56,859	17	686-1,688	---	---	---	---	42,511	65,198	17	768-1,798
40,322	64,922	15	1,757-1,758	41,431	67,788	16	1,757-1,758	44,761	71,118	16	1,757-1,758
38,609	54,536	13	1,126-1,549	39,575	62,900	16	1,153-3,691	41,576	66,085	16	1,214-3,877
35,966	58,109	16	1,168-1,830	---	---	---	---	---	---	---	---
---	---	---	---	37,795	62,931	13	1,512-2,421	39,395	68,219	14	1,575-2,624
38,802	64,071	16	1,319-2,107	---	---	---	---	40,616	65,885	16	1,320-2,106
39,429	61,487	15	1,457-1,609	40,886	64,728	16	1,462-1,635	43,807	69,625	17	1,462-1,632
39,453	68,486	15	1,491-2,604	40,944	71,093	15	1,860-2,607	43,549	75,560	15	1,861-2,978
36,285	58,125	14	1,356-2,049	37,189	61,703	15	1,388-2,168	40,016	66,285	15	1,486-2,326
38,453	57,790	13	1,620-1,621	39,779	63,948	16	1,618-1,620	42,430	66,598	16	1,619-1,620
---	---	---	---	41,112	66,391	13	1,849-3,769	---	---	---	---
41,275	57,242	10	1,598	43,114	65,469	14	1,598	---	---	---	---
35,419	53,900	14	1,421-1,423	36,881	61,049	18	1,421-1,423	39,806	63,974	18	1,421-1,424
37,152	57,881	16	1,149-1,686	38,266	59,617	16	1,184-1,737	41,814	65,146	16	1,291-1,898
40,053	62,402	15	1,202-1,817	41,656	64,895	15	1,249-1,889	---	---	---	---
35,574	54,612	16	530-1,591	37,565	59,445	17	589-1,732	38,601	61,108	17	621-1,782
38,715	60,983	18	1,309-1,311	40,024	62,293	18	1,309-1,311	42,644	68,841	21	1,309-1,311

The following districts had not reached a settlement or had not reported when this book went to press: Gladstone 115, Junction City 69, Lincoln County Schools, North Marion 15, Ontario 8C, South Umpqua 19, St Helens 502.

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

INTERMEDIATE SALARY COLUMNS 2016-2017

1,000-2,999 ADM Districts

ASHLAND 5

BA+60	-	42,286	-	70,539	(17)
BA+75	-	43,660	-	75,199	(18)
MA+15	-	42,286	-	70,539	(17)
MA+30	-	43,660	-	75,199	(18)

ASTORIA 1C *

BA+15	-	37,875	-	54,664	(10)
BA+30	-	38,434	-	55,226	(10)
BA+60	-	39,554	-	60,077	(12)
BA+75	-	40,112	-	62,500	(13)
BA+90	-	40,672	-	64,928	(14)
BA+105	-	41,232	-	67,353	(15)
BA+120	-	41,793	-	69,780	(16)
MA+15	-	40,672	-	64,928	(14)
MA+30	-	41,232	-	67,353	(15)

BAKER 5J

BA+22	-	33,193	-	48,210	(13)
BA+60	-	35,901	-	52,722	(14)
BA+75	-	37,336	-	54,830	(14)
BA+90	-	38,831	-	60,496	(16)

BROOKINGS-HARBOR 17

BA+24	-	35,770	-	55,066	(12)
BA+60	-	38,691	-	59,561	(12)

CASCADE 5

BA+30	-	35,303	-	50,929	(12)
BA+60	-	36,425	-	56,416	(15)
BA+75	-	36,875	-	56,882	(15)
BA+90	-	37,324	-	60,262	(17)
BA+105	-	37,911	-	60,855	(17)
MA+15	-	37,911	-	60,855	(17)
MA+30	-	38,491	-	62,925	(18)

CORBETT 39 *

BA+30	-	41,306	-	63,386	(13)
BA+60	-	44,235	-	72,903	(15)
BA+90	-	45,777	-	75,443	(15)
BA+105	-	47,372	-	78,072	(15)
MA+24	-	45,777	-	75,443	(15)

CRESWELL 40

BA+15	-	37,163	-	51,683	(10)
BA+30	-	38,092	-	54,226	(11)
BA+60	-	40,020	-	59,381	(13)
BA+75	-	41,021	-	61,995	(14)
BA+90	-	42,046	-	64,634	(15)
BA+105	-	43,097	-	67,299	(16)
BA+120	-	44,175	-	69,989	(17)
BA+135	-	45,279	-	72,707	(18)
MA+15	-	43,097	-	67,299	(16)
MA+30	-	44,175	-	69,989	(17)

CROOK COUNTY

BA+30	-	35,293	-	50,571	(13)
BA+60	-	37,963	-	58,170	(15)
BA+75	-	39,379	-	59,586	(15)
BA+90	-	40,971	-	63,561	(15)
BA+105	-	42,566	-	67,436	(15)
MA+15	-	39,379	-	59,586	(16)
MA+30	-	40,971	-	63,561	(15)

ESTACADA 108 *

BA+60	-	45,547	-	65,146	(13)
BA+84	-	47,616	-	68,847	(14)
BA+105	-	49,721	-	72,585	(15)
MA+20	-	47,616	-	68,847	(14)

FERN RIDGE 28J

BA+15	-	36,108	-	46,564	(8)
BA+30	-	36,689	-	49,064	(9)
BA+60	-	37,881	-	58,581	(13)
BA+75	-	38,492	-	59,526	(13)
BA+90	-	39,111	-	65,042	(15)
MA+15	-	39,740	-	66,090	(15)
MA+30	-	40,380	-	67,157	(15)

GERVAIS 1

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

JEFFERSON CO 509J

BA+15	-	38,440	-	50,911	(11)
BA+30	-	39,534	-	52,362	(11)
BA+60	-	41,820	-	63,746	(16)
MA+15	-	43,013	-	65,562	(16)
MA+30	-	44,238	-	67,432	(16)

LA GRANDE 1

BA+75	-	33,879	-	56,891	(10)
BA+105	-	34,838	-	60,726	(10)
MA+30	-	33,879	-	56,891	(10)
MA+60	-	34,838	-	60,726	(10)
Doc.	-	34,838	-	60,726	(10)

MILTON-FREEWATER 7

BA+90	-	38,967	-	61,653	(17)
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MOLALLA RIVER *

BA+30	-	39,212	-	62,055	(14)
BA+60	-	41,431	-	67,788	(16)
BA+75	-	42,541	-	68,898	(16)
BA+90	-	43,651	-	70,008	(16)
BA+105	-	44,761	-	71,118	(16)
MA+15	-	42,541	-	68,898	(16)
MA+30	-	43,651	-	70,008	(16)

MORROW 1

BA+15	-	36,790	-	43,724	(7)
BA+30	-	37,667	-	47,419	(9)
BA+60	-	39,575	-	62,900	(16)
BA+95	-	40,562	-	64,473	(16)
MA+30	-	40,562	-	64,473	(16)

NYSSA 26

BA+22	-	35,158	-	51,607	(13)
BA+60	-	36,794	-	59,444	(16)
BA+85	-	37,639	-	62,790	(17)
BA+105	-	38,505	-	64,233	(17)

PHILOMATH 17J

BA+30	-	35,514	-	52,569	(10)
BA+60	-	37,012	-	56,978	(11)
BA+75	-	37,795	-	62,931	(13)
BA+105	-	39,395	-	68,219	(14)

PHOENIX-TALENT 4 *

BA+30	-	37,526	-	61,964	(16)
BA+60	-	40,121	-	66,249	(16)
BA+75	-	41,485	-	68,502	(16)
MA+60	-	41,936	-	68,064	(16)
MA+75	-	43,303	-	70,316	(16)
Doc.	-	47,987	-	72,131	(14)

SCAPPOOSE 1J *

BA+24	-	37,967	-	58,273	(14)
MA+24	-	42,348	-	66,359	(16)
MA+60	-	45,268	-	70,996	(17)

SEASIDE 10 *

BA+15	-	37,966	-	60,671	(13)
BA+30	-	38,712	-	64,393	(14)
BA+60	-	40,199	-	69,605	(15)
BA+75	-	40,944	-	71,093	(15)
BA+90	-	42,061	-	72,582	(15)
BA+105	-	42,804	-	74,071	(15)
BA+120	-	43,549	-	75,560	(15)
MA+15	-	42,061	-	72,582	(15)
MA+30	-	42,804	-	74,071	(15)

SISTERS 6

BA+15	-	34,541	-	51,552	(12)
BA+30	-	35,405	-	56,746	(14)
BA+60	-	37,189	-	61,703	(15)
BA+75	-	38,110	-	63,196	(15)
BA+90	-	39,053	-	64,722	(15)
BA+105	-	40,016	-	66,285	(15)
MA+15	-	38,110	-	63,196	(15)
MA+30	-	39,053	-	64,722	(15)

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

INTERMEDIATE SALARY COLUMNS 2016-2017

1,000-2,999 ADM Districts

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)

SOUTH LANE 45J *

BA+30 - 38,785 - 56,655 (10)
BA+60 - 41,112 - 66,391 (13)
BA+90 - 43,579 - 76,368 (19)
MA+30 - 43,579 - 76,368 (19)

SUTHERLIN 130 *

BA+75 - 43,114 - 65,469 (14)
MA+30 - 44,953 - 67,307 (14)

SWEET HOME 55

BA+24 - 33,957 - 51,016 (13)
MA+24 - 38,343 - 62,511 (18)

TILLAMOOK 9

BA+15 - 35,019 - 48,474 (12)
BA+30 - 36,070 - 49,929 (12)
BA+75 - 38,266 - 59,617 (16)
BA+90 - 39,414 - 61,406 (16)
BA+105 - 40,597 - 63,248 (16)
BA+120 - 41,814 - 65,146 (16)
MA+15 - 39,414 - 61,406 (16)
MA+30 - 40,597 - 63,248 (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 - 34,618 - 51,575 (15)
BA+60 - 36,557 - 56,142 (16)

YAMHILL-CARLTON 1 *

BA+24 - 37,406 - 53,124 (13)
BA+60 - 40,024 - 62,293 (18)
BA+105 - 41,335 - 64,915 (19)
MA+23 - 41,335 - 64,915 (19)

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

SALARY POLICIES 2016-2017

1,000-2,999 ADM Districts

School District	BA base % increase for 2016-2017 over 2015-2016	2016-2017 Average Annual Salary	2016-2017 FTE	Student School Days	Teacher Contract Days	In-service Days	Paid Holidays
Ashland 5	2.5	58,817	175	171	191	9	5
Astoria 1C *	1.0	57,880	107	174	188	10	3
Baker 5J	3.0	52,327	147	147	191	1.5	8
Banks 13	2.0	55,724	59	174	189	4	5
Brookings-Harbor 17	2.0	54,550	84	174	192	10	7
Cascade 5	2.25	52,018	133	174	191	5	5
Corbett 39 *	1.0	61,297	58	148	164	3	5
Creswell 40	1.0	60,593	61	173	190	5	5
Crook County	No Incr	57,412	153	169	190	17	4
Estacada 108 *	2.5	58,202	111	175	190	5	6
Fern Ridge 28J	1.5	56,962	78	173	190	3	4
Gervais 1	No Incr	57,528	62	167	190	5	5
Jefferson Co 509J	2.5	57,537	157	176	190	4	8
La Grande 1	4.25	50,270	121	175	175	7	6
Milton-Freewater 7	2.0	50,559	99	170	189	5	6
Molalla River *	2.0	52,110	149	169	190	15	6
Morrow 1	4.0	54,888	141	150	190	6	4
Nyssa 26	2.0	54,790	76	175	190	5	7
Philomath 17J	3.0	55,401	98	173	190	11	6
Phoenix-Talent 4 *	2.51	59,188	141	173	190	11	6
Scappoose 1J *	3.0	54,276	124	173	190	4	5
Seaside 10 *	2.25	65,186	88	176	190	9	5
Sisters 6	1.5	61,948	62	167	187	8	6
Siuslaw 97J	No Incr	57,534	76	177	191	8	6
South Lane 45J *	0.75	61,431	167	174	190	8	5
Sutherlin 130 *	2.0	56,387	79	178	190	8	4
Sweet Home 55	2.5	52,100	128	149	178	23	6
Tillamook 9	5.58	50,229	114	170	190	5	8
Umatilla 6	No Incr	57,014	74	178	185	4	3
Winston-Dillard 116	2.0	51,903	88	149	190	20	5
Yamhill-Carlton 1 *	3.0	49,738	66	176	190	3	5

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

PROFESSIONAL IMPROVEMENT 2016-2017

1,000-2,999 ADM Districts

TUITION REIMBURSEMENT

School District	Hours Reimbursed	Rate of Reimbursement	Pool Amount
Ashland 5	---	---	---
Astoria 1C *	---	U of O	\$25,000
Baker 5J	6 hrs	EOU	\$15,000
Banks 13	---	PSU	---
Brookings-Harbor 17	---	Actual Cost	\$26,000
Cascade 5	---	Actual Cost	---
Corbett 39 *	9 hrs	PSU	---
Creswell 40	3 hrs	Actual Cost	\$18,000
Crook County	---	State Average	\$50,000
Estacada 108 *	9 hrs	PSU	---
Fern Ridge 28J	---	---	---
Gervais 1	6 hrs	Other	---
Jefferson Co 509J	12 hrs	State Average	\$45,000
La Grande 1	---	---	---
Milton-Freewater 7	---	Other	\$20,000
Molalla River *	---	PSU	\$100,000
Morrow 1	9 hrs	Actual Cost	---
Nyssa 26	---	---	---
Philomath 17J	6 hrs	Actual Cost	---
Phoenix-Talent 4 *	---	---	---
Scappoose 1J *	4 hrs	PSU	---
Seaside 10 *	---	Avg of Specific Univ	---
Sisters 6	---	Actual Cost	---
Siuslaw 97J	---	Actual Cost	\$26,243
South Lane 45J *	---	Actual Cost	---
Sutherlin 130 *	9 hrs	U of O	\$13,000
Sweet Home 55	---	U of O	\$20,000
Tillamook 9	---	Actual Cost	\$21,000
Umatilla 6	---	Other	---
Winston-Dillard 116	---	U of O	\$17,000
Yamhill-Carlton 1 *	---	Actual Cost	\$25,000

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

INSURANCE 2016-2017
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 Contribution Pooled?</u>	<u>Maximum Employee Contribution</u>
Ashland 5	1,591.00	1,369.00	Step-Rate	---	No	222.00
Astoria 1C *	1,769.92	1,664.68	Step-Rate	---	No	105.24
Baker 5J	1,643.50	1,025.00	---	1,025.00	No	618.50
Banks 13	1,663.37 ⁴	1,529.00	Composite	1,529.00	No	353.91
Brookings-Harbor 17	2,422.43	1,065.00	Step-Rate	1,065.00	Yes ²	---
Cascade 5	2,147.49	1,713.00	Step-Rate	1,713.00	No	434.49
Corbett 39 *	1,150.00	1,150.00	Composite	1,600.00	No	---
Creswell 40	1,853.06	1,230.00	Composite	1,230.00	No	458.20
Crook County	1,688.00 ⁴	1,160.00	Composite	1,160.00	No	494.00
Estacada 108 *	2,077.19	2,077.19	Step-Rate	1,247.00	Yes ¹	---
Fern Ridge 28J	1,338.17	1,325.00	Composite	1,325.00	No	13.17
Gervais 1	2,438.35 ⁴	1,230.00	Composite	1,230.00	No	460.64
Jefferson Co 509J	1,713.00	1,220.00	Composite	1,220.00	No	493.00
La Grande 1	1,688.20 ⁴	1,154.16	Composite	1,154.16	No	494.29
Milton-Freewater 7	1,663.37	1,268.00	Composite	1,268.00	No	395.37
Molalla River *	1,932.74	1,219.00	Step-Rate	1,219.00	Yes ³	2,119.63
Morrow 1	1,688.20	1,398.35	Composite	1,275.00	Yes	265.02
Nyssa 26	1,461.31	1,175.00	Step-Rate	1,175.00	Yes	286.31
Philomath 17J	2,167.64 ⁴	890.00	Composite	890.00	No	1,162.62
Phoenix-Talent 4 *	1,484.00	1,213.00	Composite	1,213.00	No	271.00
Scappoose 1J *	1,660.04	1,660.04	Step-Rate	1,660.04	Yes ³	---
Seaside 10 *	1,688.20	1,550.00	Composite	1,550.00	No	113.37
Sisters 6	1,688.00	1,180.00	Composite	1,180.00	No	508.00
Siuslaw 97J	2,162.94 ⁴	1,228.48	Step-Rate	1,077.78	Yes	363.65
South Lane 45J *	1,477.72	1,270.84	Composite	1,525.00	No	206.88
Sutherlin 130 *	1,663.37	1,222.80	Composite	1,222.80	No	296.55
Sweet Home 55	1,853.50 ⁴	1,060.00	Composite	1,060.00	No	630.64
Tillamook 9	1,350.02	1,270.81	Composite	1,270.81	No	79.21
Winston-Dillard 116	1,645.32 ⁴	1,075.00	Composite	1,075.00	No	418.85
Yamhill-Carlton 1 *	1,654.22 ⁴	1,309.00	Composite	1,309.00	No	185.42

¹ The pooled amount covers all of the employee's out-of-pocket expenses.

² Employees are allowed to use remaining allowable dollars toward eligible reimbursement accounts.

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

⁴ Currently, no employee is taking the most expensive plan.

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

INSURANCE 2016-2017

1,000-2,999 ADM Districts

<u>Includes Composite Insurance</u>	<u>Includes Dental Insurance</u>	<u>Includes Life Insurance- (Policy Value)</u>	<u>Includes Long-Term Disability</u>	<u>Includes Composite</u>	<u>Eligible for Full Contribution</u>
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	\$20,000	No	Yes	.5 time or more
Yes	Yes	\$15,000	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	Full-time only
Yes	Yes	\$100,000	Yes	Yes	.5 time or more
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	\$50,000	No	Yes	.5 time or more
Yes	Yes	\$50,000	Yes	Yes	Full-time only
Yes	Yes	\$20,000	No	Yes	Full-time only
Yes	Yes	\$30,000	Yes	Yes	.5 time or more
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	\$20,000	Yes	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	\$25,000	Yes	Yes	.5 time or more
Yes	No	---	No	No	.5 time or more
Yes	Yes	---	No	Yes	All staff
Yes	Yes	\$25,000	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	Full-time only
Yes	Yes	\$20,000	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	Yes	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.

PAID LEAVES 2016-2017
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		0%
Astoria 1C *	2		---	Incl/pers	---	(L)	3	(P)	0%
Baker 5J	2	(A) to 5	---	---	1	(L)	5	(P)	0%
Banks 13	2		---	---	---	As appr	5	(P)	0%
Brookings-Harbor 17	3		---	---	---	As appr	---	---	0%
Cascade 5	3		---	Incl/pers	---	---	4	(P)	0%
Corbett 39 *	3		---	---	---	---	5	(P)	0%
Creswell 40	2		---	---	---	---	5	(P)	0%
Crook County	2		---	---	---	---	3	(P)	67%
Estacada 108 *	3		---	---	---	As appr	5	(P)	No Program
Fern Ridge 28J	3	Incl emerg	---	---	---	---	5		0%
Gervais 1	4		---	Incl/pers	---	---	5		0%
Jefferson Co 509J	2	Incl/emerg	---	---	5	As appr	5	(P)	50%
La Grande 1	3		---	---	---	As appr	5	(P)	No Program
Milton-Freewater 7	2		---	---	---	As appr	3		No Program
Molalla River *	4		---	Incl/pers	---	---	5	(P)	0%
Morrow 1	3		---	---	---	---	4		0%
Nyssa 26	2		---	---	---	As appr	3		0%
Philomath 17J	---	---	---	---	---	As appr	5	As appr	50%
Phoenix-Talent 4 *	2		---	---	---	---	5		50%
Scappoose 1J *	---	---	---	---	---	As appr	3	(P)	50%
Seaside 10 *	3	(A)	---	Incl/pers	---	As appr	3	(P)	50%
Sisters 6	3	As appr	---	---	---	As appr	5		0%
Siuslaw 97J	3		---	---	---	As appr	---	(LAW)	0%
South Lane 45J *	2	As appr	---	---	---	---	5	(P)	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		0%
Winston-Dillard 116	3		---	---	---	(L)	---	(S)	0%
Yamhill-Carlton 1 *	3		---	---	---	As appr	8	(P)	0%

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

PAID LEAVES 2016-2017

1,000-2,999 ADM Districts

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

EXTRA-DUTY PAY 2016-2017

1,000-2,999 ADM Districts

School District	Athletic Director	Activity Director	FOOTBALL			
			H.S. Head	H.S. Asst.	9th Head	9th Asst.
Ashland 5	---	---	6,148-6,941	3,371-4,165	---	---
Astoria 1C *	2,581-3,292	1,721	5,162	3,441	---	---
Baker 5J	4,468-5,426	---	4,468-5,426	2,905-3,510	---	---
Banks 13	---	2,500	5,224	13,408	---	---
Brookings-Harbor 17	---	---	4,897	3,498	---	---
Cascade 5	---	3,636-3,908	5,021-5,398	3,117-3,350	---	---
Corbett 39 *	7,583-14,833	4,190-8,197	4,500	---	---	---
Creswell 40	6,800	---	4,622-5,529	3,172-4,260	---	---
Estacada 108 *	---	---	5,600-5,883	3,850-4,044	---	---
Fern Ridge 28J	---	---	4,202-5,362	2,450-3,126	---	---
Gervais 1	7,058	3,890	3,403-3,980	2,305-2,694	---	---
Jefferson Co 509J	15,389-23,084	---	---	4,258-6,412	---	---
La Grande 1	---	2,730-3,149	4,549-5,017	2,683-3,149	---	---
Molalla River *	4,650-5,684	---	4,650-5,684	3,271-3,962	4,650-5,684	3,271-3,962
Morrow 1	3,923-4,755	---	3,686-4,635	2,853-3,328	---	---
Nyssa 26	---	---	4,444-4,889	---	---	---
Philomath 17J	7,000-10,000	---	4,250-5,250	2,975-3,325	---	---
Scappoose 1J *	8,397	---	5,641	3,949	---	---
Seaside 10 *	3,387-3,666	3,387-3,666	5,005-5,420	3,240-3,504	3,240-3,504	2,648-2,869
Sisters 6	4,043-4,717	4,043-4,717 (M)	4,043-4,717	2,695-3,369	---	---
Siuslaw 97J	8,592	---	4,294-6,084	3,222-5,011	---	---
Sutherlin 130 *	6,310-8,834	---	3,944-5,521	2,761-3,865	---	---
Tillamook 9	4,508-5,354	4,508-5,354	3,910-4,643	3,005-3,569	---	---
Umatilla 6	---	---	4,628-5,323	3,204-3,685	---	---
Winston-Dillard 116	4,043-5,054	---	4,043-5,054	3,369-4,043	3,032-3,706	---
Yamhill-Carlton 1 *	6,497	1,444	4,692	3,249	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

EXTRA-DUTY PAY 2016-2017

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.
2,975-3,768	2,181-2,975	6,148-6,941	3,371-4,165	---	---	---	2,181-2,975
---	1,721	5,162	3,441	3,441	---	1,721	---
2,011-2,298	---	4,468-5,426	2,905-3,510	---	---	2,011-2,298	---
---	---	5,224	6,704	---	---	---	---
2,798	2,099	4,897	3,498	---	---	2,798	2,099
2,251-2,419	---	5,021-5,398	3,117-3,350	---	---	2,251-2,419	---
---	---	---	---	---	---	---	---
1,359-1,722	---	4,622-5,529	3,172-4,260	---	---	1,359-1,722	---
---	---	5,600-5,883	3,850-4,044	---	---	---	---
---	---	4,202-5,362	2,801-3,579	---	---	---	---
1,604	---	3,403-3,980	2,305-2,694	---	---	1,604	---
2,564-3,847	1,693-2,564	5,129-7,695	4,258-6,412	---	---	2,564-3,847	---
1,666	1,110	4,549-5,017	2,683-3,149	2,217-2,683	---	1,666	1,110
---	---	4,650-5,684	3,271-3,962	4,650-5,684	3,271-3,962	---	---
1,300-1,928	981-1,373	3,686-4,635	2,853-3,328	1,901-2,377	---	1,300-1,928	981-1,373
---	---	4,444-4,889	---	---	---	---	---
---	---	4,250-5,250	2,975-3,325	---	---	2,678-3,308	---
2,068	1,758	5,641	3,949	---	---	1,880	1,598
2,358-2,551	2,064-2,234	5,005-5,420	---	3,240-3,504	---	2,064-2,234	---
1,684-2,106	---	4,043-4,717	---	---	---	1,684-2,106	---
2,148-3,579	---	---	3,222-5,011	---	---	2,148-3,579	---
1,972-2,761	1,577-2,051	3,944-5,521	2,761-3,865	---	---	1,972-2,761	1,577-2,051
---	---	3,910-4,643	3,005-3,569	---	---	---	---
---	---	4,628-5,323	3,204-3,685	---	---	---	---
3,032-3,706	---	4,043-5,054	---	---	---	2,695-3,369	---
---	---	4,692	3,249	---	---	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

EXTRA-DUTY PAY 2016-2017

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
Ashland 5	6,148-6,941	3,371-4,165	---	2,181-2,975	4,363-5,157	3,371-4,165	---
Astoria 1C *	5,162	3,441	1,721	---	5,162	3,441	---
Baker 5J	4,468-5,426	2,905-3,510	2,011-2,298	---	4,468-5,426	2,905-3,510	---
Banks 13	5,224	6,704	---	---	5,224	3,352	---
Brookings-Harbor 17	4,897	3,498	2,798	2,099	4,897	3,498	---
Cascade 5	5,021-5,398	3,117-3,350	2,251-2,419	---	5,021-5,398	3,117-3,350	2,251-2,419
Corbett 39 *	---	-----	---	4,500	---	---	---
Creswell 40	4,622-5,529	3,172-4,260	---	---	3,897-4,804	2,266-3,353	---
Estacada 108 *	5,600-5,883	3,850-4,044	---	---	5,600-5,883	3,850-4,044	---
Fern Ridge 28J	4,202-5,362	2,801-3,579	---	---	3,854-4,924	2,102-2,684	---
Gervais 1	3,403-3,980	2,305-2,694	1,604	---	3,403-3,980	2,305-2,694	1,604
Jefferson Co 509J	5,129-7,695	4,258-6,412	2,564-3,847	---	4,258-6,412	3,436-5,130	---
La Grande 1	4,549-5,017	2,683-3,149	1,666	1,110	4,549-5,017	2,683-3,149	---
Molalla River *	4,650-5,684	3,271-3,962	---	---	4,650-5,684	3,271-3,962	---
Morrow 1	3,686-4,635	2,853-3,328	1,300-1,928	981-1,373	3,686-4,635	2,853-3,328	---
Nyssa 26	4,444-4,889	-----	---	4,444-4,889	---	---	---
Philomath 17J	4,250-5,250	2,975-3,325	2,678-3,308	---	4,250-5,250	2,975-3,325	---
Scappoose 1J *	5,641	3,949	1,880	1,598	4,889	3,422	---
Seaside 10 *	5,005-5,420	---2,064-2,234	---	4,415-4,782	2,507-2,708	---	---
Sisters 6	4,043-4,717	2,695-3,369	---	---	4,043-4,717	2,695-3,369	---
Siuslaw 97J	4,294-6,084	-----	---	4,294-6,084	3,222-5,011	---	---
Sutherlin 130 *	3,944-5,521	2,761-3,865	1,972-2,761	1,577-2,051	3,155-4,417	2,761-3,865	---
Tillamook 9	3,910-4,643	-----	---	3,910-4,643	3,005-3,569	---	---
Umatilla 6	---	-----	---	3,916-4,504	2,848-3,275	---	---
Winston-Dillard 116	4,043-5,054	3,369-4,043	2,695-3,369	---	4,043-5,054	3,369-4,043	---
Yamhill-Carlton 1 *	4,692	3,249	---	---	4,692	3,249	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

EXTRA-DUTY PAY 2016-2017

1,000-2,999 ADM Districts

<u>GIRLS SOFTBALL</u>			<u>WRESTLING</u>		<u>BOYS TRACK</u>		<u>GIRLS TRACK</u>	
<u>H.S. Head</u>	<u>H.S. Asst.</u>	<u>7-8 Coach</u>	<u>H.S. Head</u>	<u>H.S. Asst.</u>	<u>H.S. Head</u>	<u>H.S. Asst.</u>	<u>H.S. Head</u>	<u>H.S. Asst.</u>
4,363-5,157	3,371-4,165	---	4,363-5,157	3,371-4,165	4,363-5,157	3,371-4,165	Incl/boys	Incl/boys
5,162	3,441	---	5,162	3,441	5,162	3,441	Incl/boys	Incl/boys
4,468-5,426	---	---	4,468-5,426	2,905-3,510	4,468-5,426	2,905-3,510	Incl/boys	Incl/boys
5,224	3,352	---	5,224	3,352	5,224	6,704	Incl/boys	Incl/boys
4,897	3,498	---	4,897	3,498	4,897	3,498	Incl/boys	Incl/boys
5,021-5,398	3,117-3,350	2,251-2,419	5,021-5,398	3,117-3,350	5,021-5,398	3,117-3,350	Incl/boys	Incl/boys
4,500	---	---	4,500	---	4,500	---	Incl/boys	---
3,897-4,804	2,266-3,353	---	4,622-5,529	---	3,897-4,804	2,266-3,353	Incl/boys	Incl/boys
5,600-5,883	3,850-4,044	---	5,600-5,883	4,200-4,412	---	3,850-4,044	4,200-4,412	---
3,854-4,924	2,102-2,684	---	4,202-5,362	2,450-3,126	4,202-5,362	2,450-3,126	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
4,258-6,412	3,436-5,130	---	5,129-7,695	4,258-6,412	4,258-6,412	3,436-5,130	Incl/boys	Incl/boys
4,549-5,017	2,683-3,149	---	4,549-5,017	2,683-3,149	4,083-4,549	2,683-3,149	Incl/boys	Incl/boys
4,650-5,684	3,271-3,962	---	4,650-5,684	---	4,650-5,684	3,271-3,962	Incl/boys	Incl/boys
3,686-4,635	2,853-3,328	---	3,686-4,635	2,853-3,328	3,686-4,635	2,853-3,328	Incl/boys	Incl/boys
4,444-4,889	---	---	4,444-4,889	---	3,886-4,332	---	Incl/boys	---
4,250-5,250	2,975-3,325	---	4,250-5,250	2,975-3,325	4,250-5,250	2,975-3,325	Incl/boys	Incl/boys
4,889	3,422	---	5,641	3,949	5,641	3,949	Incl/boys	Incl/boys
4,415-4,782	2,507-2,708	---	4,712-5,099	3,240-3,504	4,415-4,782	3,387-3,666	Incl/boys	Incl/boys
4,043-4,717	2,695-3,369	---	4,043-4,717	---	4,043-4,717	2,695-3,369	Incl/boys	Incl/boys
---	3,222-5,011	---	4,294	3,222-5,011	4,294-6,084	3,222-5,011	Incl/boys	Incl/boys
3,155-4,417	2,761-3,865	---	3,944-5,521	2,761-3,865	3,944-5,521	2,761-3,865	Incl/boys	Incl/boys
3,910-4,643	3,005-3,569	---	3,910-4,643	---	3,910-4,643	3,005-3,569	Incl/boys	Incl/boys
3,916-4,504	2,848-3,275	---	---	---	3,560-4,094	2,492-2,866	Incl/boys	Incl/boys
4,043-5,054	3,369-4,043	---	4,043-5,054	---	4,043-5,054	3,369-4,043	Incl/boys	Incl/boys
4,692	3,249	---	4,692	---	4,692	3,249	Incl/boys	Incl/boys

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

EXTRA-DUTY PAY 2016-2017

1,000-2,999 ADM Districts

School District	CROSS COUNTRY		GOLF		SOCCER	
	Boys	Girls	Boys	Girls	Boys	Girls
Ashland 5	3,768-4,561	Incl/boys	2,181-2,975	Incl/boys	4,363-5,157	4,363-5,157
Astoria 1C *	4,473	Incl/boys	2,237	2,237	4,473	4,473
Baker 5J	4,468-5,426	Incl/boys	2,979-3,617	Incl/boys	4,468-5,426	4,468-5,426
Banks 13	5,224	Incl/boys	---	---	8,576	8,576
Brookings-Harbor 17	---	---	---	---	4,897	4,897
Cascade 5	3,636-3,908	Incl/boys	3,636-3,908	3,636-3,908	5,021-5,398	Incl/boys
Corbett 39 *	4,500	Incl/boys	4,500	Incl/boys	4,500	Incl/boys
Creswell 40	3,897-4,804	Incl/boys	---	---	3,897-4,804	3,897-4,804
Estacada 108 *	4,200-4,412	Incl/boys	4,200-4,412	4,200-4,412	5,600-5,883	5,600-5,883
Fern Ridge 28J	3,156-4,019	Incl/boys	2,450-3,126	Incl/boys	3,156-4,019	Incl/boys
Gervais 1	---	---	---	---	3,403-3,980	3,403-3,980
Jefferson Co 509J	4,258-6,412	Incl/boys	3,436-5,130	Incl/boys	5,129-7,694	5,129-7,694
La Grande 1	3,149-3,616	Incl/boys	3,149-3,616	3,149-3,616	4,083-4,549	4,083-4,549
Molalla River *	4,650-5,684	Incl/boys	4,650-5,684	Incl/boys	4,650-5,684	4,650-5,684
Morrow 1	3,686-4,635	Incl/boys	3,686-4,635	Incl/boys	3,686-4,635	3,686-4,635
Nyssa 26	3,886-4,332	Incl/boys	3,886-4,332	Incl/boys	---	---
Philomath 17J	4,250-5,250	Incl/boys	---	---	4,250-5,250	4,250-5,250
Scappoose 1J *	4,889	Incl/boys	3,761	3,761	4,889	4,889
Seaside 10 *	4,415-4,782	Incl/boys	2,946-3,191	2,946-3,191	4,415-4,782	4,415-4,782
Sisters 6	2,864-3,538	Incl/boys	2,864-3,538	Incl/boys	4,043-4,717	Incl/boys
Siuslaw 97J	4,294-6,084	Incl/boys	3,579-5,369	Incl/boys	---	---
Sutherlin 130 *	2,761-3,865	Incl/boys	2,761-3,865	Incl/boys	3,155-4,417	3,155-4,417
Tillamook 9	3,005-3,569	Incl/boys	3,005-3,569	Incl/boys	3,910-4,643	3,910-4,643
Umatilla 6	3,560-4,094	Incl/boys	---	---	3,916-4,504	Incl/boys
Winston-Dillard 116	4,043-5,054	Incl/boys	---	---	4,043-5,054	Incl/boys
Yamhill-Carlton 1 *	4,692	Incl/boys	---	---	3,249-4,692	3,249-4,692

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

EXTRA-DUTY PAY 2016-2017

1,000-2,999 ADM Districts

<u>TENNIS</u>						
<u>Volleyball</u>	<u>Boys</u>	<u>Girls</u>	<u>Drama</u>	<u>Orchestra</u>	<u>Band</u>	<u>Choir</u>
4,363-5,157	3,371-4,165	3,371-4,165	4,363-5,157 (P)	3,371-4,165	3,371-4,165	3,371-4,165
5,162	---	---	1,721	1,033	1,721	---
4,468-5,426	4,468-5,426	Incl/boys	4,468-5,426	---	4,468-5,426	4,468-5,426
11,925	---	---	---	---	3,623	3,623
4,897	---	---	4,897	---	4,897	---
5,021-5,398	5,021-5,398	5,021-5,398	---	---	3,117-3,350	3,117-3,350
4,500	4,500	Incl/boys	5,587-10,929	---	---	---
4,622-5,529	---	---	2,084-2,810 (T)	---	3,897-4,804	2,266-3,353
5,600-5,883	4,200-4,412	4,200-4,412	---	---	---	---
3,504-4,468	---	---	700-892 (T)	---	2,801-3,579	1,749-2,235
3,403-3,980	---	---	---	---	---	---
5,129-7,695	4,258-6,412	4,258-6,412	4,258-6,412	---	5,129-7,694	4,258-6,412
4,549-5,017	3,149-3,616	Incl/boys	2,730-3,149	466 (P)	3,570-3,990	3,570-3,990
---	4,650-5,684	4,650-5,684	4,650-5,684	---	4,650-5,684	4,650-5,684
3,686-4,635	3,686-4,635	Incl/boys	1,370-1,691	---	2,254-2,900	---
4,444-4,889)	3,886-4,332	Incl/boys	---	---	---	---
4,250-5,250	4,250-5,250	Incl/boys	3,000-3,500	---	3,000-3,500	2,500-3,000
4,889	---	---	2,556-3,651 (P)	---	3,651	2,921
4,415-4,782	---	---	3,974-4,307	---	3,974-4,307	3,974-4,307
4,043-4,717	2,864-3,538	Incl/boys	---	---	2,864-3,538	2,864-3,538
4,294-6,084	---	---	2,148 (P)	---	5,369	---
3,155-4,417	---	---	700 (P)	---	---	3,944-5,521
3,910-4,643	3,005-3,569	Incl/boys	---	---	3,609-4,287 (S)	---
3,916-4,504	3,560-4,094	Incl/boys	---	---	---	---
4,043-5,054	---	---	2,021-2,695	---	2,695-5,054	2,695-4,043
3,249-4,692	---	---	5,775	2,527	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

EXTRA-DUTY PAY 2016-2017

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>
Ashland 5	---	4,363-5,157	4,363-5,157	3,768-4,561	3,768-4,561 (S)
Astoria 1C *	2,753 (S)	2,753 (S)	---	2,753 (S)	---
Baker 5J	2,905-3,510	---	2,011-2,298	---	4,468-5,426 (S)
Banks 13	1,649	---	---	8,576	---
Brookings-Harbor 17	4,897	---	---	4,897	---
Cascade 5	---	---	---	3,636-3,908	---
Corbett 39 *	---	---	---	---	---
Creswell 40	3,172-4,260	2,084-2,810	---	---	3,897-4,804 (S)
Estacada 108 *	500-700 (S)	---	---	---	4,200-4,412 (M)
Fern Ridge 28J	1,399-1,784	1,399-1,784	---	3,504-4,468	3,504-4,468
Gervais 1	1,069	---	---	---	3,403-3,980 (S)
Jefferson Co 509J	3,436-5,130	4,258-6,412	---	---	1,026-1,539
La Grande 1	3,966-4,433	---	---	---	---
Molalla River *	2,411-2,927	2,411-2,927	2,411-2,927	3,271-3,962	2,411-2,927
Morrow 1	1,370-1,691	---	---	---	3,686-4,635
Nyssa 26	---	---	---	---	---
Philomath 17J	2,500-3,000	---	---	4,250-5,250	---
Scappoose 1J *	1,095	---	---	3,651	2,191 (S)
Seaside 10 *	2,800-3,029	---	---	2,648-2,869	2,648-2,869
Sisters 6	2,864-3,538	---	2,864-3,538	---	2,864-3,538
Siuslaw 97J	---	---	---	---	3,222-5,011
Sutherlin 130 *	1,972-2,761	---	---	---	3,155-4,417
Tillamook 9	2,406-2,857	---	---	---	---
Umatilla 6	---	---	---	---	---
Winston-Dillard 116	2,695-3,369	---	---	---	---
Yamhill-Carlton 1 *	1,444	---	---	---	2,888-4,692

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

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LICENSED SALARY SCHEDULES 2016-2017

500-999 ADM Districts

School District	County	Years		BACHELOR'S DEGREE			
		Covered by Coll. Barg. Agreement	Resident ADM Dec. 31, 2015	Base	Max. Salary	No. of Steps	Amt. of Increment
Central Linn 552	LINN	2014-2017	642.4	31,875	41,809	9	1,100-1,394
Gaston 511J *	WASHINGTON	2015-2018	618.1	36,640	53,493	12	1,283-2,391
Glide 12	DOUGLAS	2015-2017	700.7	34,007	46,351	10	1,191-1,569
Harrisburg 7	LINN	2016-2018	880.7	34,000	53,150	16	1,150-1,650
Jefferson 14J *	MARION	2016-2019	891.6	37,902	55,148	14	1,327
John Day 3	GRANT	2015-2019	614.2	33,416	45,921	11	1,078-1,437
Lake County 7	LAKE	2015-2017	745.3	34,568	47,269	10	1,412
Mt Angel 91	MARION	2015-2017	709.0	36,212	47,724	21	576-574
Neah-Kah-Nie 56 *	TILLAMOOK	2015-2019	776.4	38,880	56,763	11	1,785-1,792
Oakland 1	DOUGLAS	2015-2018	544.7	39,134	51,666	11	1,128-1,136
Oakridge 76	LANE	2014-2017	531.8	34,475	47,721	12	1,098-1,392
Pleasant Hill 1	LANE	2014-2017	985.2	35,089	48,472	8	1,658-2,187
Rainier 13	COLUMBIA	2015-2017	960.2	33,625	53,835	13	1,345-2,071
Rogue River 35	JACKSON	2016-2017	918.3	35,268	49,032	11	1,181-1,590
Scio 95	LINN	2015-2017	750.1	35,869	42,326	10	2,331
Vale 84	MALHEUR	2016-2019	921.1	35,696	47,928	9	1,529
Vernonia 47J	COLUMBIA	2016-2017	547.0	30,327	43,239	13	910-1,259
Warrenton-Hammond 30 *	CLATSOP	2016-2019	990.3	36,451	53,136	11	1,457-1,782
Willamina 30J	YAMHILL	2016-2019	852.8	37,684	45,209	7	1,161-1,354

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

LICENSED SALARY SCHEDULES 2016-2017

500-999 ADM Districts

<u>BACHELOR'S DEGREE +45</u>				<u>MASTER'S DEGREE</u>				<u>MASTER'S DEGREE +45</u>			
<u>Base</u>	<u>Max. Salary</u>	<u>No. of Steps</u>	<u>Amt. of Increment</u>	<u>Base</u>	<u>Max. Salary</u>	<u>No. of Steps</u>	<u>Amt. of Increment</u>	<u>Base</u>	<u>Max. Salary</u>	<u>No. of Steps</u>	<u>Amt. of Increment</u>
34,146	48,585	12	1,113-1,533	35,340	53,088	14	1,124-1,636	39,182	58,860	14	1,245-1,814
---	---	---	---	39,205	67,981	17	1,372-2,296	40,773	70,700	17	1,426-2,390
35,710	50,369	11	1,249-1,702	37,410	56,529	13	1,310-1,914	39,111	59,098	13	1,368-1,997
---	---	---	---	36,394	57,044	16	1,250-1,750	---	---	---	---
40,556	59,125	15	1,327	41,882	61,778	16	1,327	44,534	67,087	18	1,327
35,046	54,691	15	1,132-1,709	35,893	59,686	17	1,159-1,866	---	---	---	---
35,982	55,739	15	1,412	36,924	58,092	16	1,412	---	---	---	---
38,482	55,970	25	718-854	39,771	59,827	29	719-733	42,685	65,987	34	727-491
40,819	62,750	13	1,822-1,833	41,792	69,837	16	1,863-1,917	43,741	77,759	20	1,940-2,746
40,941	56,896	14	1,141-1,139	---	---	---	---	---	---	---	---
37,671	55,320	14	1,197-1,612	38,800	58,690	15	1,237-1,710	42,399	64,133	15	1,349-1,868
36,574	58,324	12	1,585-2,423	38,121	65,316	14	1,612-2,650	39,734	68,079	14	1,680-2,762
35,683	61,792	15	1,427-2,377	37,125	64,288	15	1,485-2,473	39,397	68,223	15	1,576-2,624
38,935	59,751	14	1,301-1,936	40,236	63,822	15	1,349-2,070	---	---	---	---
---	---	---	---	42,864	63,668	30	2,331	---	---	---	---
37,848	60,783	16	1,529	38,924	61,859	16	1,529	41,076	64,011	16	1,529
32,802	49,615	15	984-1,445	34,114	53,148	16	1,023-1,548	---	---	---	---
37,034	57,835	13	1,459-1,977	38,138	59,552	13	1,620-2,009	40,274	71,507	17	1,620-2,430
40,039	57,637	13	1,236-1,722	41,276	63,130	15	1,274-1,883	43,855	67,088	15	1,354-2,014

The following districts had not reached a settlement or had not reported when this book went to press: Amity 4J, Annex 29, Bandon 54, Dayton 8, Harney County 3, Myrtle Point 41.

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

INTERMEDIATE SALARY COLUMNS 2016-2017

500-999 ADM Districts

CENTRAL LINN 552

BA+30 - 32,991 - 43,272 (9)
 BA+60 - 35,340 - 53,088 (14)
 BA+75 - 36,577 - 54,946 (14)
 BA+90 - 37,857 - 56,869 (14)
 BA+105 - 39,182 - 58,860 (14)
 MA+15 - 36,577 - 54,946 (14)
 MA+30 - 37,857 - 56,869 (14)

GASTON 511J *

BA+60 - 39,205 - 67,981 (17)
 BA+105 - 40,773 - 70,700 (17)

GLIDE 12

BA+24 - 34,860 - 47,509 (10)
 BA+60 - 37,410 - 56,529 (13)
 BA+84 - 38,345 - 57,944 (13)
 BA+104 - 39,111 - 59,098 (13)
 MA+24 - 38,345 - 57,944 (13)

HARRISBURG 7

BA+60 - 36,394 - 57,044 (16)
 BA+90 - 38,957 - 61,107 (16)
 MA+30 - 38,957 - 61,107 (16)

JEFFERSON 14J *

BA+24 - 39,229 - 56,474 (14)
 BA+60 - 41,882 - 61,778 (16)
 BA+84 - 43,210 - 64,434 (17)
 BA+105 - 44,534 - 67,087 (18)
 MA+24 - 43,210 - 64,434 (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 - 35,039 - 49,151 (11)
 BA+30 - 35,510 - 52,445 (13)
 BA+60 - 36,453 - 57,621 (16)
 MA+15 - 37,394 - 58,562 (16)
 MA+30 - 37,866 - 59,034 (16)

MT ANGEL 91

BA+15 - 36,971 - 49,433 (21)
 BA+30 - 37,727 - 51,119 (21)
 BA+60 - 39,771 - 59,827 (29)
 BA+90 - 41,229 - 64,314 (34)
 MA+24 - 41,229 - 64,314 (34)

NEAH-KAH-NIE 56

BA+30 - 39,851 - 57,734 (11)
 BA+60 - 41,792 - 69,837 (16)
 BA+85 - 42,765 - 73,410 (18)
 BA+105 - 43,741 - 77,759 (20)
 MA+25 - 42,765 - 73,410 (18)

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

INTERMEDIATE SALARY COLUMNS 2016-2017

500-999 ADM Districts

ROGUE RIVER 35

BA+15 - 36,449 - 52,374 (12)
 BA+30 - 37,670 - 55,941 (13)
 BA+60 - 40,236 - 63,822 (15)
 MA+24 - 41,585 - 68,170 (16)

SCIO 95

BA+25 - 38,200 - 44,657 (10)
 BA+60 - 40,532 - 61,336 (30)

VALE 84

BA+22 - 36,772 - 52,062 (11)
 BA+67 - 38,924 - 61,859 (16)
 BA+90 - 40,000 - 62,935 (16)
 BA+105 - 41,076 - 64,011 (16)
 MA+15 - 40,000 - 62,935 (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+75 - 38,168 - 59,552 (13)
 BA+90 - 38,913 - 62,759 (14)
 BA+105 - 39,496 - 65,708 (15)
 BA+120 - 40,274 - 71,507 (17)
 BA+135 - 40,889 - 72,350 (17)
 BA+150 - 41,505 - 73,646 (17)
 MA+15 - 38,913 - 62,759 (17)
 MA+30 - 39,496 - 65,708 (17)
 MA+60 - 40,889 - 72,350 (17)
 MA+75 - 41,505 - 43,646 (17)
 Doc. - 40,889 - 72,350 (17)

WILLAMINA 30J

BA+24 - 38,844 - 49,520 (9)
 BA+60 - 41,276 - 63,130 (15)
 BA+84 - 42,550 - 65,075 (15)
 BA+105 - 43,855 - 67,088 (15)
 MA+24 - 42,550 - 65,075 (15)

OAKLAND 1

BA+15 - 39,736 - 53,413 (12)
 BA+30 - 40,338 - 55,155 (13)
 BA+75 - 41,545 - 58,639 (15)

OAKRIDGE 76

BA+15 - 35,508 - 49,152 (12)
 BA+30 - 36,573 - 52,145 (13)
 BA+60 - 38,800 - 58,690 (15)
 BA+75 - 39,964 - 60,451 (15)
 BA+90 - 41,161 - 62,266 (15)
 BA+105 - 42,399 - 64,133 (15)
 MA+15 - 39,964 - 60,451 (15)
 MA+30 - 41,161 - 62,266 (15)

PLEASANT HILL 1

BA+75 - 38,121 - 65,316 (14)
 BA+120 - 39,734 - 68,079 (14)

RAINIER 13

BA+15 - 34,298 - 59,392 (15)
 BA+30 - 34,983 - 60,580 (15)
 BA+60 - 36,397 - 63,027 (15)
 BA+75 - 37,125 - 64,288 (15)
 BA+90 - 37,867 - 65,574 (15)
 MA+15 - 37,867 - 65,574 (15)
 MA+30 - 38,625 - 66,885 (15)

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

SALARY POLICIES 2016-2017

500-999 ADM Districts

School District	BA base % increase for 2016-2017 over 2015-2016	2016-2017 Average Annual Salary	2016-2017 FTE	Student School Days	Teacher Contract Days	In-service Days	Paid Holidays
Central Linn 552	2.0	45,527	44	151	190	31	7
Gaston 511J *	2.0	51,018	66	171	188	12	5
Glide 12	2.0	56,504	44	147	147	18	5
Harrisburg 7	7.57 ⁶	47,075	83	149	171	5	6
Jefferson 14J *	1.5	54,594	51	153	190	14	6
John Day 3	No Incr	54,170	45	149	190	6	7
Lake County 7	1.5	51,213	68	175	190	4	5
Mt Angel 91	1.53	56,485	51	173	192	3	6
Neah-Kah-Nie 56 *	2.0	61,444	56	171	191	7	8
Oakland 1	1.5	52,422	36	148	175	20	7
Oakridge 76	2.0	50,967	51	149	174	4	6
Pleasant Hill 1	1.5	56,499	50	175	191	11	5
Rainier 13	2.0	53,198	50	173	187	6	6
Rogue River 35	9.73 ²	49,160	63	176	191	8	8
Scio 95	1.49	47,167	46	170.5	190	5	5
Vale 84	2.0	57,698	54	161	175	7	6
Vernonia 47J	No Incr	53,623	38	157	175	5	6
Warrenton-Hammond 30 *	5.28	46,253	62	178	189	6	5
Willamina 30J	3.0	54,935	53	171	185	3	5

¹ Eliminated three columns in the salary schedule.

² Eliminated three columns in the salary schedule.

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

PROFESSIONAL IMPROVEMENT 2016-2017

500-999 ADM Districts

TUITION REIMBURSEMENT

<u>School District</u>	<u>Hours Reimbursed</u>	<u>Rate of Reimbursement</u>	<u>Pool Amount</u>
Central Linn 552	---	---	---
Gaston 511J *	3 hrs	PSU	\$12,000
Glide 12	---	Actual Cost	\$13,000
Harrisburg 7	3 hrs	State Average	---
Jefferson 14J *	6 hrs	Other	---
John Day 3	---	EOU	\$10,000
Lake County 7	---	Other	\$9,000
Mt Angel 91	6 hrs	PSU	---
Neah-Kah-Nie 56 *	---	U of O	---
Oakland 1	---	Actual Cost	---
Oakridge 76	---	Actual Cost	\$8,191
Pleasant Hill 1	---	Actual Cost	\$5,000
Rainier 13	8 hrs	PSU	\$30,000
Rogue River 35	---	Actual Cost	\$13,000
Scio 95	9 hrs	OSU	---
Vale 84	---	Actual Cost	---
Vernonia 47J	12 hrs	PSU	---
Warrenton-Hammond 30 *	---	Actual Cost	\$50,000
Willamina 30J	6 hrs	PSU	---

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

INSURANCE 2016-2017

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 Contribution Pooled?</u>	<u>Maximum Employee Contribution</u>
Central Linn 552	2,207.68 ³	1,000.00	Step-Rate	1,000.00	No	686.40
Gaston 511J *	1,926.00	1,258.00	Composite	1,258.00	No	668.00
Glide 12	1,634.11	1,090.09	Composite	1,090.09	No	544.02
Harrisburg 7	1,519.35	980.00	Composite	980.00	No	482.52
Jefferson 14J *	1,458.98	1,275.00	Composite	1,275.00	No	183.98
John Day 3	1,909.69 ³	1,150.00	Composite	1,150.00	No	513.37
Lake County 7	1,663.37 ³	1,440.00	Composite	1,440.00	No	79.35
Mt Angel 91	2,223.60 ³	990.00	Step-Rate	990.00	No	604.47
Neah-Kah-Nie 56 *	2,424.49	1,955.03	Step-Rate	2,159.82 ²	No	4.89
Oakland 1	1,853.06	1,176.00	Composite	1,176.00	No	677.06
Oakridge 76	1,635.64	1,175.26	Composite	975.00	Yes	460.38
Pleasant Hill 1	1,663.37	1,236.00	Composite	1,236.00	Yes ¹	---
Rainier 13	2,162.52 ³	1,670.00	Step-Rate	1,670.00	No	404.45
Rogue River 35	1,987.75 ³	1,446.17	Step-Rate	1,446.17	No	409.67
Scio 95	1,648.67 ³	1,672.42	Composite	1,120.00	No	552.42
Vale 84	1,853.06	1,100.00	Composite	1,100.00	No	225.07
Vernonia 47J	1,870.00	1,210.00	Composite	1,210.00 ¹	No	932.00
Warrenton-Hammond 30 *	2,422.43	1,429.06	Step-Rate	1,429.06	No	480.95
Willamina 30J	1,984.28	1,984.28	Step-Rate	1,100.00	Yes ²	---

¹ The pooled amount covers all the employee's out-of-pocket expense.

² Employees are allowed to use remaining allowable dollars toward eligible reimbursement accounts.

³ Currently, no employee is taking the most expensive plan.

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

INSURANCE 2016-2017

500-999 ADM Districts

<u>Includes Composite Insurance</u>	<u>Includes Dental Insurance</u>	<u>Includes Life Insurance- (Policy Value)</u>	<u>Includes Long-Term Disability</u>	<u>Includes Composite</u>	<u>Eligible for Full Contribution</u>
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	No	---	No	No	.5 time or more
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	\$15,000	No	Yes	Full-time only
Yes	Yes	\$10,000	Yes	Yes	.5 time or more
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	All staff
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	---	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	All staff

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

PAID LEAVES 2016-2017

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
Central Linn 552	2		---	---	---	---	---	Incl/family	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
Neah-Kah-Nie 56 *	3		---	---	---	(L)	5	(P)	0%
Oakland 1	2		2	Incl/pers	---	As appr	4		No Program
Oakridge 76	3	(L)	---	---	---	As appr	5	As appr	No Program
Pleasant Hill 1	2	As appr	---	---	---	---	5	(P)	0%
Rainier 13	---		---	Incl/pers	---	As appr	5	(P)	0%
Rogue River 35	2	As appr	---	---	---	---	2	(P)	0%
Scio 95	2		---	---	---	As appr	3		0%
Vale 84	2		---	---	---	As appr	4	(P)	No Program
Vernonia 47J	3	As appr	---	As appr	---	As appr	5		No Program
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.

PAID LEAVES 2016-2017

500-999 ADM Districts

<u>ASSOCIATION</u>		<u>JURY/LEGAL</u>		<u>FAMILY ILLNESS</u>		<u>MATERNITY</u>		<u>PARENTAL</u>	
<u>Annual Days</u>	<u>Notes</u>	<u>Annual Days</u>	<u>Notes</u>	<u>Annual Days</u>	<u>Notes</u>	<u>Annual Days</u>	<u>Notes</u>	<u>Annual Days</u>	<u>Notes</u>
---	---	---	(F)	---	(S)	---	(L) 1 yr	---	(L)
---	---	---	(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)
---	---	---	---	---	---	---	---	---	---
---	---	---	(J)	5	(S)	---	(L) 1 yr	---	(L)
4	(T)	---	(J)	---	(S)	---	---	---	---
5	(R, T)	---	(J)	---	(S, L)	---	(S)	---	(S)
10	(R, T)	---	(F)	5	(S, L, LAW)	---	---	191	(L)
---	---	---	(J)	---	(LAW)	---	(L)	---	(LAW)
5	(T)	---	(F)	---	(S)	---	(S)	---	(L, LAW)
---	---	---	(J)	---	(S)	---	(S)	---	(S, LAW)
4	(T)	---	(F)	---	(S)	---	(S)	---	(LAW)
5	(T, L)	---	(J)	---	---	---	---	---	(S, LAW)
2	(R, T)	---	(F)	---	(L, LAW)	---	---	---	(LAW)
8	(R, T)	---		4		---	---	---	---

(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.

EXTRA-DUTY PAY 2016-2017

500-999 ADM Districts

School District	Athletic Director	Activity Director	FOOTBALL			
			H.S. Head	H.S. Asst.	9th Head	9th Asst.
Central Linn 552	---	---	---	---	---	---
Gaston 511J *	6,962-7,747	---	---	1,099-1,224	---	---
Glide 12	---	3,679-4,529	3,679-4,529	2,832-3,399	---	---
Harrisburg 7	6,600-8,800	---	3,300-4,400	2,050-2,890	---	---
Jefferson 14J *	---	4,548	4,548	3,411	---	---
John Day 3	5,796	---	4,053-5,473	3,505-4,923	---	---
Lake County 7	---	---	4,493-4,864	3,111-3,368	---	---
Mt Angel 91	5,283	2,716	3,621-4,772	2,716-3,579	---	---
Neah-Kah-Nie 56 *	---	---	4,500-5,400	3,000-3,600	---	---
Oakland 1	---	---	3,856-4,259	---	---	---
Oakridge 76	4,840	---	4,548	3,070	2,697	---
Rainier 13	---	---	4,035-4,708	3,194-3,867	---	---
Rogue River 35	---	---	3,527-5,643	2,821-3,879	---	---
Scio 95	6,098-7,712	753-915	3,533-3,856	2,887-3,210	2,314-2,601	---
Vale 84	5,021-5,743	---	4,304-5,021	3,228-3,947	---	---
Vernonia 47J	---	1,858-3,247	3,097-3,247	2,478-2,568	---	---
Warrenton-Hammond 30 *	4,120-6,032	---	2,963-3,862	1,545-2,070	---	---
Willamina 30J	---	---	4,221-5,065	2,977-3,572	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

EXTRA-DUTY PAY 2016-2017

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.
---	---	---	---	---	---	---	---
1,466-1,631	---	---	---	---	2,529-2,813	---	---
2,832-3,399	---	3,679-4,529	3,113-3,679	---	---	2,262-2,832	---
---	---	3,300-4,400	3,300-4,400	---	---	---	---
2,653	---	4,548	3,411	---	---	2,653	---
2,157-2,868	---	4,053-5,473	3,505-4,923	---	---	2,157-2,868	---
---	---	4,493-4,864	3,111-3,368	---	---	---	---
2,173	2,173	3,621-4,772	2,716-3,579	---	---	2,173	---
2,000-2,400	---	4,500-5,400	3,000-3,600	---	---	2,000-2,400	---
---	---	4,192-4,677	---	---	---	---	---
2,405	---	4,548	3,070	---	---	2,405	---
---	---	4,035-4,708	---	---	---	---	---
---	---	3,527-5,643	2,821-3,879	---	---	---	---
1,668-1,991	1,381-1,793	3,533-3,856	2,887-3,210	2,314-2,601	---	1,668-1,991	1,381-1,793
2,512-3,228	2,151-2,870	4,304-5,021	3,228-3,947	---	---	2,151-2,870	---
2,478-2,568	---	3,097-3,247	2,478-2,568	---	---	---	2,478-2,568
1,413-1,835	1,026-1,445	2,963-3,862	1,545-2,070	---	---	1,413-1,835	---
2,110-2,531	---	4,221-5,065	2,977-3,572	---	---	2,375-2,848	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

EXTRA-DUTY PAY 2016-2017

500-999 ADM Districts

<u>School District</u>	<u>GIRLS BASKETBALL</u>				<u>BOYS BASEBALL</u>		
	<u>H.S. Head</u>	<u>H.S. Asst.</u>	<u>7-8 Head</u>	<u>7-8 Asst.</u>	<u>H.S. Head</u>	<u>H.S. Asst.</u>	<u>7-8 Coach</u>
Central Linn 552	---	---	---	---	---	---	---
Gaston 511J *	---	---	---	---	4,103-4,567	---	---
Glide 12	3,679-4,529	3,113-3,679	2,262-2,832	---	3,679-4,529	---	---
Harrisburg 7	3,001-4,335	2,050-2,890	---	---	3,300-4,400	2,050-2,890	---
Jefferson 14J *	4,548	3,411	2,653	---	4,548	3,411	2,653
John Day 3	4,053-5,473	3,505-4,923	2,157-2,868	---	4,053-5,473	3,505-4,923	---
Lake County 7	4,493-4,864	3,111-3,368	---	---	4,493-4,864	3,111-3,368	---
Mt Angel 91	3,621-4,772	2,716-3,579	2,173	---	3,621-4,772	2,716-3,579	2,173
Neah-Kah-Nie 56 *	4,500-5,400	3,000-3,600	2,000-2,400	---	4,500-5,400	3,000-3,600	---
Oakland 1	---	---	---	---	3,573-4,238	1,500-2,203	---
Oakridge 76	4,548	3,070	2,405	---	4,548	2,696	---
Rainier 13	4,035-4,708	---	---	---	3,699-4,371	---	---
Rogue River 35	3,527-5,643	2,821-3,879	---	---	3,527-5,643	2,821-3,879	---
Scio 95	3,533-3,856	2,887-3,210	1,668-1,991	1,381-1,793	2,887-3,210	2,314-2,601	1,668-1,991
Vale 84	4,304-5,021	3,228-3,950	2,151-2,870	---	4,304-5,021	3,228-3,947	---
Vernonia 47J	---	2,478-2,568	---	---	---	---	---
Warrenton-Hammond 30 *	2,963-3,862	1,545-2,070	1,413-1,835	---	2,963-3,862	1,288-1,813	---
Willamina 30J	4,221-5,065	2,977-3,572	---	---	4,221-5,065	2,977-3,572	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

EXTRA-DUTY PAY 2016-2017

500-999 ADM Districts

<u>GIRLS SOFTBALL</u>			<u>WRESTLING</u>		<u>BOYS TRACK</u>		<u>GIRLS TRACK</u>	
<u>H.S. Head</u>	<u>H.S. Asst.</u>	<u>7-8 Coach</u>	<u>H.S. Head</u>	<u>H.S. Asst.</u>	<u>H.S. Head</u>	<u>H.S. Asst.</u>	<u>H.S. Head</u>	<u>HS. Asst.</u>
---	---	---	---	---	---	---	---	---
---	---	---	---	---	1,466-1,631	---	Incl/boys	---
3,679-4,529	---	---	3,679-4,529	3,113-3,679	3,679-4,529	2,832-3,399	Incl/boys	Incl/boys
3,300-4,400	2,050-2,890	---	3,300-4,400	2,050-2,890	3,300-4,400	2,050-2,890	Incl/boys	Incl/boys
4,548	3,411	2,653	4,548	3,411	4,548	3,411	Incl/boys	Incl/boys
4,053-5,473	3,505-4,923	---	---	---	4,053-5,473	3,505-4,923	Incl/boys	Incl/boys
4,493-4,864	3,111-3,368	---	4,493-4,864	3,111-3,368	4,493-4,864	3,111-3,368	Incl/boys	Incl/boys
3,621-4,772	2,716-3,579	2,173	---	---	3,621-4,772	2,716-3,580	Incl/boys	Incl/boys
4,500-5,400	3,000-3,600	---	4,500-5,400	3,000-3,600	4,500-5,400	3,000-3,600	Incl/boys	Incl/boys
3,573-4,238	---	---	3,856-4,259	---	3,573-4,238	---	Incl/boys	---
4,548	2,697	---	4,548	---	4,548	2,697	Incl/boys	Incl/boys
3,699-4,371	---	---	4,035-4,708	---	3,699-4,371	---	Incl/boys	---
3,527-5,643	2,821-3,879	---	3,527-5,643	2,821-3,879	3,527-5,643	2,821-3,879	Incl/boys	---
2,887-3,210	2,314-2,601	1,668-1,991	2,887-3,210	2,314-2,601	2,887-3,210	2,314-2,601	Incl/boys	Incl/boys
4,304-5,021	3,228-3,947	---	4,304-5,021	3,228-3,947	3,586-4,304	2,870-3,586	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
2,963-3,862	1,288-1,813	---	2,963-3,862	1,545-2,070	2,963-3,862	1,288-1,813	Incl/boys	Incl/boys
4,221-5,065	2,977-3,572	---	4,221-5,065	2,977-3,572	4,221-5,065	2,977-3,572	Incl/boys	Incl/boys

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

EXTRA-DUTY PAY 2016-2017

500-999 ADM Districts

School District	CROSS COUNTRY		GOLF		SOCCER	
	Boys	Girls	Boys	Girls	Boys	Girls
Central Linn 552	---	---	---	---	---	---
Gaston 511J *	---	---	---	---	---	---
Glide 12	---	---	---	---	3,679-4,529	3,679-4,529
Harrisburg 7	2,050-2,890	Incl/boys	---	---	---	---
Jefferson 14J *	4,548	Incl/boys	4,548	Incl/boys	4,548	4,548
John Day 3	---	---	---	---	---	---
Lake County 7	3,802-4,116	Incl/boys	3,802-4,116	Incl/boys	4,493-4,864	4,493-4,864
Mt Angel 91	3,621-4,772	Incl/boys	3,621-4,772	Incl/boys	---	---
Neah-Kah-Nie 56 *	4,500-5,400	Incl/boys	3,000-3,600	Incl/boys	---	---
Oakland 1	2,934-3,302	Incl/boys	---	---	---	---
Oakridge 76	3,070	Incl/boys	2,697	---	---	---
Rainier 13	3,194-3,867	Incl/boys	---	---	---	3,194-3,867
Rogue River 35	3,174-4,232	Incl/boys	---	---	3,174-4,232	3,174-4,232
Scio 95	1,381-2,601	Incl/boys	---	---	---	---
Vale 84	3,586-4,304	Incl/boys	3,586-4,304	Incl/boys	---	---
Vernonia 47J	3,097-3,247	Incl/boys	---	---	---	---
Warrenton-Hammond 30 *	2,963-3,862	Incl/boys	2,222-2,896	Incl/boys	---	---
Willamina 30J	4,221-5,065	Incl/boys	---	---	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

EXTRA-DUTY PAY 2016-2017

500-999 ADM Districts

<u>TENNIS</u>						
<u>Volleyball</u>	<u>Boys</u>	<u>Girls</u>	<u>Drama</u>	<u>Orchestra</u>	<u>Band</u>	<u>Choir</u>
---	---	---	1,808	---	1,959	1,959
---	---	---	1,081-1,203	---	2,475-2,752	---
3,679-4,529	---	---	1,038-1,226 (P)	---	3,679-4,529	3,679-4,529
3,300-4,400	---	---	---	---	1,550	---
4,548	---	---	1,895 (P)	---	3,411	2,653
4,053-5,473	---	---	1,891	---	3,153	---
4,493-4,864	---	---	---	---	3,802-4,116	2,420-2,619
3,621-4,772	---	---	---	---	2,716	---
4,500-5,400 (S)	---	---	---	---	---	---
3,856-4,259	---	---	---	---	3,941	1,345
4,548	---	---	2,780	---	3,767	---
3,699-4,371	---	---	3,194-3,867	---	2,186-2,858	2,186-2,858
3,527-5,643	---	---	3,174-4,232	---	---	---
2,887-3,210	---	---	---	---	2,314-2,601	---
4,304-5,021	3,586-4,304	Incl/boys	---	---	2,511-3,231	---
3,097-3,247	---	---	---	---	1,858-1,933	---
2,963-3,862	---	---	683-1,207 (P)	---	2,574-3,414	770-1,296
4,221-5,065	---	---	2,488-2,984	1,169-1,401	---	2,488-2,984

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

EXTRA-DUTY PAY 2016-2017

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>
Central Linn 552	1,371	1,371	---	---	---
Gaston 511J *	732-816	---	---	---	2,529-2,813
Glide 12	3,679-4,529	---	---	---	2,832-3,399 (S)
Harrisburg 7	1,550	---	---	---	---
Jefferson 14J *	2,653	2,653	2,653	---	4,548
John Day 3	---	---	---	4,053-5,473	1,605
Lake County 7	1,729-1,871	---	---	---	---
Mt Angel 91	---	---	---	---	1,086
Neah-Kah-Nie 56 *	---	---	---	---	1,086
Oakland 1	355-750	750	---	---	---
Oakridge 76	2,058	---	---	---	---
Rainier 13	1,681-2,354	---	---	---	---
Rogue River 35	2,821-3,879	---	---	---	---
Scio 95	2,314-2,601	---	---	---	---
Vale 84	3,228-3,586	---	---	---	---
Vernonia 47J	1,239-1,299	---	---	---	---
Warrenton-Hammond 30 *	2,060-2,585	---	---	---	2,574-3,414
Willamina 30J	1,884-2,260	---	---	---	2,977-3,572

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

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LICENSED SALARY SCHEDULES 2016-2017

1-499 ADM Districts

School District	County	Years		BACHELOR'S DEGREE			
		Covered by Coll. Barg. Agreement	Resident ADM Dec. 31, 2015	Base	Max. Salary	No. of Steps	Amt. of Increment
Adrian 61	MALHEUR	2016-2017	280.1	33,858	41,738	9	896-1,077
Blachly 90	LANE	2015-2020	251.5	35,287	47,870	10	938-1,650
Burnt River 30J	BAKER	2015-2018	33.2	33,477	42,851	9	1,171-1,173
Central Curry 1	CURRY	2015-2017	494.8	33,642	40,707	7	1,177-1,178
Days Creek 15 *	DOUGLAS	2016-2018	195.8	34,803	40,955	7	957-1,095
Echo 5 *	UMATILLA	2016-2017	271.2	36,496	46,597	10	707-1,048
Elgin 23 *	UNION	2015-2017	378.3	31,652	41,298	9	949-1,202
Enterprise 21	WALLOWA	2013-2018	403.8	34,977	45,636	10	1,049-1,329
Falls City 57	POLK	2014-2017	176.0	36,628	62,934	22	915-1,415
Helix 1	UMATILLA	2016-2018	184.2	34,869	43,869	13	750
Imbler 11	UNION	2015-2017	316.1	33,678	47,508	11	1,179-1,606
Joseph 6 *	WALLOWA	2014-2017	242.5	34,222	40,929	5	1,677
Knappa 4 *	CLATSOP	2015-2017	469.1	32,453	50,627	15	1,299
Long Creek 17	GRANT	2015-2018	33.0	31,551	55,745	17	757-24,194
Lowell 71	LANE	2015-2018	393.1	34,327	51,272	13	1,168-1,686
Mapleton 32	LANE	2014-2017	162.3	28,138	38,949	12	844-1,134
Marcola 79J *	LANE	2015-2017	220.4	35,595	41,226	5	1,331-1,486
McKenzie 68	LANE	2015-2017	187.2	33,629	45,004	17	1,107-4,587
Mitchell 55	WHEELER	2014-2018	315.0	34,937	53,803	18	1,048
Nestucca Valley 101J *	TILLAMOOK	2016-2017	480.5	38,506	41,584	4	1,026
North Douglas 22 *	DOUGLAS	2015-2018	299.5	34,897	46,152	11	1,074-1,574
North Lake 14	LAKE	2016-2019	222.4	34,170	45,390	11	1,020
Paisley 11	LAKE	2016-2019	220.1	33,601	36,086	5 ¹	604-638
Pilot Rock 2 *	UMATILLA	2016-2017	373.6	36,858	48,485	8	1,452
Pine Eagle 61	BAKER	2014-2017	177.8	33,384	47,596	12	1,292
Prospect 59	JACKSON	2015-2017	234.7	33,367	51,161	15	1,034-1,538
Riddle 70	DOUGLAS	2015-2017	395.9	36,591	48,662	15	1,010-1,967
Sherman 1	SHERMAN	2014-2017	243.0	36,214	40,966	7	792
South Wasco County 1	WASCO	2015-2017	229.2	35,603	44,661	8	1,176-1,315
Spray 1	WHEELER	2015-2017	45.9	30,746	37,940	10	799-800
Stanfield 61R *	UMATILLA	2014-2017	494.6	37,372	45,856	10	856-1,030
Union 5 *	UNION	2015-2017	325.1	32,225	43,728	9	1,111-1,459
Wallowa 12	WALLOWA	2016-2019	209.1	34,833	45,449	10	1,045-1,323

¹ Eliminated five steps off the top of the 15/16 schedule and made the vertical and horizontal step increases consistent across the board.

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

LICENSED SALARY SCHEDULES 2016-2017

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
36,622	51,453	14	970-1,328	38,589	55,652	15	1,022-1,436	---	---	---	---
---	---	---	---	37,915	67,281	17	1,374-2,369	---	---	---	---
35,988	53,563	15	1,255-1,256	---	---	---	---	---	---	---	---
37,376	55,038	16	1,178-1,177	38,688	56,855	16	1,178-1,346	---	---	---	---
37,754	58,273	17	1,039-1,561	38,793	59,876	17	1,067-1,603	---	---	---	---
---	---	---	---	42,134	64,433	16	795-1,579	---	---	---	---
35,604	50,763	12	1,068-1,479	37,028	54,377	13	1,111-1,584	---	---	---	---
37,601	53,611	13	1,128-1,562	38,520	56,569	14	1,156-1,648	41,411	66,453	17	1,242-1,935
---	---	---	---	---	---	---	---	---	---	---	---
---	---	---	---	37,869	50,619	18	750	---	---	---	---
35,740	55,894	14	1,252-1,890	36,455	59,009	15	1,276-1,995	---	---	---	---
36,481	59,957	15	1,677	37,986	63,139	16	1,677	---	---	---	---
---	---	---	---	37,205	56,677	16	1,299	40,769	60,241	16	1,299
33,877	46,111	14	813-1,080	34,690	48,351	15	833-1,133	37,248	55,745	18	894-1,306
36,559	58,382	15	1,243-1,919	37,729	62,299	16	1,282-2,049	40,182	66,350	16	1,366-2,182
29,851	45,153	15	896-1,315	30,747	53,915	20	922-1,571	---	---	---	---
37,663	62,974	15	1,408-2,271	39,850	66,632	15	1,491-2,402	42,165	70,502	15	1,577-2,541
35,878	58,729	17	1,142-9,138	35,878	58,729	17	1,142-9,138	38,277	64,251	17	1,219-2,047
38,081	56,947	18	1,048	39,130	57,996	18	1,048	---	---	---	---
43,030	55,342	13	1,026-1,026	46,047	63,489	18	1,026-1,026	---	---	---	---
37,328	54,128	18	1,253-1,754	37,328	54,128	18	1,253-1,754	---	---	---	---
37,230	54,570	17	1,020	38,250	57,630	19	1,020	---	---	---	---
---	---	---	---	38,517	49,445	15	694-874	---	---	---	---
41,216	57,206	8	1,452	42,670	60,114	8	1,452	---	---	---	---
36,828	54,916	15	1,292	---	---	---	---	41,420	63,384	18	1,292
---	---	---	---	---	---	---	---	---	---	---	---
---	---	---	---	---	---	---	---	---	---	---	---
38,590	54,427	21	792	39,382	55,222	21	792	41,758	57,598	21	792
40,791	55,381	12	1,288-1,364	40,791	55,381	12	1,288-1,364	47,617	62,067	11	1,310-1,316
33,144	45,135	16	799-801	---	---	---	---	---	---	---	---
39,854	53,558	14	916-1,201	43,729	63,411	16	1,100-1,555	---	---	---	---
35,216	52,902	12	1,215-1,763	36,272	56,372	13	1,253-1,880	---	---	---	---
36,965	52,703	13	1,109-1,536	37,704	57,031	15	1,131-1,662	40,012	66,134	18	1,201-1,926

The following districts had not reached a settlement or had not reported when this book went to press: Adel 21, Alesia 7J, Amity 4J, Annex 29, Arlington 3, Arock 81, Ashwood 8, Black Butte 41, Butte Falls 91, Camas Valley 21, Cove 15, Crane 4, Crane UH1J, Crow-Applegate 66, Culver 4, Dayville 16J, Diamond 7, Double O 28, Drewsey 13, Dufur Public Schools, Elkton 34, Fossil 21J, Frenchglen 16, Glendale 77, Harper 66, Huntington 16J, Ione 2, Jewell 8, Jordan Valley 3, Juntura 12, McDermit 51, Monroe 1J, Monument 8, North Powder 8J, Perrydale 21J, Pine Creek 5, Pinehurst 94, Plush 18, Port Orford-Langlois, Powers 31, Prairie City 4, Reedsport 105, Riverdale 51J, South Harney 33, St Paul 45, Suntex 10, Troy 54, Ukiah 80R, Yoncalla 32.

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

INTERMEDIATE SALARY COLUMNS 2016-2017

1-499 ADM Districts

ADRIAN 61

BA+15	-	34,755	-	46,342	(12)
BA+30	-	35,677	-	48,830	(13)
BA+60	-	37,592	-	54,216	(15)
BA+75	-	38,589	-	55,652	(15)
BA+90	-	39,611	-	58,641	(16)
BA+105	-	40,661	-	60,195	(16)
MA+15	-	39,611	-	58,641	(16)
MA+30	-	40,661	-	60,195	(16)

ELGIN 23 *

BA+15	-	32,918	-	45,566	(11)
BA+30	-	34,235	-	47,389	(11)
BA+60	-	37,028	-	54,377	(13)
BA+75	-	38,509	-	56,552	(13)
BA+90	-	40,050	-	60,579	(14)
MA+15	-	38,509	-	56,552	(13)
MA+30	-	40,050	-	60,579	(14)

LONG CREEK 17

BA+15	-	32,308	-	41,938	(12)
BA+30	-	33,083	-	43,975	(13)
BA+60	-	34,690	-	48,351	(15)
BA+75	-	35,523	-	50,700	(16)
BA+90	-	36,375	-	53,163	(17)
BA+105	-	37,248	-	55,745	(18)
MA+15	-	35,523	-	50,700	(16)
MA+30	-	36,375	-	53,163	(17)

BLACHLY 90

BA+12	-	35,797	-	48,568	(10)
BA+24	-	36,316	-	52,941	(12)
BA+36	-	36,841	-	53,717	(12)
BA+48	-	37,374	-	58,566	(14)
BA+60	-	37,915	-	67,281	(17)
BA+72	-	38,465	-	68,271	(17)
BA+84	-	39,022	-	69,275	(17)
BA+96	-	39,588	-	70,294	(17)
MA+12	-	38,465	-	68,271	(17)
MA+24	-	39,022	-	69,275	(17)
MA+36	-	39,588	-	70,294	(17)

ENTERPRISE 21

BA+15	-	35,831	-	48,153	(11)
BA+30	-	36,706	-	50,810	(12)
BA+60	-	38,520	-	56,568	(14)
BA+75	-	39,461	-	59,688	(15)
BA+90	-	40,425	-	62,980	(16)
BA+105	-	41,411	-	66,453	(17)
MA+15	-	39,461	-	59,688	(15)
MA+30	-	40,425	-	62,980	(16)

LOWELL 71

BA+25	-	35,425	-	54,712	(14)
BA+60	-	37,729	-	62,299	(16)
MA+25	-	38,936	-	64,292	(16)

BURNT RIVER 30J

BA+15	-	34,147	-	46,199	(11)
BA+30	-	34,984	-	49,847	(13)
BA+60	-	36,992	-	56,325	(16)
BA+75	-	37,996	-	57,832	(16)
BA+90	-	39,001	-	60,694	(17)
MA+	-	36,992	-	56,325	(16)
MA+15	-	37,996	-	57,832	(16)
MA+30	-	39,001	-	60,694	(17)

HELIX 1

BA+24	-	35,869	-	46,369	(15)
BA+40	-	36,869	-	48,869	(17)
BA+60	-	37,869	-	50,619	(18)
BA+75	-	38,869	-	52,369	(19)
BA+90	-	39,869	-	55,619	(22)
MA+15	-	38,869	-	52,369	(19)
MA+30	-	39,869	-	55,619	(22)

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	-	36,271	-	42,010	(5)
BA+30	-	36,960	-	49,580	(9)
BA+60	-	38,378	-	64,170	(15)
BA+75	-	39,108	-	65,389	(15)
BA+90	-	39,850	-	66,632	(15)
MA+15	-	40,608	-	67,898	(15)
MA+30	-	41,379	-	69,188	(15)

CENTRAL CURRY 1

BA+15	-	34,887	-	45,484	(10)
BA+30	-	36,132	-	47,906	(11)
BA+60	-	38,688	-	56,855	(16)
MA+15	-	40,034	-	59,210	(16)

IMBLER 11

BA+15	-	34,351	-	50,155	(12)
BA+30	-	35,039	-	52,947	(13)
BA+60	-	36,455	-	59,009	(15)
BA+75	-	37,184	-	62,295	(16)
MA+15	-	37,184	-	62,295	(16)
MA+30	-	37,927	-	63,540	(16)

MCKENZIE 68

BA+24	-	34,736	-	49,591	(17)
BA+72	-	37,058	-	62,204	(17)
BA+93	-	38,277	-	64,251	(17)
MA+24	-	37,058	-	62,204	(17)

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)

JOSEPH 6 *

BA+15	-	34,974	-	41,682	(5)
BA+30	-	35,728	-	49,143	(9)
BA+60	-	37,234	-	62,387	(16)
BA+75	-	37,986	-	63,139	(16)
BA+90	-	38,739	-	65,570	(17)
BA+105	-	39,492	-	66,322	(17)
MA+15	-	38,739	-	65,570	(17)
MA+30	-	39,492	-	66,322	(17)

MITCHELL 55

BA+15	-	35,985	-	54,851	(18)
BA+30	-	37,033	-	55,899	(18)
BA+60	-	39,130	-	57,996	(18)
BA+75	-	40,178	-	59,044	(18)
BA+90	-	41,226	-	60,092	(18)
MA+15	-	40,178	-	59,044	(18)
MA+30	-	41,226	-	60,092	(18)

ECHO 5 *

BA+30	-	37,291	-	48,596	(10)
BA+60	-	38,086	-	55,787	(13)

KNAPPA 4 *

BA+15	-	33,641	-	51,815	(15)
BA+30	-	34,829	-	53,003	(15)
MA+15	-	38,393	-	57,865	(16)
MA+30	-	39,581	-	59,053	(16)
MA+60	-	41,957	-	61,429	(16)

NESTUCCA VALLEY 101J *

BA+15	-	40,014	-	45,144	(6)
BA+30	-	41,522	-	49,730	(9)
BA+75	-	44,539	-	58,903	(15)
BA+90	-	46,047	-	63,489	(18)
MA+15	-	47,555	-	64,997	(18)
MA+30	-	49,063	-	65,505	(18)

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

INTERMEDIATE SALARY COLUMNS 2016-2017

1-499 ADM Districts

NORTH DOUGLAS 22 *

BA+24	-	36,073	-	49,522	(12)
BA+75	-	38,661	-	57,839	(19)
BA+105	-	40,084	-	61,906	(20)
MA+15	-	38,661	-	57,839	(19)
MA+30	-	40,084	-	61,906	(20)

NORTH LAKE 14

BA+15	-	35,190	-	48,450	(13)
BA+30	-	36,210	-	51,510	(15)
BA+60	-	38,250	-	57,630	(19)
BA+75	-	39,270	-	60,690	(21)
MA+15	-	39,270	-	60,690	(21)
MA+30	-	40,290	-	61,710	(21)

PAISLEY 11

BA+15	-	35,581	-	40,314	(8)
BA+30	-	37,198	-	43,676	(10)
MA+15	-	39,833	-	55,905	(20)
MA+30	-	41,154	-	63,147	(25)

PILOT ROCK 2 *

BA+15	-	38,310	-	51,393	(8)
BA+30	-	39,764	-	54,298	(8)
BA+60	-	42,670	-	60,114	(8)
BA+75	-	44,124	-	65,926	(8)
MA+15	-	44,124	-	65,926	(8)

PINE EAGLE 61

BA+15	-	34,532	-	50,036	(13)
BA+30	-	35,680	-	52,476	(14)
BA+60	-	37,976	-	57,356	(16)
MA+15	-	39,124	-	59,796	(17)
MA+30	-	40,272	-	62,236	(18)

PROSPECT 59

BA+20	-	34,404	-	52,751	(15)
BA+35	-	35,472	-	54,388	(15)
BA+50	-	36,570	-	56,072	(15)
BA+65	-	37,704	-	57,811	(15)
BA+80	-	38,873	-	59,603	(15)

SHERMAN 1

BA+15	-	37,006	-	41,757	(7)
BA+30	-	37,798	-	48,884	(15)
BA+60	-	39,382	-	55,222	(21)
MA+15	-	40,174	-	56,014	(21)
MA+30	-	40,966	-	56,806	(21)

SOUTH WASCO COUNTY 1

BA+15	-	37,107	-	47,664	(9)
BA+30	-	39,130	-	52,782	(11)
BA+60	-	45,976	-	59,113	(10)
BA+90	-	47,617	-	62,067	(11)
MA+15	-	45,976	-	59,113	(10)

SPRAY 1

BA+15	-	31,545	-	41,938	(14)
BA+30	-	32,345	-	43,536	(15)
BA+60	-	33,943	-	48,332	(19)

STANFIELD 61R *

BA+15	-	38,117	-	46,775	(10)
BA+30	-	38,977	-	47,825	(10)
BA+60	-	40,847	-	54,902	(14)
BA+75	-	41,974	-	59,370	(15)
MA+15	-	45,260	-	65,630	(16)

UNION 5 *

BA+15	-	33,193	-	46,594	(10)
BA+30	-	34,190	-	49,650	(11)
MA+15	-	37,360	-	58,066	(13)
MA+30	-	38,481	-	61,871	(14)

WALLOWA 12

BA+15	-	35,530	-	47,749	(11)
BA+30	-	36,240	-	50,165	(12)
BA+60	-	37,704	-	57,031	(15)
BA+75	-	38,459	-	59,917	(16)
BA+90	-	39,228	-	62,949	(17)
BA+105	-	40,012	-	66,134	(18)
MA+15	-	38,459	-	59,917	(16)
MA+30	-	39,227	-	62,949	(17)

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

SALARY POLICIES 2016-2017

1-499 ADM Districts

School District	BA base % increase for 2016-2017 over 2015-2016	2016 -2017 Average Annual Salary	2016-2017 FTE	Student School Days	Teacher Contract Days	In-service Days	Holidays
Adrian 61	4.0	58,048	29	151	173	7	8
Blachly 90	1.0	58,509	21	150	190	14	7
Burnt River 30J	2.0	49,741	5	145	157	5	7
Central Curry 1	1.5	47,525	33	165.5	190	18.5	6
Days Creek 15 *	No Incr	51,980	13	149	190	20	7
Echo 5 *	2.5	48,540	21	147	168	12	6
Elgin 23 *	2.0	44,297	27	148	166	12	6
Enterprise 21	2.0	58,984	29	151	189	5	8
Falls City 57	1.4	40,503	11	151	190	5	4
Helix 1	3.0	40,430	18	180	176	4	---
Imbler 11	2.0	56,024	21	176	186	3	4
Joseph 6 *	1.0	58,429	20	151	170	4	6
Knappa 4 *	2.07	46,275	32	173.5	190	6.5	6
Long Creek 17	6.0	47,948	5	144	170	5	8
Lowell 71	3.0	42,909	27	175	194	6	9
Mapleton 32	No Incr	41,007	14	143	169	16	6
Marcola 79J *	2.0	58,936	15	146	170	5	7
McKenzie 68	2.0	47,344	18	149	167	13	5
Mitchell 55	2.75	46,688	20	150	171	13	8
Nestucca Valley 101J *	3.11	56,622	27	168	183	6	8
North Douglas 22 *	2.95	51,118	24	176	190	5	4
North Lake 14	2.0	54,400	18	146	166	14	6
Paisley 11	8.25 ¹	46,867	12	148	163	10	5
Pilot Rock 2 *	2.0	48,677	24	158	191	10	6
Pine Eagle 61	4.0	49,490	19	145	157	9	7
Prospect 59	2.0	49,241	17	143	159	10	6
Riddle 70	2.0	50,803	29	174	190	7	9
Sherman 1	1.0	45,818	54	162	190	22	6
South Wasco County 1	2.0	53,572	17	174	194	3	6
Spray 1	No Incr	49,628	7	148	153	5	0
Stanfield 61R *	1.6	51,945	31	146.5	168	17.5	6
Union 5 *	2.0	55,420	21	147	159	4	6
Wallowa 12	1.25	56,755	23	152	185	13	5

¹ Eliminated five steps from the salary schedule.

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

PROFESSIONAL IMPROVEMENT 2016-2017

1-499 ADM Districts

TUITION REIMBURSEMENT

School District	Hours Reimbursed	Rate of Reimbursement	Pool Amount
Adrian 61	---	Actual Cost	\$9,500
Blachly 90	---	Actual Cost	\$9,000
Burnt River 30J	---	Actual Cost	\$4,000
Central Curry 1	---	Actual Cost	---
Days Creek 15 *	---	Actual Cost	\$6,500
Echo 5 *	---	Actual Cost	\$7,000
Elgin 23 *	---	Actual Cost	---
Enterprise 21	---	Actual Cost	\$7,000
Falls City 57	---	Actual Cost	\$7,000
Helix 1	9 hrs	Avg of Specific Univ	\$12,000
Imbler 11	---	Actual Cost	\$7,000
Joseph 6 *	---	---	---
Knappa 4 *	---	U of O	---
Long Creek 17	---	---	---
Lowell 71	---	Actual Cost	\$5,000
Mapleton 32	---	Actual Cost	\$7,000
Marcola 79J *	---	---	---
McKenzie 68	---	Actual Cost	\$3,000
Mitchell 55	---	OSU	\$3,000
Nestucca Valley 101J *	---	---	---
North Douglas 22 *	9 hrs	U of O	\$10,000
North Lake 14	---	Actual Cost	---
Paisley 11	---	Actual Cost	---
Pilot Rock 2 *	6 hrs	Other	\$10,000
Pine Eagle 61	---	Actual Cost	---
Prospect 59	---	Actual Cost	---
Riddle 70	12 hrs	U of O	\$12,000
Sherman 1	---	Actual Cost	\$15,000
South Wasco County 1	---	PSU	---
Spray 1	---	Other	\$4,900
Stanfield 61R *	---	Actual Cost	\$12,000
Union 5 *	---	Actual Cost	\$10,000
Wallowa 12	---	---	---

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

INSURANCE 2016-2017

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 Contribution Pooled?</u>	<u>Maximum Employee Contribution</u>
Adrian 61	2,175.33	1,345.82	Step-Rate	1,150.00	Yes ¹	374.19
Blachly 90	1,853.00 ²	1,195.00	Composite	1,195.00	No	360.29
Burnt River 30J	1,853.06	1,531.89	Composite	948.01	No	269.42
Central Curry 1	2,422.43	1,913.50	Step-Rate	1,913.50	No	508.93
Days Creek 15 *	---	---	Composite	1,120.00	No	---
Echo 5 *	1,484.17 ²	1,192.50	Composite	1,272.00	No	1,192.50
Elgin 23 *	1,679.05	1,250.00	Composite	1,250.00	No	429.05
Enterprise 21	1,613.00	1,340.00	Composite	1,340.00	No	323.00
Falls City 57	1,159.00	1,159.00	Composite	1,159.00	No	---
Helix 1	---	---	Composite	1,275.00	No	---
Imbler 11	1,688.20 ²	1,450.00	Composite	1,450.00	No	11.31
Joseph 6 *	1,663.37	1,150.00	Composite	1,150.00	No	513.37
Knappa 4 *	1,853.06 ²	1,100.00	Composite	1,100.00	No	419.35
Lowell 71	1,688.20 ²	1,108.00	Composite	1,108.00	No	447.29
Mapleton 32	1,853.06 ²	1,214.00	Composite	1,214.00	No	236.50
McKenzie 68	2,990.24 ²	1,060.00	Step-Rate	1,060.00	No	344.14
Mitchell 55	1,510.20	1,300.00	Composite	1,300.00	No	210.20
Nestucca Valley 101J *	1,650.00	1,650.00	Composite	1,650.00	No	34.00
North Douglas 22 *	1,646.00	1,225.00	Composite	1,225.00	No	421.00
North Lake 14	1,663.37	1,300.00	Composite	1,300.00	No	200.77
Paisley 11	1,495.00	1,495.00	Composite	1,509.00	No	---
Pilot Rock 2 *	1,699.00	1,385.00	Composite	1,385.00	No	278.00
Pine Eagle 61	1,854.28 ²	1,100.00	Composite	1,100.00	No	362.53
Prospect 59	1,663.37	1,121.00	Composite	1,121.00	No	517.44
Riddle 70	1,300.00	1,300.00	Step-Rate	1,300.00	No	623.45
Sherman 1	1,853.06	1,190.87	Composite	1,137.00	Yes ¹	319.33
South Wasco County 1	1,448.00	1,448.00	Composite	1,448.00	No	39.39
Spray 1	1,452.16	1,000.00	Step-Rate	1,000.00	No	452.16
Stanfield 61R *	1,648.67	1,320.00	Composite	1,320.00	No	328.67
Union 5 *	1,663.37 ²	1,260.00	Composite	1,260.00	No	---
Wallowa 12	1,330.00	1,688.00	Composite	1,330.00	No	358.00

¹The pooled amount covers a portion of the employee's out-of-pocket expenses.

²The 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.

PAID LEAVES 2016-2017

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
Adrian 61	2	As appr	---	---	---	---	---	Incl/family	No Program
Blachly 90	3		---	---	---	As appr	---	---	No Program
Central Curry 1	2		---	Incl/pers	---	---	---	Incl/emerg	0%
Days Creek 15 *	4		---	Incl/pers	2		5	(P)	No Program
Echo 5 *	2		---	---	---		2		No Program
Elgin 23 *	2		---	---	---	---	5	(P)	0%
Enterprise 21	3		---	---	---	---	5		No Program
Falls City 57	2		---	Incl/pers	3		5	(P)	No Program
Helix 1	2	As appr	---	---	---	---	2	Incl/emerg	No Program
Imbler 11	3		---	---	2		5	(P)	No Program
Joseph 6 *	3		---	---	---	---	5	(P)	50%
Knappa 4 *	3		---	---	---	---	5	(P)	No Program
Long Creek 17	2		---	---	2	As appr	---	Incl/family	0%
Lowell 71	2		---	---	---	As appr	5	(P)	0%
Mapleton 32	4		---	Incl/PERS	---	(L)	---	---	No Program
Marcola 79J *	2		2	(L)	1	As appr	5	(P)	No Program
McKenzie 68	3		---	---	---	As appr	6		No Program
Mitchell 55	3		---	---	---	---	3		No Program
Nestucca Valley 101J *	2		---	Incl/paren	2		5		0%
North Douglas 22 *	2		---	---	1	As appr	5		No Program
North Lake 14	2		2		---	---	3	(P)	0%
Paisley 11	3	As appr	---	---	---	---	---	---	0%
Pilot Rock 2 *	2		---	Incl/emerg	---	---	---	Incl/emerg	No Program
Pine Eagle 61	2	As appr	---	---	---	As appr	4	(P)	No Program
Prospect 59	4		---	---	2		5		No Program
Riddle 70	2		2	Incl/pers	2	As appr	5		0%
Sherman 1	3	(A) up to 5	---	---	---	---	5	(P)	0%
South Wasco County 1	3		---	---	---	As appr	3	(P)	No Program
Spray 1	4		---	---	---	---	5		No Program
Stanfield 61R *	2	As appr	---	---	---	As appr	5		No Program
Union 5 *	2		---	---	---	As appr	---	(P)	No Program
Wallowa 12	2	(A) up to 2	---	---	---	As appr	5	(P)	No Program

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

PAID LEAVES 2016-2017

1-499 ADM Districts

ASSOCIATION		JURY/LEGAL		FAMILY ILLNESS		MATERNITY		PARENTAL	
Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes
---	---	---	(F)	3		---	---	---	(LAW)
---	---	---	(J)	---	LAW	---	---	---	LAW
5	(R, T)	---		---	(S)	---	(S)	---	---
7	(T)	---	(J)	---	Incl/pers	---	(S)	---	(L) As appr
---	---	---	(J)	---	---	---	---	---	---
5	(R, T)	---		---	---	---	(S)	---	---
4	(T)	---	(J)	3		---	---	---	(LAW)
5	(T)	---	(J)	---	(S)	---	---	---	(L, LAW)
---	---	---		---	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)	---	(LAW)	---	(LAW)
2	(R, T)	---		5		---	---	---	---
10	(R, T)	---	(F)	10	(L, S)	---	---	---	(L) 2 yrs
---	---	---	(J)	---	---	---	(S)	---	---
5	(R, T)	---	(F)	---	(S)	---	(S)	---	---
5	(R, T)	---	(F)	---	(L)	---	(L)	---	(L, LAW)
---	---	---	---	---	(S)	---	---	---	---
---	---	---	(J)	---	---	---	---	---	(S, LAW)
10	(R, T)	---	(J)	---	(S, LAW)	---	(S)	---	---
---	---	---		---	---	---	(S, LAW)	---	(S, LAW)
---	---	---	(J)	---	(S) As appr	---	---	163	(L)
---	---	---	---	---	Incl/emerg	---	(S)	---	---
10	(T)	---	As req	10	(S)	---	---	---	---
5	(R, T)	---		10	(S)	---	(S)	---	(L, LAW)
3	(T)	---	(F)	2	Incl/pers	---	(S)	---	(L)
---	---	---	(F)	3		---	---	60	(S)
---	---	---	(J)	---	---	---	---	---	---
---	---	---	(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. (P) = Per occurrence.
 (F) = Fee given to the district. (R) = Association reimburses substitute cost.
 (J) = Jury/witness fee deducted from salary. (S) = Sick leave days are used.
 (L) = Leave days are taken without pay. (T) = Total number for all employees in the bargaining unit.
 LAW = Leave follows federal/state statute.

EXTRA-DUTY PAY 2016-2017

1-499 ADM Districts

School District	Athletic Director	Activity Director	FOOTBALL			
			H.S. Head	H.S. Asst.	9th Head	9th Asst.
Adrian 61	---	---	3,555-3,733	2,709-2,844	---	---
Blachly 90	3,176	---	3,176	2,470	---	---
Burnt River 30J	---	---	2,700	---	---	---
Central Curry 1	3,347-4,376	---	2,832-3,860	1,800-2,832	---	---
Days Creek 15 *	6,500	---	2,400-3,300	---	---	---
Echo 5 *	6,142	2,047	3,975	2,651	---	---
Elgin 23 *	---	4,522	3,482	2,533	---	---
Falls City 57	---	---	1,500-3,000	---	---	---
Imbler 11	4,041-5,701	---	3,368-4,751	2,358-3,325	---	---
Joseph 6 *	6,000	---	3,729	2,175	---	---
Knappa 4 *	6,430	---	3,700	3,185	---	---
Lowell 71	3,500	2,500	2,500-3,500	1,500	---	---
Mapleton 32	2,967-4,300	---	2,461-3,648	1,853-2,086	---	---
Marcola 79J *	2,848-3,916	---	2,848-3,916	2,492-2,848	2,848-3,916	2,492-2,848
McKenzie 68	3,280-5,100	---	2,342-2,988	820-1,793	---	---
North Douglas 22 *	1,250-5,320	---	3,800	1,500	---	---
North Lake 14	4,000-4,335	---	3,417-3,917	2,563-3,063	---	---
Pilot Rock 2 *	3,865-5,134	---	3,675	2,413	---	---
Pine Eagle 61	5,000	---	4,917	---	---	---
Prospect 59	1,006-1,084	---	2,658-2,864	1,994-2,148	---	---
Riddle 70	---	---	3,711-4,629	2,946-3,472	---	---
Sherman 1	4,563-4,925	---	3,730-4,020	3,078-3,368	---	---
South Wasco County 1	7,119-7,849	---	3,560-3,924	2,492-2,747	---	---
Spray 1	2,000	---	2,110-2,667	456	---	---
Stanfield 61R *	3,924-4,485	---	3,924-4,485	3,251-3,737	---	---
Union 5 *	4,000	---	4,000	2,500	---	---
Wallowa 12	5,000	1,807-2,780	2,226-3,425	1,807-2,780	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

EXTRA-DUTY PAY 2016-2017

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.
2,031-2,133	---	3,724-3,911	2,827-2,968	---	---	2,125-2,231	---
2,117	1,411	3,176	2,470	---	---	2,117	---
---	---	2,700	---	---	---	700	---
1,545-2,571	---	2,832-3,860	1,800-2,832	---	---	1,545-2,571	---
---	---	2,400-3,300	---	---	---	---	---
2,319	1,723	3,975	2,651	---	---	2,319	1,723
2,216	---	3,482	2,533	---	---	---	2,216
---	---	---	---	---	---	---	---
1,347-1,900	672-951	3,368-4,751	2,358-3,325	---	---	1,347-1,900	673-951
1,200	---	2,851	2,086	---	---	1,200	---
500	---	3,700	3,185	---	---	500	---
500	---	2,500-3,500	---	---	---	---	---
1,336-1,566	985-1,188	2,461-3,648	1,853-2,086	---	---	1,336-1,566	985-1,188
2,492-2,848	1,780-2,136	2,848-3,916	2,492-2,848	2,848-3,916	---	2,492-2,848	1,780-2,136
820-956	---	2,342-2,988	820-1,793	---	---	820-956	---
1,000	---	3,800	1,500	---	---	1,000	---
1,709-2,209	---	3,417-3,917	2,563-3,063	---	---	1,709-2,209	---
1,781	1,781	3,675	2,413	---	---	1,781	---
1,000	---	2,500	---	---	---	1,000	---
1,258-1,355	939-1,012	2,658-2,864	1,994-2,148	---	---	1,258-1,355	939-1,012
2,526-2,946	---	3,711-4,629	2,946-3,472	---	---	2,526-2,946	---
---	---	3,730-4,020	---	---	---	---	---
1,424-1,570	---	3,916-4,317	2,492-2,747	---	---	1,780-1,962	1,424-1,570
---	---	2,249-2,785	---	934-1,199	---	796-1,327	---
2,878-3,326	2,504-2,952	3,924-4,485	3,251-3,737	---	---	---	2,504-2,952
1,400	---	4,000	2,500	---	---	1,400	---
1,281-1,971	---	2,226-3,425	1,807-2,780	---	---	1,281-1,971	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

EXTRA-DUTY PAY 2016-2017

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
Adrian 61	3,724-3,911	2,827-2,968	2,125-2,231	---	---	---	---
Blachly 90	3,176	2,470	2,117	---	---	---	---
Burnt River 30J	2,700	---	700	---	---	---	---
Central Curry 1	2,832-3,860	1,800-2,832	1,545-2,571	---	2,832-3,860	---	---
Days Creek 15 *	2,400-3,300	---	---	---	2,400-3,300	---	---
Echo 5 *	3,975	2,651	2,319	1,723	---	---	---
Elgin 23 *	3,482	2,533	2,216	---	3,482	2,533	---
Falls City 57	---	---	---	---	---	---	---
Imbler 11	3,368-4,751	2,358-3,325	1,347-1,900	673-951	---	---	---
Joseph 6 *	2,421	1,818	1,200	---	---	---	---
Knappa 4 *	3,700	3,185	500	---	3,700	3,185	---
Lowell 71	2,500-3,500	600	500	---	2,500-3,500	600	500
Mapleton 32	2,461-3,648	1,853-2,086	1,336-1,566	985-1,188	---	---	---
Marcola 79J *	2,848-3,916	2,492-2,848	2,492-2,848	1,780-2,136	2,848-3,916	2,492-2,848	2,492-2,848
McKenzie 68	2,342-2,988	---	820-956	---	2,108-2,630	---	---
North Douglas 22 *	3,800	1,500	1,000	---	3,800	1,500	---
North Lake 14	3,417-3,917	2,563-3,063	1,709-2,209	---	3,417-3,917	2,563-3,063	---
Pilot Rock 2 *	3,675	2,413	1,781	1,781	3,675	2,413	1,781
Pine Eagle 61	2,500	---	1,000	---	---	---	---
Prospect 59	2,658-2,864	1,994-2,148	1,258-1,335	939-1,012	2,658-2,864	1,994-2,148	---
Riddle 70	3,711-4,629	2,946-3,472	2,526-2,946	---	3,711-4,629	2,946-3,472	---
Sherman 1	3,730-4,020	---	---	---	3,332-3,622	---	---
South Wasco County 1	3,916-4,317	2,492-2,747	1,780-1,962	1,424-1,570	---	---	---
Spray 1	2,249-2,785	---	796-1,327	---	---	---	---
Stanfield 61R *	3,924-4,485	3,251-3,737	2,878-3,326	2,504-3,952	3,924-4,485	3,251-3,737	---
Union 5 *	4,000	2,500	1,400	---	4,000	2,500	---
Wallowa 12	2,226-3,425	1,807-2,780	1,281-1,971	---	2,226-3,425	1,807-2,780	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

EXTRA-DUTY PAY 2016-2017

1-499 ADM Districts

<u>GIRLS SOFTBALL</u>			<u>WRESTLING</u>		<u>BOYS TRACK</u>		<u>GIRLS TRACK</u>	
<u>H.S. Head</u>	<u>H.S. Asst.</u>	<u>7-8 Coach</u>	<u>H.S. Head</u>	<u>H.S. Asst.</u>	<u>H.S. Head</u>	<u>H.S. Asst.</u>	<u>H.S. Head</u>	<u>H.S. Asst.</u>
3,386-3,555	---	---	3,386-3,555	---	3,386-3,555	2,370-2,489	Incl/boys	Incl/boys
---	---	---	2,823	---	3,176	2,117	Incl/boys	Incl/boys
---	---	---	---	---	2,700	1,700	---	Incl/boys
2,832-3,860	---	---	2,832-3,860	---	2,059-3,090	---	Incl/boys	---
2,400-3,300	---	---	---	---	2,400-3,300	---	Incl/boys	---
3,312	2,319	---	3,975	2,651	3,312	2,319	Incl/boys	Incl/boys
---	---	---	3,482	2,533	3,482	2,533	Incl/boys	Incl/boys
---	---	---	---	---	---	---	---	---
---	---	---	3,368-4,751	2,358-3,325	3,368-4,751	2,358-3,325	Incl/boys	Incl/boys
---	---	---	3,106	---	3,913	2,610	Incl/boys	Incl/boys
3,700	3,185	---	3,700	---	3,200	---	Incl/boys	---
2,500-3,500	600	---	2,500-3,500	---	2,500-3,500	600	Incl/boys	Incl/boys
---	---	---	---	---	2,461-3,648	1,336-2,086	Incl/boys	Incl/boys
2,848-3,916	2,492-2,848	2,492-2,848	2,848-3,916	2,492-2,848	2,848-3,916	2,492-2,848	2,848-3,916	2,492-2,848
---	---	---	2,108-2,630	---	2,108-2,630	---	Incl/boys	---
3,800	1,500	---	3,800	1,500	3,800	---	Incl/boys	---
---	---	---	3,417-3,917	---	3,417-3,917	2,563-3,063	Incl/boys	Incl/boys
3,675	2,413	1,781	---	---	3,675	1,781	Incl/boys	Incl/boys
---	---	---	2,500	---	---	---	---	---
2,658-2,864	1,994-2,148	---	---	---	2,658-2,864	1,994-2,148	Incl/boys	Incl/boys
3,711-4,629	2,946-3,472	2,526-2,946	3,711-4,629	---	3,711-4,629 (S)	2,946-3,472	---	Incl/boys
---	---	---	---	---	3,332-3,622	2,861-3,150	Incl/boys	Incl/boys
---	---	---	---	---	3,560-3,924 (S)	2,848-3,140	Incl/boys	Incl/boys
---	---	---	---	---	1,509-2,049	456	Incl/boys	---
---	---	---	---	---	3,251-3,737	2,878-3,326	---	Incl/boys
4,000	2,500	---	4,000	1,400	4,000	2,500	Incl/boys	Incl/boys
2,226-3,425	1,807-2,780	---	2,226-3,425	1,807-2,780	2,226-3,425	1,807-2,780	Incl/boys	Incl/boys

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

EXTRA-DUTY PAY 2016-2017

1-499 ADM Districts

School District	CROSS COUNTRY		GOLF		SOCCER	
	Boys	Girls	Boys	Girls	Boys	Girls
Adrian 61	---	---	3,386-3,555	Incl/boys	---	---
Blachly 90	---	---	---	---	---	---
Burnt River 30J	---	---	---	---	---	---
Central Curry 1	2,059-3,090	Incl/boys	---	---	---	---
Days Creek 15 *	---	---	---	---	---	---
Echo 5 *	---	---	3,312	Incl/boys	---	---
Elgin 23 *	3,482	Incl/boys	---	---	---	---
Falls City 57	---	---	---	---	---	---
Imbler 11	---	---	---	---	---	---
Joseph 6 *	---	---	---	---	---	---
Knappa 4 *	3,185	Incl/boys	---	---	---	---
Lowell 71	---	---	---	---	---	---
Mapleton 32	---	---	---	---	---	---
Marcola 79J *	2,848-3,916	2,848-3,916	2,848-3,916	2,848-3,916	---	---
McKenzie 68	2,108-2,630	Incl/boys	820-1,793	Incl/boys	---	---
North Douglas 22 *	---	---	---	---	---	---
North Lake 14	3,417-3,917	Incl/boys	---	---	---	---
Pilot Rock 2 *	---	---	---	---	---	---
Pine Eagle 61	---	---	---	---	---	---
Prospect 59	2,658-2,864	Incl/boys	---	---	---	---
Riddle 70	---	---	---	---	---	---
Sherman 1	---	---	---	---	---	---
South Wasco County 1	---	---	---	---	---	---
Spray 1	---	---	---	---	---	---
Stanfield 61R *	3,251-3,737	Incl/boys	---	---	---	---
Union 5 *	4,000	Incl/boys	---	---	---	---
Wallowa 12	1,807-2,780	Incl/boys	2,226-3,425	Incl/boys	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

EXTRA-DUTY PAY 2016-2017

1-499 ADM Districts

<u>TENNIS</u>						
<u>Volleyball</u>	<u>Boys</u>	<u>Girls</u>	<u>Drama</u>	<u>Orchestra</u>	<u>Band</u>	<u>Choir</u>
3,555-3,733	---	---	2,031-2,133 (P)	---	3,386-3,555	3,386-3,555
3,176	---	---	882-1,763 (P)	---	882	---
2,700	---	---	---	---	---	---
2,832-3,860	---	---	---	---	2,059-3,090	---
2,400-3,300	---	---	---	---	---	---
3,975	---	---	---	---	---	---
3,482	---	---	---	---	1,899	---
---	---	---	---	---	---	---
3,368-4,751	---	---	---	---	673-951	---
2,978	---	---	600	---	1,711	---
3,700	---	---	2,400	---	2,400	---
2,500-3,500	---	---	2,500	---	2,500	---
2,461-3,648	---	---	700	---	---	---
2,848-3,916	---	---	534-890	---	7,650	---
---	---	---	585-717	---	---	---
3,800	---	---	750 (P)	---	---	---
3,417-3,917	---	---	---	---	---	---
3,675	---	---	---	---	1,781-3,865	---
---	---	---	---	---	---	---
2,658-2,864	---	---	---	---	---	---
3,711-4,629	---	---	2,526-2,946	---	2,526-2,946	---
3,730-4,020	3,332-3,622	Incl/boys	---	---	2,608-2,861	---
3,560-3,924	---	---	---	---	---	---
2,110-2,667	---	---	1,274	---	---	267-799
3,924-4,485	3,251-3,737	Incl/boys	---	---	3,251-3,737	---
7,900	---	---	---	---	1,500	---
2,226-3,425	---	---	---	---	1,807	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

EXTRA-DUTY PAY 2016-2017

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	847-889	---	---	---	1,693-1,778 (S)
Blachly 90	882	---	---	---	---
Burnt River 30J	300	---	---	---	---
Central Curry 1	2,059-3,090	---	---	---	1,800-2,832
Days Creek 15 *	---	---	---	---	---
Echo 5 *	---	---	---	---	---
Elgin 23 *	1,899	---	---	---	---
Falls City 57	923-2,000 (P)	---	---	---	---
Imbler 11	1,685-2,376	---	---	---	---
Joseph 6 *	800	---	---	---	---
Knappa 4 *	3,000	---	---	---	---
Lowell 71	---	---	---	500	---
Mapleton 32	1,075	---	---	---	---
Marcola 79J *	1,068-1,424	1,068-1,424	---	---	---
McKenzie 68	---	---	---	---	---
North Douglas 22 *	---	547	---	---	1,900 (S)
North Lake 14	1,709-3,917	---	---	---	---
Pilot Rock 2 *	---	---	---	---	---
Pine Eagle 61	---	---	---	---	---
Prospect 59	---	---	---	---	---
Riddle 70	2,104	---	---	2,946-3,472 (S)	---
Sherman 1	---	---	---	---	---
South Wasco County 1	1,780-1,962	---	---	---	---
Spray 1	1,274	---	537-1,606	---	---
Stanfield 61R *	---	---	---	---	3,251-3,737
Union 5 *	1,250	---	---	---	---
Wallowa 12	800-1,000	---	---	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

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LICENSED SALARY SCHEDULES 2016-2017

Education Service Districts

School District	County	Years		BACHELOR'S DEGREE			
		Covered by Coll. Barg. Agreement	Resident ADM Dec. 31, 2015	Base	Max. Salary	No. of Steps	Amt. of Increment
Clackamas ESD *	CLACKAMAS	2015-2017	51,640.6	38,081	61,844	14	1,827-1,828
Columbia Gorge ESD	WASCO	2015-2017	7,063.6	36,211	46,322	8	1,445
High Desert ESD	DESCHUTES	2015-2017	25,680.3	34,110	40,730	7	1,024-1,187
Lane ESD	LANE	2015-2019	41,597.2	35,865	56,851	14	1,536-1,620
Linn Benton Lincoln ESD	LINN	2015-2017	30,035.7	37,937	55,686	12	1,233-1,754
Malheur ESD 14	MALHEUR	2016-2017	4,870.8	32,004	47,729	11	1,184-1,705
Multnomah ESD	MULTNOMAH	2014-2017	85,597.0	38,534	58,711	15	1,155-1,793
North Central ESD	GILLIAM	2015-2017	819.4	34,989	54,601	20	787
Northwest Regional ESD *	WASHINGTON	2016-2017	95,866.7	42,144	62,679	11	1,870-2,264
Region 18 ESD	WALLOWA	2016-2021	839.3	39,146	56,371	12	1,566-1,566
South Coast ESD 7 *	COOS	2016-2018	9,254.7	37,590	61,552	17	936-1,879
Southern Oregon ESD	JACKSON	2014-2017	44,739.9	40,515	66,419	16	1,359-2,154
Willamette ESD	MARION	2014-2017	23,162.3	36,580	58,379	16	1,410-1,754

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

LICENSED SALARY SCHEDULES 2016-2017

Education Service Districts

<u>BACHELOR'S DEGREE +45</u>				<u>MASTER'S DEGREE</u>				<u>MASTER'S DEGREE +45</u>			
<u>Base</u>	<u>Max. Salary</u>	<u>No. of Steps</u>	<u>Amt. of Increment</u>	<u>Base</u>	<u>Max. Salary</u>	<u>No. of Steps</u>	<u>Amt. of Increment</u>	<u>Base</u>	<u>Max. Salary</u>	<u>No. of Steps</u>	<u>Amt. of Increment</u>
---	---	---	---	41,583	71,822	17	1,867-1,905	43,487	76,996	18	1,791-2,016
40,036	58,815	14	1,442	41,312	62,980	16	1,442	45,133	68,248	17	1,446
37,273	61,620	18	1,119-911	38,391	63,468	18	1,151-938	41,951	69,354	18	1,258-1,025
37,482	60,078	15	1,609-1,620	39,091	65,635	16	1,609-1,789	42,322	69,225	16	1,609-1,789
---	---	---	---	41,033	68,449	16	1,334-2,155	44,187	76,108	17	1,436-2,397
34,350	55,087	13	1,270-1,965	35,588	59,182	14	1,316-2,112	38,195	68,306	16	1,413-2,436
40,386	61,533	15	1,212-1,879	42,638	64,964	15	1,279-1,984	46,705	71,158	15	1,401-2,172
38,234	59,664	20	860	---	---	---	---	43,032	67,151	20	968
---	---	---	---	44,277	76,339	16	1,966-2,376	45,382	78,245	16	2,015-2,439
41,495	60,285	13	1,566-1,566	43,061	64,983	15	1,566-1,566	---	---	---	---
41,347	65,309	17	940-1,879	43,602	67,563	17	939-1,876	---	---	---	---
---	---	---	---	45,236	74,156	16	1,517-2,406	---	---	---	---
39,398	61,881	16	1,407-1,752	42,210	65,381	16	1,407-1,749	50,653	70,638	17	1,405-1,752

The following districts had not reached a settlement or had not reported when this book went to press: Douglas ESD, Grant ESD, Harney ESD 17, InterMountain ESD, Jefferson ESD, Lake ESD.

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INTERMEDIATE SALARY COLUMNS 2016-2017

Education Service Districts

CLACKAMAS ESD *

BA+30	-	39,835	-	65,804	(15)
BA+60	-	41,583	-	71,822	(17)
BA+84	-	42,536	-	73,418	(17)
BA+105	-	43,487	-	76,996	(18)
MA+24	-	42,536	-	73,418	(17)

COLUMBIA GORGE ESD

BA+15	-	37,488	-	51,931	(11)
BA+30	-	38,762	-	54,652	(12)
BA+75	-	41,312	-	62,980	(16)
MA+15	-	42,583	-	64,254	(16)
MA+30	-	43,857	-	66,974	(17)

HIGH DESERT ESD

BA+15	-	35,134	-	45,842	(10)
BA+30	-	36,188	-	51,595	(13)
MA+15	-	39,542	-	65,372	(18)
MA+30	-	40,730	-	67,332	(18)

LANE ESD

BA+60	-	38,288	-	62,855	(16)
Doc.	-	45,911	-	72,812	(16)

LINN BENTON LINCOLN ESD

BA+30	-	39,454	-	61,738	(14)
BA+75	-	41,033	-	68,449	(16)
MA+30	-	43,004	-	71,739	(16)
MA+30	-	43,004	-	71,739	(16)

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INTERMEDIATE SALARY COLUMNS 2016-2017

Education Service Districts

MALHEUR ESD 14

BA+22 - 33,156 - 51,275 (12)
MA+22 - 36,868 - 63,581 (15)

SOUTH COAST ESD 7 *

BA+30 - 39,467 - 63,430 (17)
MA+15 - 45,482 - 69,444 (17)

NORTHWEST REGIONAL ESD *

BA+30 - 43,196 - 70,887 (14)

WILLAMETTE ESD

BA+24 - 37,990 - 60,129 (16)
BA+69 - 40,805 - 63,632 (16)
MA+24 - 46,433 - 67,133 (16)

REGION 18 ESD

BA+15 - 39,929 - 57,153 (12)
BA+30 - 40,712 - 57,936 (12)
BA+60 - 42,278 - 64,200 (12)
BA+75 - 43,061 - 64,983 (15)
MA+15 - 43,844 - 65,766 (15)
MA+30 - 44,627 - 69,680 (17)

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

SALARY POLICIES 2016-2017

Education Service Districts

School District	BA base % increase for 2016-2017 over 2015-2016	2016 -2017 Average Annual Salary	2016-2017 FTE	Student School Days	In-service Days	Paid Holidays
Clackamas ESD *	2.25	---	---	174	10	6
Columbia Gorge ESD	1.2	---	---	170	4	5
High Desert ESD	2.2	---	---	178	5	6
Lane ESD	1.26	---	---	---	---	6
Linn Benton Lincoln ESD	3.25	---	---	180	6	4
Malheur ESD 14	2.0	---	---	178	5	6
Multnomah ESD	2.0	---	---	---	---	6
North Central ESD	2.0	---	---	---	---	8
Northwest Regional ESD *	2.5	---	---	---	---	7
Region 18 ESD	1.2	---	---	175	12	6
South Coast ESD 7 *	2.0	---	---	179	5	7
Southern Oregon ESD	3.53	---	---	---	---	9
Willamette ESD	1.1	---	---	185	1	4

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

PROFESSIONAL IMPROVEMENT 2016-2017

Education Service Districts

TUITION REIMBURSEMENT			
<u>School District</u>	<u>Hours Reimbursed</u>	<u>Rate of Reimbursement</u>	<u>Pool Amount</u>
Clackamas ESD *	---	Other	---
Columbia Gorge ESD	---	Actual Cost	\$7,500
High Desert ESD	---	State Average	\$40,000
Lane ESD	---	U of O	\$4,000
Linn Benton Lincoln ESD	---	---	---
Malheur ESD 14	---	Actual Cost	\$7,000
Multnomah ESD	---	Actual Cost	\$25,000
North Central ESD	---	Actual Cost	\$20,000
Northwest Regional ESD *	3 hrs	PSU	\$45,000
Region 18 ESD	9 hrs	Actual Cost	---
South Coast ESD 7 *	---	Actual Cost	\$25,000
Southern Oregon ESD	---	Other	\$9,500
Willamette ESD	---	WOU	---

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

INSURANCE 2016-2017
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 Contribution Pooled?</u>	<u>Maximum Employee Contribution</u>
Clackamas ESD *	2,223.60 ³	2,071.03	Step-Rate	2,071.03	No	136.65
Columbia Gorge ESD	1,664.74	1,440.00	Composite	1,440.00	No	224.74
High Desert ESD	1,688.20	1,195.00	Composite	1,195.00	No	493.20
Linn Benton Lincoln ESD	2,208.00	1,351.00	Step-Rate	1,060.00	Yes ²	268.00
Multnomah ESD	2,248.09	1,596.22	Step-Rate	1,348.79	No	651.87
North Central ESD	1,663.37	1,400.00	Composite	1,400.00	No	263.37
Northwest Regional ESD *	2,175.33	1,258.00	Step-Rate	1,258.00	Yes ¹	---
Region 18 ESD	1,196.26	1,225.00	Composite	1,225.00	No	28.74
South Coast ESD 7 *	2,169.044	1,589.00	Step-Rate	1,589.00	No	411.86
Southern Oregon ESD	2,169.04 ³	1,589.00	Step-Rate	1,589.00	No	411.86
Willamette ESD	2,207.68	1,225.00	Step-Rate	1,225.00	Yes ²	247.68

¹ The pooled amount covers all of the employee's out-of-pocket expenses.

² The pooled amount covers a portion of the employee's out-of-pocket expenses.

³ Currently, no employee is taking the most expensive plan.

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

INSURANCE 2016-2017

Education Service Districts

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

PAID LEAVES 2016-2017
Education Service Districts

<u>School District</u>	<u>PERSONAL</u>		<u>BUSINESS</u>		<u>PROFESSIONAL</u>		<u>BEREAVEMENT</u>		<u>SABBATICAL</u>
	<u>Annual Days</u>	<u>Notes</u>	<u>Annual Days</u>	<u>Notes</u>	<u>Annual Days</u>	<u>Notes</u>	<u>Annual Days</u>	<u>Notes</u>	<u>% of Salary</u>
Clackamas ESD *	3		---	Incl/pers	---	As Appr	5	(P)	50%
Columbia Gorge ESD	5		---	---	---	---	---	---	No Program
High Desert ESD	3		---	---	---	---	4	(P)	50%
Lane ESD	2		---	---	---	---	5	(P)	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%
South Coast ESD 7 *	3		---	---	---	As appr	---	---	0%
Southern Oregon ESD	3		---	---	---	---	3	Incl/emerg	50%
Willamette ESD	3		---	---	---	---	5	(P)	No Program

(A) = Leave days accrue. (P) = Per occurrence.
(F) = Fee given to the district. (R) = Association reimburses substitute cost.
(J) = Jury/witness fee deducted from salary. (S) = Sick leave days are used.
(L) = Leave days are taken without pay. (T) = Total number for all employees in the bargaining unit.
LAW = Leave follows federal/state statute.

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

PAID LEAVES 2016-2017

Education Service Districts

<u>ASSOCIATION</u>		<u>JURY/LEGAL</u>		<u>FAMILY ILLNESS</u>		<u>MATERNITY</u>		<u>PARENTAL</u>	
<u>Annual Days</u>	<u>Notes</u>	<u>Annual Days</u>	<u>Notes</u>	<u>Annual Days</u>	<u>Notes</u>	<u>Annual Days</u>	<u>Notes</u>	<u>Annual Days</u>	<u>Notes</u>
---	---	---	(F)	5		---	(S)	---	(L)
5	(R, T)	---	(F)	---	(S, LAW)	---	(S, LAW)	---	(S, LAW)
10	(R, T)	---	(F)	5	(S)	---	---	---	---
40	(T)	---	(F)	2		---	---	---	---
5	(T)	---	(F)	10	(S)	---	---	---	---
---	1 hr/week	---	(J)	---	(LAW)	---	(S)	---	(L) 1 yr
5	(R, T)	---	(F) in excess	30	(S)	---	(S)	---	(LAW)
18	(R)	---	(J)	---	(S, LAW)	---	---	---	(S, LAW)
---	---	---	(J)	5		---	(S, LAW)	---	---
10	(R, T)	---	---	---	(LAW)	---	---	---	(LAW)
18	(T)	---	(J)	---	(S, L)	---	(L)	---	(LAW)
---	As appr	---	(J)	---	---	---	---	---	---

(A) = Leave days accrue.

(F) = Fee given to the district.

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

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