



PO Box 1068  
Salem, OR 97308-1068

1201 Court St NE Suite 400  
Salem, OR 97301-4188

503-588-2800  
800-578-6722  
[www.osba.org](http://www.osba.org)



CONFEDERATION  
OF OREGON SCHOOL  
ADMINISTRATORS

Suite 100  
707 13th St SE  
Salem, OR 97301

(503) 581-3141  
[www.cosa.k12.or.us](http://www.cosa.k12.or.us)

# 2013-2014 Survey: Salaries, Economic Benefits and Selected Policies for Teachers in Oregon School Districts

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# Table of Contents

	<i>Page</i>
Foreword	
Introduction .....	1
Statewide Summaries - Tables .....	4
Information for Districts 3,000 & Over ADM	
Salary Schedules .....	8
Policies and Benefits .....	12
Information for Districts 1,000 - 2,999 ADM	
Salary Schedules .....	26
Policies and Benefits .....	30
Information for Districts 500 - 999 ADM	
Salary Schedules .....	44
Policies and Benefits .....	48
Information for Districts 1 - 499 ADM	
Salary Schedules .....	62, 64
Policies and Benefits .....	70, 72
Information for ESDs	
Salary Schedules .....	98
Policies and Benefits .....	102



## ***Foreword***

This compilation of information on teacher salaries and related economic policies in Oregon school districts is the 45th 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 of Legal, Labor and PACE Services*. Data was prepared for publication by Ashley Town, *Legal, Labor and PACE Services Assistant*. Their efforts are gratefully acknowledged.

Respectfully submitted.

Betsy Miller-Jones  
Executive Director  
OSBA

Craig Hawkins  
Executive Director  
COSA



## 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, 2013 report. Districts are alphabetized within these size categories. This year marks the 24th 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 2013-14 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. 2013-14 over [Prev. year (2009-10)])*—shows the percentage increase in the BA base salary for 2013-14.

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

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

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

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

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

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

## Professional Improvement

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

## Insurance

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

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

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

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

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

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

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

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

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

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



## **Paid Leaves**

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

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

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

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

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

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

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

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

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

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

## **Extra-Duty Pay**

Reports the amount of compensation teachers will receive for selected extra-duty assignments during the 2013-14 school year.

**Table I**  
**Statewide Summary**  
*Characteristics of Collected Data*  
**2013-14**

<b>ADM Category</b>	<b>No. of Districts</b>	<b>No. of Students</b>	<b>No. of Districts Reporting</b>	<b>% of Districts Reporting</b>	<b>No. of Students Reporting</b>	<b>% of Students Reporting</b>
<b>3,000 +</b>	47	426,165	38	81%	299,634	70%
<b>1,000-2,999</b>	40	74,354	28	70%	51,898	70%
<b>500-999</b>	27	19,578	18	67%	13,233	68%
<b>1-499</b>	83	15,586	43	52%	10,001	64%
<b>ESDs</b>	19	460,112	9	47%	304,795	66%
<b>TOTALS</b>	<b>216</b>	<b>995,793</b>	<b>136</b>	<b>63%</b>	<b>679,555</b>	<b>68%</b>

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

*Average Starting and Maximum Salaries [Current year (2010-11)]  
(Average of District Salary Schedules)*

ADM Category	BA		BA+45		MA		MA+45	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
<b>Oregon</b>	33,533	47,239	35,824	53,897	37,285	58,338	40,208	63,960
<b>3,000+</b>	35,408	51,126	37,881	58,082	39,314	63,357	41,933	67,754
<b>1,000-2,999</b>	33,402	47,665	35,753	54,812	36,950	58,916	39,373	62,706
<b>500-999</b>	33,129	46,525	35,537	53,207	36,814	57,455	39,585	62,901
<b>1-499</b>	31,794	42,455	34,185	49,673	35,618	52,935	38,232	58,408
<b>ESDs</b>	35,160	53,691	36,467	56,429	38,728	62,603	41,897	68,139



# Section Contents

Licensed Salary Schedule . . . . .	8
Intermediate Salary Columns . . . . .	10
Salary Policies . . . . .	12
Professional Improvement . . . . .	13
Insurance . . . . .	14
Paid Leaves . . . . .	16
Extra-Duty Pages . . . . .	19

## 3,000 &amp; Over ADM Districts

School District	County	Years Covered by Coll. Barg. Agreement	Resident ADM Dec. 31, 2012	BACHELOR'S DEGREE			
				Base	Max. Salary	No. of Steps	Amt. of Increment
Beaverton 48J *	WASHINGTON	2012-2014	37,723.6	37,547	70,987	18	909-3,252
Bend-La Pine 1	DESCHUTES	2013-2015	15,820.7	34,118	48,106	11	1,398
Canby 86	CLACKAMAS	2013-2015	4,557.5	36,064	51,443	10	1,712-1,714
Centennial 28J *	MULTNOMAH	2013-2016	5,923.4	---	---	---	---
Central Point 6	JACKSON	2013-2014	4,315.6	34,464	42,120	7	1,172-1,385
Corvallis 509J	BENTON	2012-2014	6,100.8	35,755	58,064	14	1,359-2,126
Crook County	CROOK	2013-2014	3,050.4	33,370	47,098	12	1,247
Dallas 2	POLK	2009-2015	3,024.4	32,929	50,326	13	1,449
David Douglas 40 *	MULTNOMAH	2011-2014	10,307.6	39,643	56,414	12	1,525
Eagle Point 9	JACKSON	2011-2014	3,894.6	34,448	42,100	7	1,171-1,383
Eugene 4J *	LANE	2013-2014	16,236.2	33,593	51,968	14	256-1,854
Forest Grove *	WASHINGTON	2012-2015	5,684.9	39,271	53,441	8	1,766-2,301
Grants Pass 7 *	JOSEPHINE	2011-2015	5,512.3	39,106	52,837	10	1,330-1,738
Greater Albany 8J	LINN	2013-2015	8,768.8	35,465	51,425	11	1,596
Gresham-Barlow 10	MULTNOMAH	2011-2014	11,711.1	35,964	55,437	10	1,772-2,604
Hermiston 8	UMATILLA	2013-2015	4,968.0	33,309	46,986	11	1,166-1,589
Hood River County	HOOD RIVER	2012-2014	3,893.3	36,441	47,284	8	1,549
Klamath County	KLAMATH	2012-2015	5,927.9	36,147	51,660	12	1,198-1,648
Klamath Falls City Schools	KLAMATH	2013-2015	3,104.1	36,036	51,352	12	1,172-1,494
Lebanon Community Schools	LINN	2013-2015	4,204.5	32,328	49,901	17	888-1,301
Lincoln County Schools	LINCOLN	2012-2017	4,998.4	34,470	49,976	11	1,506-1,511
McMinnville 40	YAMHILL	2010-2015	6,183.2	34,366	49,762	13	1,237-1,787
Newberg 29J	YAMHILL	2010-2015	4,902.2	34,354	51,230	12	1,268-1,827
North Bend 13	COOS	2013-2015	3,658.9	33,316	45,169	13	822-1,423
Oregon City 62 *	CLACKAMAS	2013-2016	7,820.5	39,516	57,478	10	1,795-1,797
Oregon Trail 46	CLACKAMAS	2013-2016	4,043.6	35,869	54,198	12	---
Parkrose 3	MULTNOMAH	2011-2014	3,265.6	35,720	51,958	8	2,050-2,729
Pendleton 16 *	UMATILLA	2013-2016	3,123.4	37,402	54,234	16	1,684-1,683
Redmond 2J *	DESCHUTES	2012-2015	6,743.3	34,470	46,983	10	---
Reynolds 7 *	MULTNOMAH	2011-2014	10,822.6	38,293	51,854	9	1,619-1,773
Roseburg Public Schools	DOUGLAS	2012-2015	5,936.3	33,544	47,659	12	571-1,568
Salem-Keizer 24J	MARION	2011-2014	38,297.1	35,635	57,716	16	1,425-1,775
Sherwood 88J *	WASHINGTON	2011-2014	4,866.6	35,415	43,915	7	1,417
Silver Falls 4J	MARION	2012-2015	3,587.3	33,583	45,227	11	1,164
Springfield 19	LANE	2013-2015	10,435.1	31,220	50,383	14	1,171-1,821
St Helens 502 *	COLUMBIA	2013-2014	3,143.1	36,190	49,388	11	1,300-1,341
Three Rivers/Josephine CU	JOSEPHINE	2012-2016	4,699.0	34,852	50,345	12	1,184-1,655
West Linn-Wilsonville 3J	CLACKAMAS	2013-2015	8,377.6	35,877	55,248	12	1,445-2,128

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

3,000 & Over ADM Districts

BACHELOR'S DEGREE +45				MASTER'S DEGREE				MASTER'S DEGREE +45			
Base	Max. Salary	No. of Steps	Amt. of Increment	Base	Max. Salary	No. of Steps	Amt. of Increment	Base	Max. Salary	No. of Steps	Amt. of Increment
---	---	---	---	40,763	77,050	18	976-3,530	---	---	---	---
36,677	53,750	13	1,422	38,383	60,164	15	1,556-1,555	40,942	68,782	17	1,739-1,740
37,625	59,644	13	1,835-1,833	38,180	63,868	15	1,837-728	---	---	---	---
---	---	---	---	---	---	---	---	---	---	---	---
38,100	56,908	13	1,296-1,872	---	---	---	---	---	---	---	---
---	---	---	---	37,055	63,860	14	1,464-2,290	40,324	69,205	16	1,464-2,467
35,826	52,051	14	1,247-1,248	37,214	57,023	15	1,415	41,726	65,453	16	1,581
37,277	56,125	14	1,449	38,728	60,475	16	1,449	41,627	64,825	17	1,450
42,349	64,648	14	1,715	44,026	69,756	16	1,716	45,894	74,482	16	1,906
38,082	58,817	14	1,296-1,935	---	---	---	---	---	---	---	---
36,125	55,885	14	1,336-1,994	37,462	57,953	14	1,386-2,067	40,285	62,321	14	1,490-2,223
---	---	---	---	42,914	69,639	12	1,929-2,997	---	---	---	---
43,233	64,575	13	1,470-2,123	---	---	---	---	---	---	---	---
37,061	56,213	13	1,596	38,657	62,597	16	1,596	41,849	65,789	16	1,596
39,505	62,773	12	1,698-2,590	40,784	68,163	13	1,783-2,857	---	---	---	---
36,724	55,492	13	1,285-1,877	38,560	60,306	14	1,349-2,039	42,512	66,487	14	1,488-2,248
39,996	60,129	14	1,549	41,182	64,412	16	1,549	44,734	69,516	17	1,549
37,726	61,384	16	1,239-1,960	38,774	65,173	17	1,277-2,075	---	---	---	---
37,858	58,955	15	1,231-1,717	38,616	64,290	17	1,256-2,109	---	---	---	---
34,698	58,097	24	955-1,555	35,947	60,189	24	990-1,611	38,584	64,604	24	1,060-1,729
37,568	56,182	13	1,504-1,514	40,674	62,387	15	1,546-1,556	43,775	65,493	15	1,546-1,556
36,978	56,773	15	1,374-1,925	39,933	62,649	16	---	41,548	67,976	17	1,616-2,199
36,071	55,780	13	1,338-1,990	37,788	62,841	15	1,396-2,244	39,507	68,122	16	1,459-2,429
34,992	52,503	16	1,106-1,422	36,699	56,739	18	1,106-1,423	38,374	58,414	18	1,106-1,422
42,390	63,944	12	1,796-1,797	43,827	68,974	14	1,795-1,797	46,700	73,643	15	1,795-1,797
38,631	63,847	16	---	39,743	64,995	16	---	44,155	69,514	16	---
---	---	---	---	39,431	63,837	10	2,264-3,473	41,391	70,696	11	2,375-3,846
41,144	59,658	16	1,683	43,013	63,211	16	1,683-1,682	46,755	70,318	16	1,682-1,684
36,883	53,842	12	---	38,572	58,289	13	---	41,295	66,837	15	---
---	---	---	---	42,810	67,305	13	1,905-2,183	45,420	73,215	14	1,986-2,291
35,863	52,688	13	610-1,733	38,345	58,246	14	651-1,916	40,995	62,273	14	697-2,046
38,487	61,264	16	1,425-1,775	---	---	---	---	44,189	70,139	17	1,425-1,775
38,248	58,081	15	1,417	39,665	64,803	16	1,417-1,849	42,498	70,228	16	1,849-1,848
---	---	---	---	36,442	58,784	18	1,311-1,313	36,442	64,304	19	1,311-1,415
33,606	56,266	15	---	34,866	60,567	16	---	37,530	67,636	17	---
37,602	53,309	12	1,323-1,512	39,412	62,935	16	1,512	---	---	---	---
38,530	59,506	14	1,309-1,957	---	---	---	---	---	---	---	---
38,442	61,456	13	1,536-2,278	39,594	65,928	14	1,583-2,537	41,195	71,336	15	1,647-2,745

The following districts had not reached a settlement or had not reported when this book went to press: Bethel 52, Hillsboro 1J, Lake Oswego 7J, Medford 549C, North Clackamas 12, Portland 1J, Scio 95, Tigard-Tualatin 23J, Woodburn 103.

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

3,000 & Over ADM Districts

**BEND-LA PINE 1**

BA+15	-	34,971	-	50,508	(12)
BA+30	-	35,824	-	51,361	(12)
BA+60	-	37,530	-	56,158	(14)
BA+75	-	38,383	-	60,164	(15)
BA+90	-	39,236	-	62,828	(16)
BA+105	-	40,089	-	65,575	(16)
BA+120 <sup>1</sup>	-	40,942	-	68,782	(17)
MA+15	-	39,236	-	62,828	(16)
MA+30	-	40,089	-	65,575	(16)

**CANBY 86**

BA+15	-	36,574	-	51,943	(10)
BA+30	-	37,075	-	54,154	(11)
BA+66	-	38,180	-	63,868	(15)
BA+87	-	38,734	-	64,416	(15)
BA+108	-	39,285	-	68,818	(17)
MA+21	-	38,734	-	64,416	(15)
MA+42	-	39,285	-	68,818	(17)

**CENTRAL POINT 6**

BA+15	-	35,635	-	46,564	(9)
BA+30	-	36,847	-	51,477	(11)
BA+60	-	39,396	-	62,912	(15)
BA+75	-	40,735	-	65,052	(15)

**CORVALLIS 509J**

BA+60	-	37,055	-	63,860	(16)
Doc.	-	40,324	-	69,205	(16)

**CROOK COUNTY**

BA+30	-	34,598	-	49,575	(13)
BA+60	-	37,215	-	57,023	(15)
BA+75	-	38,603	-	58,412	(15)
BA+90	-	40,165	-	62,309	(15)
BA+105	-	41,726	-	65,453	(16)
MA+15	-	38,603	-	58,412	(15)
MA+30	-	40,165	-	62,309	(15)

**DALLAS 2**

BA+24	-	35,828	-	53,226	(13)
BA+69	-	38,728	-	60,475	(16)
BA+93	-	40,178	-	61,925	(16)
BA+117	-	41,627	-	64,825	(17)
MA+24	-	40,178	-	61,925	(16)

**DAVID DOUGLAS 40 \***

BA+15	-	40,481	-	57,253	(12)
BA+30	-	41,320	-	59,616	(13)
BA+60	-	43,187	-	65,487	(14)
BA+75	-	44,026	-	69,756	(16)
BA+105	-	45,055	-	73,644	(16)
MA+23	-	45,055	-	73,644	(16)

**EAGLE POINT 9**

BA+15	-	35,619	-	48,125	(10)
BA+30	-	36,830	-	51,453	(11)
BA+60	-	39,378	-	62,884	(15)
BA+75	-	40,717	-	65,021	(15)

**EUGENE 4J \***

BA+23	-	34,836	-	53,891	(14)
BA+60	-	37,462	-	57,953	(14)
BA+83	-	38,848	-	60,097	(14)
BA+105	-	40,285	-	62,321	(14)
MA+23	-	38,848	-	60,097	(14)
MA+90	-	41,776	-	64,627	(14)
Doc.	-	41,776	-	64,627	(14)

**FOREST GROVE \***

BA+20	-	40,449	-	57,522	(9)
BA+40	-	41,662	-	61,913	(10)
BA+65	-	42,914	-	69,639	(12)
BA+90	-	44,199	-	74,957	(13)
BA+115	-	45,525	-	77,205	(13)
MA+20	-	44,199	-	74,957	(13)
MA+40	-	45,525	-	77,205	(13)

**GRANTS PASS 7 \***

BA+15	-	40,436	-	56,491	(11)
BA+30	-	41,811	-	62,452	(13)
BA+60	-	44,703	-	69,041	(14)
BA+75	-	46,223	-	73,815	(15)

**GREATER ALBANY 8J**

BA+24	-	36,263	-	53,819	(12)
BA+60	-	38,657	-	62,597	(16)
BA+85	-	40,253	-	64,193	(16)
BA+105	-	41,849	-	65,789	(16)
MA+24	-	40,253	-	64,193	(16)

**GRESHAM-BARLOW 10**

BA+75	-	40,784	-	68,163	(13)
BA+105	-	44,416	-	71,800	(13)
MA+23	-	44,416	-	71,800	(13)

**HERMISTON 8**

BA+23	-	34,975	-	51,062	(12)
BA+69	-	38,560	-	60,306	(14)
BA+92	-	40,488	-	63,321	(14)
BA+115	-	42,512	-	66,487	(14)
MA+23	-	40,488	-	63,321	(14)

**HOOD RIVER COUNTY**

BA+15	-	37,627	-	53,116	(11)
BA+30	-	38,813	-	55,850	(12)
BA+75	-	41,182	-	64,412	(16)
MA+15	-	42,366	-	65,597	(16)
MA+30	-	43,552	-	68,332	(17)

**KLAMATH COUNTY**

BA+15	-	36,673	-	54,138	(13)
BA+30	-	37,197	-	58,600	(15)
BA+60	-	38,246	-	64,291	(16)
BA+90	-	38,774	-	65,173	(17)
MA+15	-	39,295	-	66,061	(17)

**KLAMATH FALLS CITY SCHOOLS**

BA+24	-	36,937	-	54,213	(13)
BA+60	-	38,616	-	64,290	(17)
MA+15	-	39,382	-	65,576	(17)
MA+30	-	40,365	-	66,890	(17)

**LEBANON COMMUNITY SCHOOLS**

BA+24	-	33,492	-	51,695	(17)
BA+75	-	35,947	-	60,189	(24)
MA+24	-	37,242	-	62,358	(24)

<sup>1</sup> BA+120 column granted only to those having a Master's degree.

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



3,000 & Over ADM Districts

**LINCOLN COUNTY SCHOOLS**

BA+24	-	36,020	-	51,529	(11)
BA+60	-	39,121	-	59,285	(14)

**MCMINNVILLE 40**

BA+23	-	35,603	-	52,236	(14)
BA+68	-	38,456	-	61,171	(16)
BA+75	-	39,933	-	62,649	(16)
MA+24	-	40,758	-	64,505	(16)

**NEWBERG 29J**

BA+24	-	35,209	-	54,453	(13)
BA+60	-	36,931	-	59,223	(14)
BA+75	-	37,788	-	62,841	(15)
BA+100	-	38,647	-	64,264	(15)
BA+120	-	39,507	-	68,122	(16)
MA+24	-	38,647	-	64,264	(15)

**NORTH BEND 13**

BA+15	-	33,853	-	45,707	(13)
BA+30	-	34,422	-	46,276	(13)
BA+75	-	36,699	-	56,739	(18)
BA+98	-	37,520	-	57,562	(18)
BA+120	-	38,374	-	58,414	(18)
MA+23	-	37,520	-	57,562	(18)

**OREGON CITY 62 \***

BA+24	-	40,953	-	60,711	(11)
BA+60	-	43,827	-	68,974	(14)
BA+84	-	45,264	-	70,410	(14)
BA+105	-	46,700	-	73,643	(15)
MA+24	-	45,264	-	70,410	(14)

**OREGON TRAIL 46**

BA+24	-	37,519	-	55,884	(12)
BA+75	-	39,743	-	64,995	(16)
MA+24	-	41,967	-	67,254	(16)

**PARKROSE 3**

BA+30	-	37,559	-	57,638	(9)
BA+60	-	39,431	-	63,837	(10)
BA+105	-	41,391	-	70,696	(11)

**PENDLETON 16 \***

BA+23	-	39,273	-	56,104	(16)
BA+90	-	43,013	-	63,211	(16)
BA+113	-	44,884	-	66,764	(16)
BA+135	-	46,755	-	70,318	(16)
BA+158	-	48,623	-	73,870	(16)
MA+23	-	44,844	-	66,764	(16)
MA+68	-	48,623	-	73,870	(16)

**REDMOND 2J \***

BA+15	-	35,263	-	49,740	(11)
BA+30	-	36,056	-	50,878	(11)
BA+60	-	37,710	-	57,013	(13)
BA+75	-	38,572	-	58,289	(13)
BA+90	-	39,468	-	61,701	(14)
BA+105	-	40,364	-	63,115	(14)
BA+120	-	41,295	-	66,837	(15)
MA+15	-	39,468	-	61,701	(14)
MA+30	-	40,364	-	63,115	(14)

**REYNOLDS 7 \***

BA+20	-	39,397	-	55,471	(10)
BA+40	-	40,279	-	59,286	(11)
BA+60	-	42,810	-	67,305	(13)
BA+90	-	44,348	-	69,082	(13)
BA+120	-	45,420	-	73,215	(14)
MA+24	-	44,348	-	69,082	(13)

**ROSEBURG PUBLIC SCHOOLS**

BA+24	-	34,684	-	49,279	(12)
BA+60	-	37,082	-	54,478	(13)
BA+75	-	38,345	-	58,246	(14)
MA+24	-	39,648	-	60,226	(14)
Doc.	-	42,388	-	66,579	(15)

**SALEM-KEIZER 24J**

BA+24	-	37,062	-	59,491	(16)
BA+69	-	39,912	-	63,040	(16)
MA+	-	41,339	-	64,814	(16)
MA+24	-	42,764	-	66,591	(16)

**SHERWOOD 88J \***

BA+24	-	36,832	-	48,165	(9)
BA+75	-	39,665	-	64,803	(16)
BA+99	-	41,081	-	68,812	(16)
BA+120	-	42,498	-	70,228	(16)
MA+24	-	41,081	-	68,812	(16)

**SILVER FALLS 4J**

BA+30	-	35,409	-	54,229	(15)
BA+60	-	36,442	-	58,784	(18)
BA+90	-	36,442	-	63,284	(19)
BA+120	-	36,442	-	64,304	(19)
MA+24	-	36,442	-	63,284	(19)
Doc.	-	36,442	-	64,304	(19)

**SPRINGFIELD 19**

BA+23	-	32,391	-	54,232	(15)
BA+68	-	34,866	-	60,567	(16)
BA+90	-	36,173	-	65,192	(17)
MA+22	-	36,173	-	65,192	(17)

**ST HELENS 502 \***

BA+30	-	37,276	-	50,450	(11)
BA+75	-	39,412	-	62,935	(16)
BA+105	-	41,546	-	68,836	(16)
MA+30	-	41,546	-	68,836	(16)

**THREE RIVERS/JOSEPHINE CU**

BA+15	-	36,036	-	52,056	(12)
BA+30	-	37,262	-	55,656	(13)
BA+60	-	39,839	-	63,620	(15)
BA+75	-	41,194	-	65,783	(15)

**WEST LINN-WILSONVILLE 3J**

BA+24	-	37,322	-	57,459	(12)
BA+60	-	39,594	-	65,928	(14)
MA+24	-	40,387	-	67,249	(14)

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

## 3,000 &amp; Over ADM Districts

School District	BA base % increase for 2013-2014 over 2012-2013	2012-2013 Average Annual Salary	2012-2013 FTE	Student School Days	Contract Days	Inservice Days	Holidays
<b>Beaverton 48J *</b>	2.29	61,324	1870	---	193	---	5
<b>Bend-La Pine 1</b>	2.08	57,614	829	174	190	2	5
<b>Canby 86</b>	No Incr	60,280	211	164/167	191	4	6
<b>Centennial 28J *</b>	---	64,579	299	---	192	---	6
<b>Central Point 6</b>	1.0	60,415	189	176	190	8	6
<b>Corvallis 509J</b>	1.6	59,576	332	181	190	4	5
<b>Crook County</b>	1.0	58,758	168	169	190	9	4
<b>Dallas 2</b>	1.0	52,865	145	---	190	---	4
<b>David Douglas 40 *</b>	No Incr	63,140	539	179	192	6	5
<b>Eagle Point 9</b>	No Incr	57,059	169	176	190	8	---
<b>Eugene 4J *</b>	-1.37 <sup>1</sup>	59,649	852	162.5	191	3	5
<b>Forest Grove *</b>	3.78	61,644	254	171	190	5	5
<b>Grants Pass 7 *</b>	2.51	67,758	260	172	190	3	4
<b>Greater Albany 8J</b>	2.0	57,241	448	176	190	3	5
<b>Gresham-Barlow 10</b>	2.55	62,635	603	168	187	5	6
<b>Hermiston 8</b>	No Incr	56,056	245	173	189	9	3
<b>Hood River County</b>	0.5	61,483	236	174	190	3	5
<b>Klamath County</b>	No Incr	56,924	341	167	190	5	5
<b>Klamath Falls City Schools</b>	2.0	57,319	182	172	190	4	5
<b>Lebanon Community Schools</b>	No Incr	49,588	221	173	191	---	7
<b>Lincoln County Schools</b>	No Incr <sup>2</sup>	53,799	278	167	190	4	5
<b>McMinnville 40</b>	1.25	57,213	345	174	190	11	5
<b>Newberg 29J</b>	3.09	57,101	266	173.5	190	2.5	5
<b>North Bend 13</b>	1.5	44,801	190	174	191	9	8
<b>Oregon City 62 *</b>	5.56	58,617	427	177	191	6.5	6
<b>Oregon Trail 46</b>	1.5	58,075	187	169	190	1	8
<b>Parkrose 3</b>	-0.54	63,604	165	162.5	182	---	5
<b>Pendleton 16 *</b>	2.0	61,413	171	170	187	8	5
<b>Redmond 2J *</b>	6.86 <sup>3</sup>	51,489	331	170.5	187	3	6
<b>Reynolds 7 *</b>	No Incr <sup>4</sup>	63,421	602	174	186	6	0
<b>Roseburg Public Schools</b>	1.0	54,553	296	173	192	2	7
<b>Salem-Keizer 24J</b>	-1.24 <sup>5</sup>	58,506	1973	175	192	7	7
<b>Sherwood 88J *</b>	-4.59 <sup>6</sup>	58,217	242	174	190	3.5	5
<b>Silver Falls 4J</b>	1.5	53,034	222	174	192	10	5
<b>Springfield 19</b>	2.16	55,160	500	---	193	---	6
<b>St Helens 502 *</b>	3.85	57,765	160	173	190	2	5
<b>Three Rivers/Josephine CU</b>	2.78	58,869	208	172	190	4	5
<b>West Linn-Wilsonville 3J</b>	1.97	59,921	434	173	191	12	6

<sup>1</sup> The district schedule reflects 9 furlough days.

<sup>2</sup> The district cut 5 days.

<sup>3</sup> The district restored 12 days.

<sup>4</sup> Effective 7/1/13 the base salary shall increase by 2% if the Gen. Fund Balance for 2012-13, as verified by the annual audit and provided to REA by 1/10/14, is more than \$12,000. If less, there will be no add'l COLA added to the 2012-2013 base salary schedule.

<sup>5</sup> The district schedule reflects 5 furlough days.

<sup>6</sup> The district cut 3 days.

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

3,000 &amp; Over ADM Districts

<b>TUITION REIMBURSEMENT</b>			
<b>School District</b>	<b>Hours Reimbursed</b>	<b>Rate of Reimbursement</b>	<b>Pool Amount</b>
<b>Beaverton 48J *</b>	---	Actual Cost	---
<b>Bend-La Pine 1</b>	---	50%	---
<b>Canby 86</b>	6 hrs	PSU	---
<b>Centennial 28J *</b>	---	---	---
<b>Central Point 6</b>	---	Other	---
<b>Corvallis 509J</b>	---	---	---
<b>Crook County</b>	---	State Average	\$50,000
<b>Dallas 2</b>	---	WOU	\$35,000
<b>David Douglas 40 *</b>	---	Other	\$40,000
<b>Eagle Point 9</b>	3 hrs	Actual Cost	\$10,000
<b>Eugene 4J *</b>	---	---	---
<b>Forest Grove *</b>	---	PSU	\$75,000
<b>Grants Pass 7 *</b>	\$500	Actual Cost	\$10,000
<b>Greater Albany 8J</b>	---	---	---
<b>Gresham-Barlow 10</b>	6 hrs	PSU	---
<b>Hermiston 8</b>	---	State Average	\$40,000
<b>Hood River County</b>	---	---	---
<b>Klamath County</b>	---	Actual Cost	\$40,000
<b>Klamath Falls City Schools</b>	---	Other	\$20,000
<b>Lebanon Community Schools</b>	---	Actual Cost	---
<b>Lincoln County Schools</b>	---	Actual Cost	---
<b>McMinnville 40</b>	---	PSU	---
<b>Newberg 29J</b>	\$2,395	PSU	---
<b>North Bend 13</b>	---	Actual Cost	\$34,000
<b>Oregon City 62 *</b>	up to 15 hrs	PSU	---
<b>Oregon Trail 46</b>	---	PSU	---
<b>Parkrose 3</b>	---	PSU	---
<b>Pendleton 16 *</b>	---	Actual Cost	\$30,000
<b>Redmond 2J *</b>	---	---	---
<b>Reynolds 7 *</b>	12 hrs/3 yrs	PSU	---
<b>Roseburg Public Schools</b>	1/2 of 6 most expensive	Actual Cost	\$35,000
<b>Salem-Keizer 24J</b>	---	WOU	\$138,000
<b>Sherwood 88J *</b>	---	PSU	\$60,000
<b>Silver Falls 4J</b>	---	WOU	\$32,564
<b>Springfield 19</b>	---	---	---
<b>St Helens 502 *</b>	\$1,348	PSU	\$120,000
<b>Three Rivers/Josephine CU</b>	---	---	---
<b>West Linn-Wilsonville 3J</b>	12 hrs	PSU	\$300,000

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

## 3,000 &amp; Over ADM Districts

School District	Highest Monthly Premium Offered to Employees	Maximum District Contribution	Plan Type	District's Cap, if Any	Are Excess Contrib. Pooled?	Maximum Employee Contribution
<b>Beaverton 48J *</b>	---	---	---	---	---	---
<b>Bend-La Pine 1</b>	1,214.26	1,142.50	Composite	1,142.50	No	71.76
<b>Canby 86</b>	1,608.92	1,209.15	Composite	1,209.15	Yes <sup>1</sup>	399.77
<b>Centennial 28J *</b>	---	---	---	---	---	---
<b>Central Point 6</b>	1,920.99	1,180.74	Composite	1,180.74	No	740.25
<b>Corvallis 509J</b>	1,635.00	1,411.00	Composite	1,176.00	Yes <sup>1</sup>	126.00
<b>Crook County</b>	1,942.85	1,120.00	Composite	1,120.00	No	822.85
<b>Dallas 2</b>	---	---	---	---	---	---
<b>David Douglas 40 *</b>	2,043.02	1,425.00	Step-Rate	1,425.00	No	618.02
<b>Eagle Point 9</b>	1,773.75	1,018.00	Composite	1,018.00	No	755.75
<b>Eugene 4J *</b>	---	---	---	---	---	---
<b>Forest Grove *</b>	1,964.18	1,280.00	Composite	1,280.00	No	684.18
<b>Grants Pass 7 *</b>	1,924.00	950.00	Composite	950.00	No	974.00
<b>Greater Albany 8J</b>	1,988.03	1,168.00	Composite	1,168.00	Yes <sup>1</sup>	820.03
<b>Gresham-Barlow 10</b>	2,114.20	1,797.88	Step-Rate	1,110.00	Yes <sup>1</sup>	316.32
<b>Hermiston 8</b>	1,613.03	1,325.00	Composite	1,325.00	No	288.03
<b>Hood River County</b>	1,578.23	1,220.63	Composite	1,220.63	Yes <sup>1</sup>	357.60
<b>Klamath County</b>	1,800.00	1,512.00	Step-Rate	1,500.00	No	288.00
<b>Klamath Falls City Schools</b>	1,657.03 <sup>2</sup>	1,513.00	Step-Rate	1,513.00	Yes	144.03
<b>Lebanon Community Schools</b>	---	---	---	---	---	---
<b>Lincoln County Schools</b>	1,552.07	1,290.39	Composite	1,290.39	No	261.68
<b>McMinnville 40</b>	1,964.18	1,287.00	Composite	1,287.00	No	677.18
<b>Newberg 29J</b>	1,875.42	1,190.92	Composite	1,190.92	No	684.50
<b>North Bend 13</b>	1,257.93	1,053.50	Composite	1,053.50	No	204.43
<b>Oregon City 62 *</b>	1,317.00	1,317.00	Step-Rate	1,317.00	Yes <sup>3</sup>	---
<b>Oregon Trail 46</b>	1,851.22	1,668.47	Step-Rate	1,131.00	Yes <sup>1</sup>	182.75
<b>Parkrose 3</b>	2,566.48	1,834.00	Step-Rate	1,834.00	No	732.48
<b>Pendleton 16 *</b>	1,355.23	1,234.00	Composite	1,234.00	No	121.33
<b>Redmond 2J *</b>	1,376.56	1,145.00	Composite	1,145.00	No	231.56 <sup>4</sup>
<b>Reynolds 7 *</b>	2,528.59	1,170.00	Step-Rate	1,100.00	Yes <sup>1</sup>	1,358.59
<b>Roseburg Public Schools</b>	1,393.59	965.00	Composite	965.00	No	428.59
<b>Salem-Keizer 24J</b>	1,968.98	1,115.00	Composite	1,115.00	No	853.98
<b>Sherwood 88J *</b>	---	---	---	---	---	---
<b>Silver Falls 4J</b>	1,376.56	1,175.00	Composite	1,175.00	Yes <sup>1</sup>	201.56
<b>Springfield 19</b>	1,489.89	1,015.89	Composite	990.00	Yes <sup>1</sup>	474.00
<b>St Helens 502 *</b>	2,310.00	1,673.00	Step-Rate	1,673.00	No	637.00
<b>Three Rivers/Josephine CU</b>	1,243.57	950.00	Composite	950.00	No	293.57
<b>West Linn-Wilsonville 3J</b>	1,599.60	1,334.74	Composite	1,270.00	Yes <sup>1</sup>	264.86

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

<sup>2</sup> Currently, no employee taking most expensive plan and the pooled amount covers a portion of the employee's out-of-pocket expenses.

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

<sup>4</sup> Teachers working 30 or more hours pay composite rates. Teachers working less than 30 hours pay tiered rates. All teachers working less than 1.0 FTE receive a prorated CAP matching FTE.

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

3,000 & Over ADM Districts

<u>Includes Medical Insurance</u>	<u>Includes Dental Insurance</u>	<u>Includes Life Insurance- (Policy Value)</u>	<u>Includes Long-Term Disability</u>	<u>Includes Vision Insurance</u>	<u>Eligible for Full Contribution</u>
---	---	---	---	---	---
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	\$30,000	No	Yes	Full-time only
---	---	---	---	---	---
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	\$50,000	Yes	Yes	.5 time or more
Yes	Yes	---	No	Yes	.5 time or more
---	---	---	---	---	---
Yes	Yes	\$10,000	No	Yes	Full-time only
Yes	No	---	No	No	Full-time only
---	---	---	---	---	---
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	All staff
Yes	Yes	\$50,000	Yes	Yes	Full-time only
Yes	Yes	\$50,000	Yes	Yes	Full-time only
Yes	Yes	\$10,000	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	Yes	Yes	.5 time or more
Yes	Yes	---	No	Yes	.5 time or more
---	---	---	---	---	---
Yes	Yes	\$10,000	Yes	Yes	Full-time only
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	\$10,000	Yes	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	\$50,000	No	Yes	Full-time only
Yes	No	---	No	No	Full-time only
Yes	Yes	\$30,000	Yes	Yes	Full-time only
Yes	Yes	\$50,000	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	All staff
Yes	Yes	\$20,000	Yes	Yes	.5 time or more
Yes	Yes	\$35,000	No	Yes	Full-time only
---	---	---	---	---	---
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	All staff
Yes	No	---	No	No	.5 time or more
Yes	Yes	---	No	Yes	All staff
Yes	Yes	\$20,000	Yes	Yes	Full-time only

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

## 3,000 &amp; Over ADM Districts

School District	PERSONAL		BUSINESS		PROFESSIONAL		BEREAVEMENT		SABBATICAL
	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	% of Salary
Beaverton 48J *	4	(T)	---	---	---	As appr	5	---	0%
Bend-La Pine 1	2	---	---	---	---	As appr	3	(P)	No Program
Canby 86	3	---	---	---	---	---	5	(P)	0%
Centennial 28J *	3	---	---	---	3	---	5	---	No Program
Central Point 6	5	---	2	incl pers	---	(L) As	5	---	50%
Corvallis 509J	3	---	---	---	---	As appr	3	---	No Program
Crook County	2	---	---	---	---	---	3	(P)	67%
Dallas 2	3	---	---	---	---	As appr	5	---	50%
David Douglas 40 *	2	---	---	---	---	---	3	(P)	No Program
Eagle Point 9	3	---	---	---	365	(L)	3	---	No Program
Eugene 4J *	2	(A)	---	---	---	---	5	(P)	No Program
Forest Grove *	2	---	---	---	---	As appr	3	(P)	No Program
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	---	0%
Hermiston 8	2	(A) to 5	2	Incl/pers	---	As appr	7	---	0%
Hood River County	---	---	---	---	---	---	3	(P)	66.66%
Klamath County	2	(A up to 4)	---	---	---	As appr	7	---	No Program
Klamath Falls City Schools	2	---	---	Incl/pers	---	---	5	(P)	50%
Lebanon Community Schools	3	(T)	---	---	---	as appr	5	(P)	0%
Lincoln County Schools	1	(A, L) to 5	---	---	---	---	5	(P)	No Program
McMinnville 40	3	---	---	Incl/pers	---	---	---	Incl/pers	No Program
Newberg 29J	2	---	---	---	---	---	4	(P)	50%
North Bend 13	3	---	---	---	---	As appr	---	Incl/family	No Program
Oregon City 62 *	3	---	---	Incl/pers	---	---	5	(P)	75%
Oregon Trail 46	4	As appr	---	---	---	As appr,	3	(P)	No Program
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 *	---	---	---	---	---	As appr	5	(P)	No Program
Reynolds 7 *	---	---	---	---	---	As appr	3	---	0%
Roseburg Public Schools	1	(A up to 3)	---	---	---	---	---	Incl/family	50%
Salem-Keizer 24J	3	(T)	---	---	---	As appr	5	---	75%
Sherwood 88J *	1	(A)	---	---	---	As appr	10	---	0%
Silver Falls 4J	2	---	---	---	---	---	5	(P)	No Program
Springfield 19	2	(L)	---	---	---	(L)	3	---	No Program
St Helens 502 *	2	As appr	---	---	---	---	3	(P)	0%
Three Rivers/Josephine CU	3	---	---	Incl/pers	3	As appr	3	---	50%
West Linn-Wilsonville 3J	3	---	---	Incl/pers	3	---	3	(P)	0%

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

3,000 & Over ADM Districts

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

(A) = Leave days accrue.

(F) = Fee given to the district.

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

(L) = Leave days are taken without pay.

LAW = Leave follows federal/state statute

(P) = Per occurrence.

(R) = Association reimburses substitute cost.

(S) = Sick leave days are used.

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

3,000 &amp; Over ADM Districts

School District	FOOTBALL					
	Athletic Director	Activity Director	H.S. Head	H.S. Asst.	9th Head	9th Asst.
<b>Beaverton 48J *</b>	---	---	---	---	---	---
<b>Bend-La Pine 1</b>	8,536-12,596	4,268-6,298	4,268-6,298	3,356-4,949	---	---
<b>Canby 86</b>	5,049-5,770	---	5,770-6,492	4,328-5,049	---	---
<b>Centennial 28J *</b>	---	---	---	---	---	---
<b>Central Point 6</b>	---	---	4,825-6,031	---	2,413-3,573	---
<b>Corvallis 509J</b>	4,047-5,964	---	4,047-5,964	3,035-4,473	---	---
<b>Crook County</b>	---	---	4,193-5,839	2,986-4,554	---	---
<b>Dallas 2</b>	---	---	---	---	---	---
<b>David Douglas 40 *</b>	2,513-3,016 (S)	5,948-6,775	5,948-6,775	3,867-4,532	---	---
<b>Eagle Point 9</b>	---	---	5,891	4,091	---	---
<b>Eugene 4J *</b>	---	---	---	---	---	---
<b>Forest Grove *</b>	---	4,470-5,427	5,894-7,157	5,010-6,083	4,470-5,427	4,470-5,427
<b>Grants Pass 7 *</b>	---	6,845	6,845	4,498	---	---
<b>Greater Albany 8J</b>	---	---	5,281-6,027	3,264-3,725	---	---
<b>Gresham-Barlow 10</b>	6,612-7,347	6,612-7,347	5,510-6,245	3,673-4,408	3,676-4,408	3,673-4,408
<b>Hermiston 8</b>	---	---	5,163-5,829	---	---	---
<b>Hood River County</b>	7,288-9,457	4,009-5,201	5,466-7,093	3,571-4,634	---	---
<b>Klamath County</b>	---	---	5,422	3,976	---	---
<b>Klamath Falls City Schools</b>	---	---	5,766	3,964	---	---
<b>Lebanon Community Schools</b>	---	---	---	---	---	---
<b>Lincoln County Schools</b>	---	4,490-5,731	3,817-4,871	2,694-3,438	---	---
<b>McMinnville 40</b>	---	---	---	---	---	---
<b>Newberg 29J</b>	---	5,325-5,668	5,325-5,668	3,779-4,122	---	---
<b>North Bend 13</b>	---	---	4,039-8,078	2,020-4,039	---	---
<b>Oregon City 62 *</b>	---	---	7,113-7,706	3,952-4,544	---	---
<b>Oregon Trail 46</b>	---	---	5,021-5,739	4,125-4,663	---	---
<b>Parkrose 3</b>	10,547	9,853	5,998	2,155-3,187	3,187	---
<b>Pendleton 16 *</b>	---	---	7,106	4,488	4,488	---
<b>Redmond 2J *</b>	---	---	---	---	---	---
<b>Reynolds 7 *</b>	---	4,978-6,285	6,127-7,736	3,829-4,835	---	---
<b>Roseburg Public Schools</b>	---	---	3,606-6,474	1,610-3,522	1,510-3,052	922-2,448
<b>Salem-Keizer 24J</b>	---	---	---	3,293-5,333	3,293-5,333	---
<b>Sherwood 88J *</b>	7,197-7,556	5,038-5,397	5,757-6,117	3,419-3,778	---	---
<b>Silver Falls 4J</b>	---	---	4,809-5,184	3,083-3,712	---	---
<b>Springfield 19</b>	---	---	---	---	---	---
<b>St Helens 502 *</b>	6,185-7,276	4,093-5,184 (S)	4,730-5,821	3,456-4,275	---	---
<b>Three Rivers/Josephine CU</b>	---	---	---	---	---	---
<b>West Linn-Wilsonville 3J</b>	---	3,875-4,359	5,166-5,651	3,616-3,955	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.



## 3,000 &amp; Over ADM Districts

FOOTBALL (Continued)		BOYS BASKETBALL					
7-8 Head	7-8 Asst.	H.S. Head	H.S. Asst.	9th Head	9th Asst.	7-8 Head	7-8 Asst.
---	---	---	---	---	---	---	---
---	---	4,268-6,298	2,745-4,049	3,356-4,949	---	---	---
---	---	5,770-6,492	4,328-5,049	---	---	2,164-2,885	---
---	---	---	---	---	---	---	---
1,895	1,550	4,825-6,031	2,413-3,573	2,413-3,619	---	1,895	---
---	---	---	3,035-4,473	---	---	---	---
1,707-2,601	---	4,193-5,839	2,986-4,554	---	---	1,707-2,601	---
---	---	---	---	---	---	---	---
2,513-3,016	2,165-2,633	5,948-6,775	3,867-4,532	---	---	2,856-3,397	2,513-3,016
---	---	5,891	4,091	---	---	---	---
---	---	---	---	---	---	---	---
2,333-2,833	2,333-2,833	5,894-7,157	5,010-6,083	4,470-5,427	4,470-5,427	2,333-2,833	2,333-2,833
2,934	---	6,845	4,498	---	---	2,934	2,542
---	---	5,281-6,027	---	---	---	---	---
---	---	5,510-6,245	3,673-4,408	---	3,673-4,408	---	---
---	---	5,163-5,829	2,831-3,497	---	---	---	---
---	---	5,466-7,093	3,571-4,634	---	---	---	---
---	---	5,422	3,976	---	---	---	---
---	---	5,766	3,964	---	---	---	---
---	---	---	---	---	---	---	---
1,931-2,464	---	3,817-4,871	2,694-3,438	---	---	1,931-2,464	1,392-1,776
---	---	---	---	---	---	---	---
---	---	5,325-5,668	3,779-4,122	---	---	---	---
1,731-3,462	1,443-2,885	4,039-8,078	2,020-4,039	---	---	1,731-3,462	1,443-2,885
2,766-3,359	---	7,113-7,706	3,952-4,544	---	---	2,766-3,359	---
---	---	5,918-6,456	4,125-4,663	---	---	4,125-4,663	3,407-3,945
---	---	5,623	3,187	3,187	---	---	---
2,244	---	7,106	4,488	4,488	---	2,244	---
---	---	---	---	---	---	---	---
---	---	6,127-7,736	3,829-4,835	---	---	---	---
805-2,348	---	3,606-6,474	1,610-3,522	1,510-3,052	---	---	---
---	---	5,122-8,296	3,293-5,333	3,293-5,333	---	---	---
---	---	5,757-6,117	3,419-3,778	---	---	---	---
---	---	4,809-5,184	3,083-3,712	---	---	1,870	---
---	---	---	---	---	---	---	---
---	---	4,730-5,821	3,456-4,275	---	---	---	---
---	---	---	---	---	---	---	---
2,906-3,390	---	5,166-5,651	3,616-3,955	---	---	2,906-3,390	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

3,000 &amp; Over ADM Districts

School District	GIRLS BASKETBALL				BOYS BASEBALL		
	H.S. Head	H.S. Asst.	7-8 Head	7-8 Asst.	H.S. Head	H.S. Asst.	7-8 Coach
<b>Beaverton 48J *</b>	---	---	---	---	---	---	---
<b>Bend-La Pine 1</b>	4,268-6,298	2,745-4,049	---	---	3,815-5,624	2,745-4,049	---
<b>Canby 86</b>	---	---	---	---	5,049-5,770	3,606-4,328	---
<b>Centennial 28J *</b>	---	---	---	---	---	---	---
<b>Central Point 6</b>	---	2,413-3,619	1,895	---	4,825-6,031	2,413-3,619	---
<b>Corvallis 509J</b>	4,047-5,964	3,035-4,473	---	---	4,047-5,964	3,035-4,473	---
<b>Crook County</b>	4,193-5,839	2,986-4,554	1,707-2,601	---	4,193-5,839	2,986-4,554	---
<b>Dallas 2</b>	---	---	---	---	---	---	---
<b>David Douglas 40 *</b>	5,948-6,775	3,867-4,532	2,856-3,397	2,513-3,016	5,257-6,016	3,516-4,149	---
<b>Eagle Point 9</b>	5,891	4,091	---	---	5,891	4,091	---
<b>Eugene 4J *</b>	---	---	---	---	---	---	---
<b>Forest Grove *</b>	5,894-7,157	5,010-6,083	2,333-2,833	2,333-2,833	5,894-7,157	---	2,333-2,833
<b>Grants Pass 7 *</b>	6,845	---	2,934	2,542	5,671	3,911	2,934
<b>Greater Albany 8J</b>	5,281-6,027	3,264-3,725	---	---	4,481-5,112	3,264-3,725	---
<b>Gresham-Barlow 10</b>	5,510-6,245	3,673-4,408	---	---	5,143-5,877	3,306-4,041	---
<b>Hermiston 8</b>	5,163-5,829	2,831-3,497	---	---	3,831-4,497	2,831-3,497	---
<b>Hood River County</b>	5,466-7,093	3,571-4,634	---	---	5,102-6,620	3,571-4,634	---
<b>Klamath County</b>	---	---	---	---	4,338	3,615	---
<b>Klamath Falls City Schools</b>	5,766	3,964	---	---	5,045	3,964	---
<b>Lebanon Community Schools</b>	---	---	---	---	---	---	---
<b>Lincoln County Schools</b>	3,817-4,871	2,694-3,438	1,931-2,464	1,392-1,776	3,817-4,871	2,694-3,438	---
<b>McMinnville 40</b>	---	---	---	---	---	---	---
<b>Newberg 29J</b>	5,325-5,668	3,779-4,122	---	---	5,325-5,688	3,779-4,122	---
<b>North Bend 13</b>	4,039-8,078	2,020-4,039	1,731-3,462	1,443-2,885	2,885-5,482	2,020-4,039	---
<b>Oregon City 62 *</b>	7,113-7,706	3,952-4,544	2,766-3,359	---	6,323-6,915	3,952-4,544	---
<b>Oregon Trail 46</b>	---	---	---	---	5,021-5,739	4,125-4,663	4,125-4,663
<b>Parkrose 3</b>	5,623	3,187	---	---	4,685	3,187	---
<b>Pendleton 16 *</b>	7,106	4,488	2,244	---	7,106	4,488	2,244
<b>Redmond 2J *</b>	---	---	---	---	---	---	---
<b>Reynolds 7 *</b>	6,127-7,736	3,829-4,835	---	---	4,978-6,285	3,446-4,351	---
<b>Roseburg Public Schools</b>	3,606-6,474	1,610-3,522	---	---	2,181-4,562	1,510-3,052	---
<b>Salem-Keizer 24J</b>	5,122-8,296	3,293-5,333	---	---	4,391-7,111	2,927-4,741	---
<b>Sherwood 88J *</b>	5,757-6,117	3,419-3,778	---	---	5,038-5,397	3,059-3,419	---
<b>Silver Falls 4J</b>	4,809-5,184	3,083-3,712	1,870	---	4,069-4,607	2,679-2,943	---
<b>Springfield 19</b>	---	---	---	---	---	---	---
<b>St Helens 502 *</b>	4,730-5,821	3,456-4,275	---	---	4,730-5,821	3,456-4,275	---
<b>Three Rivers/Josephine CU</b>	---	---	---	---	---	---	---
<b>West Linn-Wilsonville 3J</b>	5,166-5,651	3,616-3,955	2,906-3,390	---	4,520-5,005	3,164-3,503	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

## 3,000 &amp; Over ADM Districts

GIRLS SOFTBALL			WRESTLING		BOYS TRACK		GIRLS TRACK	
H.S. Head	H.S. Asst.	7-8 Coach	H.S. Head	H.S. Asst.	H.S. Head	H.S. Asst.	H.S. Head	H.S. Asst.
---	---	---	---	---	---	---	---	---
3,815-5,624	2,745-4,049	---	3,815-5,624	2,745-4,049	3,815-5,624	2,745-4,049	3,815-5,624	2,745-4,049
5,049-5,770	3,606-4,328	---	5,770-6,492	4,328-5,049	5,049-5,770	3,606-4,328	Incl/boys	Incl/boys
---	---	---	---	---	---	---	---	---
4,825-6,031	2,413-3,573	---	4,825-6,031	2,756-3,963	3,791-4,996	2,067-3,273	Incl/boys	Incl/boys
4,047-5,964	3,035-4,473	---	4,047-5,964	3,035-4,473	4,047-5,964	3,035-4,473	4,047-5,964	3,035-4,473
4,193-5,839	2,986-4,554	---	4,193-5,839	2,986-4,554	4,193-5,839	2,986-4,554	Incl/boys	Incl/boys
---	---	---	---	---	---	---	---	---
5,257-6,016	3,516-4,149	---	5,257-6,016	3,867-4,532	5,257-6,016	3,516-4,149	Incl/boys	Incl/boys
5,891	4,091	---	5,891	4,091	5,891	4,091	Incl/boys	Incl/boys
---	---	---	---	---	---	---	---	---
5,894-7,157	5,010-6,083	---	5,894-7,157	4,470-5,427	5,894-7,157	4,470-5,427	5,894-7,157	4,470-5,427
5,671	3,911	2,934	6,845	4,498	5,671	3,911	Incl/boys	Incl/boys
4,481-5,112	3,264-3,725	---	5,281-6,027	3,264-3,725	4,481-5,112	3,264-3,725	4,481-5,112	3,264-3,725
5,143-5,877	3,306-4,041	---	5,143-5,877	3,306-4,041	5,143-5,877	3,306-4,041	Incl/boys	Incl/boys
3,831-4,497	2,831-3,497	---	5,163-5,829	2,831-3,497	3,831-4,497	2,831-3,497	Incl/boys	Incl/boys
5,101-6,620	3,571-4,634	---	5,102-6,620	3,571-4,634	5,102-6,620	3,571-4,634	Incl/boys	Incl/boys
4,338	3,615	---	4,338	3,615	4,338	3,615	Incl/boys	Incl/boys
---	---	---	5,045	3,964	5,045	3,964	---	Incl/boys
---	---	---	---	---	---	---	---	---
3,817-4,871	2,694-3,438	---	3,817-4,871	2,694-3,438	3,817-4,871	2,694-3,438	Incl/boys	Incl/boys
---	---	---	---	---	---	---	---	---
5,325-5,688	3,779-4,122	---	5,325-5,668	3,779-4,122	5,325-5,668	---	Incl/boys	---
2,885-5,482	2,020-4,039	---	2,885-5,482	2,020-4,039	2,885-5,482	2,020-4,039	Incl/boys	Incl/boys
6,323-6,915	3,952-4,544	---	6,323-6,915	3,952-4,544	6,323-6,915	3,952-4,544	6,323-6,915	3,952-4,544
5,021-5,739	4,125-4,663	4,125-4,663	5,021-5,739	4,125-4,663	5,021-5,739	---	Incl/boys	---
4,685	3,187	---	4,685	3,187	5,998	3,187	Incl/boys	Incl/boys
7,106	4,488	---	7,106	4,488	7,106	4,488	---	Incl/boys
---	---	---	---	---	---	---	---	---
4,978-6,285	3,063-3,868	---	5,744-7,252	3,446-4,351	5,744-7,252	3,063-3,868	Incl/boys	Incl/boys
2,181-4,562	---	---	2,181-4,562	1,510-3,052	2,181-4,562	1,510-3,052	Incl/boys	Incl/boys
4,391-7,111	2,927-4,741	---	4,391-7,111	2,927-4,741	4,391-7,111	2,927-4,741	4,391-7,111	2,927-4,741
5,038-5,397	3,059-3,419	---	5,038-5,397	3,419-3,778	5,038-5,397	3,059-3,419	5,038-5,397	3,059-3,419
3,083-3,712	2,679-2,943	---	4,809-5,184	3,083-3,712	4,069-4,607	2,679-2,943	Incl/boys	2,679-2,943
---	---	---	---	---	---	---	---	---
4,730-5,821	3,456-4,275	---	4,730-5,821	3,456-4,275	4,730-5,821	3,456-4,275	---	---
---	---	---	---	---	---	---	---	---
4,520-5,005	3,164-3,503	---	5,166-5,651	3,616-3,955	4,520-5,005	3,164-3,503	Incl/boys	Incl/boys

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

3,000 &amp; Over ADM Districts

School District	CROSS COUNTRY		GOLF		SOCCER	
	Boys	Girls	Boys	Girls	Boys	Girls
<b>Beaverton 48J *</b>	---	---	---	---	---	---
<b>Bend-La Pine 1</b>	3,356-4,949	Incl/boys	2,745-4,049	2,745-4,049	3,815-5,624	3,815-5,624
<b>Canby 86</b>	2,885-3,606	Incl/boys	2,885-3,606	Incl/boys	4,328-5,049	4,328-5,049
<b>Centennial 28J *</b>	---	---	---	---	---	---
<b>Central Point 6</b>	3,791-4,996	Incl/boys	2,413-3,573	---	3,791-4,996	3,791-4,996
<b>Corvallis 509J</b>	2,321-2,811	Incl/boys	2,321-2,811	Incl/boys	4,047-5,964	4,047-5,964
<b>Crook County</b>	4,193-5,839	Incl/boys	4,193-5,839	4,193-5,839	4,193-5,839	4,193-5,839
<b>Dallas 2</b>	---	---	---	---	---	---
<b>David Douglas 40 *</b>	1,468-1,907	Incl/boys	3,167-3,777	3,167-3,777	3,167-3,777	3,167-3,777
<b>Eagle Point 9</b>	4,071	Incl/boys	4,091	Incl/boys	4,091-5,891	4,091-5,891
<b>Eugene 4J *</b>	---	---	---	---	---	---
<b>Forest Grove *</b>	4,470-5,427	4,470-5,427	5,010-6,083	5,010-6,083	5,894-7,157	5,894-7,157
<b>Grants Pass 7 *</b>	4,498	Incl/boys	4,498	Incl/boys	5,671	5,671
<b>Greater Albany 8J</b>	3,736-4,263	3,736-4,263	3,264-3,725	3,264-3,725	4,481-5,112	4,481-5,112
<b>Gresham-Barlow 10</b>	4,408-5,143	Incl/boys	2,939-3,673	2,939-3,673	5,143-5,877	5,143-5,877
<b>Hermiston 8</b>	2,831-4,497	Incl/boys	---	---	2,831-4,497	2,831-4,497
<b>Hood River County</b>	3,644-4,728	Incl/boys	3,644-4,728	3,644-4,728	5,102-6,620	5,102-6,620
<b>Klamath County</b>	3,976	Incl/boys	3,976	3,976	4,338	Incl/boys
<b>Klamath Falls City Schools</b>	3,964	Incl/boys	---	---	4,685	4,685
<b>Lebanon Community Schools</b>	---	---	---	---	---	---
<b>Lincoln County Schools</b>	2,694-3,438	Incl/boys	2,694-3,438	Incl/boys	2,694-3,438	Incl/boys
<b>McMinnville 40</b>	---	---	---	---	---	---
<b>Newberg 29J</b>	3,779-4,122	Incl/boys	2,748-3,092	2,748-3,092	4,294-4,638	4,294-4,638
<b>North Bend 13</b>	2,885-5,482	Incl/boys	2,885-5,482	2,885-5,482	2,885-5,482	2,885-5,482
<b>Oregon City 62 *</b>	3,952-4,544	Incl/boys	3,952-4,544	3,952-4,544	6,323-6,915	6,323-6,915
<b>Oregon Trail 46</b>	4,125-4,663	Incl/boys	4,125-4,663	4,125-4,663	5,021-5,739	5,021-5,739
<b>Parkrose 3</b>	3,936	Incl/boys	---	---	4,685	4,685
<b>Pendleton 16 *</b>	5,984	Incl/boys	5,984	5,984	5,984	5,984
<b>Redmond 2J *</b>	---	---	---	---	---	---
<b>Reynolds 7 *</b>	4,978-6,285	Incl/boys	3,063-3,868	Incl/boys	4,212-5,318	4,212-5,318
<b>Roseburg Public Schools</b>	1,610-3,522	Incl/boys	1,510-3,052	Incl/boys	2,181-4,562	2,181-4,562
<b>Salem-Keizer 24J</b>	3,842-6,222	3,842-6,222	1,500	Incl/boys	3,842-6,222	3,842-6,222
<b>Sherwood 88J *</b>	3,598-3,959	3,598-3,959	3,238-3,598	3,238-3,598	5,038-5,397	5,038-5,397
<b>Silver Falls 4J</b>	3,083-3,712	Incl/boys	---	---	3,083-3,712	3,083-3,712
<b>Springfield 19</b>	---	---	---	---	---	---
<b>St Helens 502 *</b>	4,457-5,548	4,457-5,548	4,457-5,548	4,457-5,548	---	---
<b>Three Rivers/Josephine CU</b>	---	---	---	---	---	---
<b>West Linn-Wilsonville 3J</b>	2,906-3,390	Incl/boys	2,906-3,390	Incl/boys	4,520-5,005	4,520-5,005

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

## 3,000 &amp; Over ADM Districts

<b>TENNIS</b>						
<b>Volleyball</b>	<b>Boys</b>	<b>Girls</b>	<b>Drama</b>	<b>Orchestra</b>	<b>Band</b>	<b>Choir</b>
---	---	---	---	---	---	---
3,815-5,624	3,356-4,949	---	3,815-5,624	3,815-5,624	3,815-5,624	3,815-5,624
4,328-5,049	2,885-3,606	Incl/boys	5,049-5,770 (P)	---	5,049-5,770	2,164-2,885
---	---	---	---	---	---	---
3,791-4,996	---	---	2,067-3,274 (T)	---	3,102-4,308	3,102-4,308
4,047-5,964	2,321-2,811	2,321-2,811	4,047-5,964	2,928-4,473	4,047-5,964	2,928-4,473
4,193-5,839	4,193-5,839	Incl/boys	2,986-4,554	---	3,046-4,602	3,046-4,602
---	---	---	---	---	---	---
5,257-6,016	3,167-3,777	3,167-3,777	1,468-1,907	1,468-1,907	1,818-2,260	---
4,091-5,891	---	---	5,891	---	5,891	5,237
---	---	---	---	---	---	---
5,894-7,157	5,010-6,083	5,010-6,083	5,894-7,157	5,010-6,083	5,894-7,157	5,010-6,083
5,671	4,498	4,498	4,498	4,498	6,845	4,498
5,281-6,027	3,264-3,725	3,264-3,725	2,490-2,841	---	3,326-3,796	2,910-3,321
5,143-5,877	3,306-4,041	3,306-4,041	5,510-6,245	---	5,510-6,245	3,673-4,408
1,832-4,497	2,831-3,497	2,831-3,497	1,832-2,498 (T)	---	2,831-4,497	3,831-4,497
5,102-6,620	3,644-4,728	3,644-4,728	2,186-2,837	---	2,186-2,837	3,644-4,728
4,338	---	---	2,892	---	5,422	3,253
4,685	3,964	Incl/boys	3,964	2,162	5,766	3,244
---	---	---	---	---	---	---
3,817-4,871	---	---	2,694-3,438	---	3,817-4,871	3,817-4,871
---	---	---	---	---	---	---
5,325-5,668	3,092-3,435	3,092-3,435	5,325-5,668	2,233-2,577	3,779-4,122	2,748-3,092
2,885-5,482	2,885-5,482	2,885-5,482	2,885-5,482	---	4,039-8,078	2,885-5,482
6,323-6,915	3,952-4,544	3,952-4,544	5,532-6,125	1,976-2,569	5,532-6,125	3,161-3,754
5,021-5,739	4,125-4,663	4,125-4,663	5,918-6,456	5,918-6,456	5,918-6,456	5,918-6,456
4,685	3,936	3,936	4,685	---	4,685	4,685
7,106	5,984	Incl/boys	4,488	4,488	4,488	4,488
---	---	---	---	---	---	---
5,361-6,769	3,063-3,868	3,063-3,868	1,925-3,384	1,149-1,450	4,978-6,285	3,829-4,835
2,181-4,562	1,510-3,052	Incl/boys	1,610-3,522	---	3,606-6,474	1,510-3,052
3,842-6,222	2,927-4,741	2,927-4,741	4,208-6,815	1,464-2,370	3,293-5,333	3,293-5,333
5,038-5,397	3,238-3,598	3,238-3,598	2,879-3,238	3,598-3,959	3,598-3,959	3,598-3,959
3,083-3,712	3,083-3,712	3,083-3,712	3,944-4,350	---	3,944-4,350	3,944-4,350
---	---	---	---	---	---	---
4,730-5,821	4,457-5,548	Incl/boys	910-1,455 (P)	---	4,093-5,184 (S)	---
---	---	---	---	---	---	---
4,520-5,005	2,906-3,390	Incl/boys	---	2,422-2,906	3,875-4,359	3,875-4,359

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

## 3,000 &amp; Over ADM Districts

<u>School District</u>	<u>Yearbook</u>	<u>Paper</u>	<u>Speech/Debate</u>	<u>Dance/ Drill Team</u>	<u>Rally</u>
<b>Beaverton 48J *</b>	---	---	---	---	---
<b>Bend-La Pine 1</b>	3,356-4,949	3,356-4,949	3,356-4,949	2,134-3,150	2,745-4,049
<b>Canby 86</b>	2,885-3,606	---	5,049-5,770	5,049-5,770	5,409-5,770
<b>Centennial 28J *</b>	---	---	---	---	---
<b>Central Point 6</b>	2,067-3,273	---	---	---	---
<b>Corvallis 509J</b>	2,321-2,811	2,321-2,811	2,321-2,811	2,928-4,473	---
<b>Crook County</b>	2,986-4,554	2,986-4,554	---	1,111-1,689 (S)	1,707-2,601 (S)
<b>Dallas 2</b>	---	---	---	---	---
<b>David Douglas 40 *</b>	3,867-4,532	3,867-4,532	4,214-4,875	4,563-5,257	1,648-1,907
<b>Eagle Point 9</b>	5,237	---	5,891	---	5,891
<b>Eugene 4J *</b>	---	---	---	---	---
<b>Forest Grove *</b>	4,470-5,427	---	5,894-7,157	4,470-5,427	4,470-5,427
<b>Grants Pass 7 *</b>	3,911	3,911	---	5,671	---
<b>Greater Albany 8J</b>	2,490-2,841	2,490-2,841	2,490-2,841	2,490-2,841	2,910-3,321
<b>Gresham-Barlow 10</b>	3,306-4,041	3,306-4,041	5,510-6,245	4,775-5,510	4,775-5,510
<b>Hermiston 8</b>	2,498-3,164	---	2,498-3,164	3,831-4,497	2,498-3,164 (S)
<b>Hood River County</b>	2,915-3,783	2,915-3,783	---	2,915-3,783	3,280-4,256
<b>Klamath County</b>	3,253	3,253	2,169	1,807	3,976
<b>Klamath Falls City Schools</b>	3,244	---	---	---	5,045
<b>Lebanon Community Schools</b>	---	---	---	---	---
<b>Lincoln County Schools</b>	1,123-1,433	1,123-1,433	1,123-1,433	1,123-1,433	1,123-1,433 (S)
<b>McMinnville 40</b>	---	---	---	---	---
<b>Newberg 29J</b>	---	---	---	2,748-3,031	3,779-4,122
<b>North Bend 13</b>	2,885-5,482	2,020-4,039	2,885-5,482	1,443-2,885	2,020-4,039
<b>Oregon City 62 *</b>	3,161-3,754	3,161-3,754	3,161-3,754	6,323-6,915	3,161-3,754
<b>Oregon Trail 46</b>	4,125-4,663	4,125-4,663	5,021-5,739	4,125-4,663 (S)	---
<b>Parkrose 3</b>	2,155	2,155	---	2,155-5,998	2,155-5,623
<b>Pendleton 16 *</b>	2,244	---	---	5,984	4,488
<b>Redmond 2J *</b>	---	---	---	---	---
<b>Reynolds 7 *</b>	3,829-4,835	3,829-4,835	4,212-5,318	3,063-3,868	1,149-1,450
<b>Roseburg Public Schools</b>	1,610-3,522	1,610-3,522	---	---	1,510-3,052
<b>Salem-Keizer 24J</b>	2,561-4,148	2,561-4,148	3,293-6,518	3,293-5,333	4,391-7,111
<b>Sherwood 88J *</b>	2,879-3,238	2,879-3,238	2,879-3,238	3,238-3,598	3,238-3,598 (S)
<b>Silver Falls 4J</b>	998-1,056	---	3,944-4,350	2,679-2,943	2,679-2,943
<b>Springfield 19</b>	---	---	---	---	---
<b>St Helens 502 *</b>	2,001-2,547	3,092-3,911	---	1,364-1,910 (S)	1,364-1,910 (S)
<b>Three Rivers/Josephine CU</b>	---	---	---	---	---
<b>West Linn-Wilsonville 3J</b>	1,453-1,937	1,453-1,937	---	4,520-5,005	2,422-2,906

# Section Contents

Licensed Salary Schedule . . . . .	26
Intermediate Salary Columns . . . . .	28
Salary Policies . . . . .	30
Professional Improvement . . . . .	31
Insurance . . . . .	32
Paid Leaves . . . . .	34
Extra-Duty Pages . . . . .	36

## 1,000-2,999 ADM Districts

School District	County	Years Covered by Coll. Barg. Agreement	Resident ADM Dec. 31, 2012	BACHELOR'S DEGREE			
				Base	Max. Salary	No. of Steps	Amt. of Increment
Astoria 1C *	CLATSOP	2013-2015	1,809.9	36,295	52,386	10	1,787-1,790
Banks 13	WASHINGTON	2011-2014	1,100.0	34,160	64,759	18	1,594-2,043
Brookings-Harbor 17 *	CURRY	2011-2014	1,521.2	33,720	51,911	12	1,349-1,999
Cascade 5	MARION	2013-2015	2,147.1	32,474	46,377	11	1,265-1,261
Coos Bay 9	COOS	2013-2016	2,959.2	32,003	46,929	11	1,453-1,559
Estacada 108 *	CLACKAMAS	2006-2015	2,662.1	33,305	49,791	12	1,499-1,498
Fern Ridge 28J	LANE	2013-2015	1,460.8	33,900	43,719	8	1,255-1,560
Gervais 1	MARION	2013-2014	1,035.1	33,352	39,376	8	800-923
Gladstone 115	CLACKAMAS	2012-2015	2,048.6	31,219	39,836	7	1,436
Jefferson Co 509J	JEFFERSON	2012-2015	2,698.1	35,116	46,507	11	1,001-1,289
La Grande 1	UNION	2013-2016	2,015.0	30,054	44,480	10	1,804
Milton-Freewater 7	UMATILLA	2012-2015	1,810.7	34,146	52,413	18	203-1,019
Molalla River *	CLACKAMAS	2013-2015	2,609.9	33,443	46,152	9	1,588-1,589
Morrow 1	MORROW	2013-2017	2,080.1	32,709	38,874	7	954-1,103
North Marion 15	MARION	2013-2016	1,864.5	33,338	46,673	11	1,333-1,334
North Wasco County 21	WASCO	2013-2015	2,864.9	33,869	47,894	9	1,751-1,752
Nyssa 26	MALHEUR	2011-2015	1,082.8	32,705	46,495	12	1,063-1,464
Ontario 8C	MALHEUR	2012-2014	2,315.3	31,242	45,032	11	---
Phoenix-Talent 4	JACKSON	2013-2015	2,571.0	34,032	56,195	16	1,157-1,859
Seaside 10 *	CLATSOP	2013-2014	1,472.0	34,819	53,621	12	1,392-2,090
Sheridan 48J	YAMHILL	2012-2015	1,025.5	34,841	46,861	13	871-1,149
Siuslaw 97J	LANE	2013-2014	1,272.8	34,754	48,830	10	1,565-1,563
South Umpqua 19	DOUGLAS	2013-2015	1,392.1	32,844	46,432	13	917-1,933
Sutherlin 130 *	DOUGLAS	2013-2016	1,280.4	37,346	49,442	9	1,512
Sweet Home 55	LINN	2012-2014	2,236.7	30,322	44,914	12	1,326-1,327
Tillamook 9	TILLAMOOK	2010-2014	1,897.5	32,851	44,149	11	986-1,285
Umatilla 6	UMATILLA	2013-2015	1,288.4	34,909	48,321	12	1,047-1,408
Winston-Dillard 116	DOUGLAS	2013-2016	1,376.4	31,488	46,241	14	946-1,346

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



1,000-2,999 ADM Districts

BACHELOR'S DEGREE +45				MASTER'S DEGREE				MASTER'S DEGREE +45			
Base	Max. Salary	No. of Steps	Amt. of Increment	Base	Max. Salary	No. of Steps	Amt. of Increment	Base	Max. Salary	No. of Steps	Amt. of Increment
37,368	55,247	11	1,787-1,790	38,440	59,894	13	1,786-1,789	40,050	66,869	16	1,786-1,790
---	---	---	---	35,191	66,764	18	1,646-2,107	---	---	---	---
36,472	56,146	12	1,460-2,159	---	---	---	---	---	---	---	---
33,740	51,434	14	1,263-1,264	35,004	55,230	16	1,264-1,266	36,646	58,136	17	1,265
34,037	51,578	13	1,452	35,489	54,776	14	1,452-1,559	37,233	58,262	15	1,453-1,558
36,969	56,452	14	1,498	38,801	59,783	15	1,498-1,499	42,631	66,610	17	1,498
35,565	55,002	13	1,316-1,963	37,311	62,049	15	1,380-2,214	39,142	65,094	15	1,449-2,322
36,978	52,777	16	887-1,237	38,273	62,978	22	919-1,476	---	---	---	---
35,434	54,181	14	1,436-1,514	36,839	58,520	16	1,436-1,576	39,648	62,829	17	1,436-1,639
38,203	53,525	13	1,089-1,483	39,290	59,892	16	1,113-1,661	42,750	68,925	18	1,214-1,910
30,956	49,890	10	2,104	30,956	49,890	10	2,104	---	---	---	---
35,224	54,920	18	221-1,065	37,638	59,551	18	247-1,158	41,061	62,975	18	247-1,159
36,453	58,693	15	1,588-1,589	37,457	61,283	16	1,588-1,589	40,466	64,295	16	1,588-1,589
34,326	48,486	13	1,002-1,376	35,185	55,923	16	1,026-3,281	36,964	58,754	16	1,080-3,446
36,171	56,174	16	1,333-1,334	37,838	57,841	16	1,333-1,334	41,672	61,675	16	1,333-1,334
36,139	55,575	13	1,618-1,619	37,515	58,990	14	1,649-1,650	39,885	62,953	17	1,538-1,536
34,227	55,299	16	1,112-1,741	35,014	56,573	16	1,138-1,781	36,643	61,128	17	1,191-1,924
33,467	51,899	13	---	34,637	55,715	14	---	37,104	59,685	14	---
36,386	60,081	16	1,238-1,976	---	---	---	---	38,087	61,783	16	1,237-1,976
36,908	64,066	15	1,393-2,438	38,301	66,504	15	1,739-2,438	40,738	70,681	15	1,742-2,785
37,698	57,348	18	940-1,394	39,196	59,648	18	975-1,462	42,401	64,491	18	1,044-1,568
37,326	56,094	13	1,563-1,882	38,612	62,072	16	1,562-1,564	41,185	64,644	16	1,563-1,564
---	---	---	---	36,554	54,615	15	1,025-2,273	---	---	---	---
39,087	54,207	11	1,512	40,828	61,996	15	1,512	---	---	---	---
33,051	50,297	14	1,326-1,327	34,416	56,968	18	1,326-1,328	37,145	59,697	18	1,326-1,328
34,851	52,716	15	1,046-1,536	35,897	54,296	15	1,078-1,582	39,226	59,332	15	1,176-1,729
39,268	61,178	16	---	40,839	63,623	16	1,225-1,852	---	---	---	---
33,276	51,843	16	998-1,510	35,166	56,431	17	1,054-1,644	36,150	58,010	17	1,084-1,691

The following districts had not reached a settlement or had not reported when this book went to press: Ashland 5, Baker 5J, Central 13J, Corbett 39, Creswell 40, Junction City 69, North Santiam 29, Philomath 17J, Scappoose 1J, Sisters 6, South Lane 45J, Yamhill-Carlton 1.

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

1,000-2,999 ADM Districts

**ASTORIA 1C \***

BA+15	-	36,295	-	52,386	(10)
BA+30	-	36,832	-	52,923	(10)
BA+60	-	37,903	-	57,572	(12)
BA+75	-	38,440	-	59,894	(13)
BA+90	-	38,976	-	62,221	(14)
BA+105	-	39,511	-	64,545	(15)
BA+120	-	40,050	-	66,869	(16)
MA+15	-	38,976	-	62,221	(14)
MA+30	-	39,511	-	64,545	(15)

**BROOKINGS-HARBOR 17 \***

BA+24	-	35,069	-	53,987	(12)
BA+60	-	37,933	-	58,393	(12)

**CASCADE 5**

BA+30	-	33,108	-	47,011	(11)
BA+60	-	34,160	-	51,853	(14)
BA+75	-	34,583	-	52,281	(14)
BA+90	-	35,004	-	55,230	(16)
MA+15	-	35,554	-	55,773	(16)
MA+30	-	36,098	-	57,588	(17)

**COOS BAY 9**

BA+15	-	32,584	-	47,511	(11)
BA+30	-	33,165	-	49,254	(12)
BA+60	-	34,618	-	53,904	(14)
MA+15	-	36,071	-	55,357	(14)
MA+30	-	36,652	-	57,681	(15)

**ESTACADA 108 \***

BA+24	-	35,137	-	53,122	(13)
BA+60	-	38,801	-	59,783	(15)
BA+84	-	40,699	-	63,180	(16)
BA+105	-	42,631	-	66,610	(17)
MA+24	-	40,699	-	63,180	(16)

**FERN RIDGE 28J**

BA+15	-	34,445	-	44,420	(8)
BA+30	-	35,000	-	46,806	(9)
BA+60	-	36,137	-	55,884	(13)
BA+75	-	36,720	-	56,786	(13)
BA+90	-	37,311	-	62,049	(15)
MA+15	-	37,911	-	63,047	(15)
MA+30	-	38,521	-	64,066	(15)

**GERVAIS 1**

BA+15	-	34,520	-	41,732	(9)
BA+30	-	35,728	-	45,291	(11)
BA+60	-	38,273	-	62,978	(22)
BA+90	-	39,612	-	65,182	(22)
MA+15	-	39,612	-	65,182	(22)

**GLADSTONE 115**

BA+15	-	32,624	-	42,677	(8)
BA+30	-	34,029	-	45,518	(9)
BA+60	-	36,121	-	56,351	(15)
MA+24	-	38,243	-	59,941	(16)

**JEFFERSON CO 509J**

BA+15	-	36,117	-	47,834	(11)
BA+30	-	37,146	-	49,195	(11)
BA+60	-	39,290	-	59,892	(16)
BA+75	-	40,411	-	61,598	(16)
BA+90	-	41,562	-	63,355	(16)
BA+105	-	42,750	-	68,925	(18)
MA+15	-	40,411	-	61,598	(16)
MA+30	-	41,562	-	63,355	(16)

**LA GRANDE 1**

BA+75	-	31,858	-	53,496	(10)
BA+105	-	32,760	-	57,103	(10)
MA+30	-	31,858	-	53,496	(10)
MA+60	-	32,759	-	57,103	(10)
Doc.	-	32,759	-	57,103	(10)

**MILTON-FREEWATER 7**

BA+90	-	37,638	-	59,551	(18)
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**MOLALLA RIVER \***

BA+30	-	35,450	-	56,101	(14)
BA+60	-	37,457	-	61,285	(16)
BA+75	-	38,460	-	62,288	(16)
BA+90	-	39,463	-	63,292	(16)
BA+105	-	40,466	-	64,295	(16)
MA+15	-	38,460	-	62,288	(16)
MA+30	-	39,463	-	63,292	(16)

**MORROW 1**

BA+30	-	33,488	-	42,159	(9)
BA+60	-	35,185	-	55,923	(16)
BA+95	-	36,063	-	57,321	(16)
MA+30	-	36,063	-	57,321	(16)

**NORTH MARION 15**

BA+24	-	34,671	-	49,340	(12)
BA+60	-	37,838	-	57,841	(16)
BA+84	-	39,672	-	59,674	(16)
BA+105	-	41,672	-	61,675	(16)
MA+24	-	39,672	-	59,674	(16)

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

1,000-2,999 ADM Districts

**NORTH WASCO COUNTY 21**

BA+15	-	34,635	-	50,005	(10)
BA+30	-	35,404	-	50,364	(10)
BA+75	-	37,515	-	58,990	(14)
MA+15	-	38,304	-	59,287	(14)
MA+30	-	39,095	-	61,160	(15)

**NYSSA 26**

BA+22	-	33,457	-	49,109	(13)
MA+22	-	35,819	-	59,752	(17)

**ONTARIO 8C**

BA+22	-	32,334	-	48,343	(12)
BA+60	-	34,637	-	55,715	(14)
BA+82	-	35,848	-	57,665	(14)
BA+105	-	37,104	-	59,685	(14)
MA+22	-	35,848	-	57,665	(14)

**PHOENIX-TALENT 4**

BA+30	-	35,189	-	58,105	(16)
BA+60	-	37,623	-	62,124	(16)
BA+75	-	38,902	-	64,236	(16)
MA+60	-	39,324	-	63,825	(16)
MA+75	-	40,603	-	65,937	(16)
Doc.	-	44,995	-	67,639	(14)

**SEASIDE 10 \***

BA+15	-	35,517	-	56,755	(13)
BA+30	-	36,211	-	60,235	(14)
BA+60	-	37,604	-	65,110	(15)
BA+75	-	38,301	-	66,504	(15)
BA+90	-	39,347	-	67,896	(15)
BA+105	-	40,040	-	69,289	(15)
BA+120	-	40,738	-	70,681	(15)
MA+15	-	39,347	-	67,896	(15)
MA+30	-	40,040	-	69,289	(15)

**SHERIDAN 48J**

BA+24	-	36,235	-	51,181	(15)
BA+60	-	39,196	-	59,648	(18)
BA+84	-	40,764	-	62,017	(18)
MA+24	-	40,764	-	62,017	(18)

**SIUSLAW 97J**

BA+24	-	36,040	-	53,245	(12)
BA+60	-	38,612	-	62,072	(16)
BA+84	-	39,899	-	63,356	(16)
BA+105	-	41,185	-	64,644	(16)
MA+24	-	39,899	-	63,356	(16)

**SOUTH UMPQUA 19**

BA+30	-	34,649	-	50,357	(14)
MA+30	-	38,655	-	59,371	(16)

**SUTHERLIN 130 \***

BA+75	-	40,828	-	61,996	(15)
MA+30	-	42,569	-	63,737	(15)

**SWEET HOME 55**

BA+24	-	31,687	-	47,606	(13)
BA+69	-	34,416	-	56,968	(18)
BA+90	-	35,780	-	58,332	(18)
BA+110	-	37,145	-	59,697	(18)
MA+24	-	35,780	-	58,332	(18)

**TILLAMOOK 9**

BA+30	-	33,836	-	45,473	(11)
BA+75	-	35,897	-	54,296	(15)
BA+90	-	36,974	-	55,926	(15)
BA+105	-	38,083	-	57,604	(15)
BA+120	-	39,226	-	59,332	(15)
MA+15	-	36,974	-	55,926	(15)
MA+30	-	38,083	-	57,604	(15)

**UMATILLA 6**

BA+15	-	36,305	-	51,763	(13)
BA+30	-	37,756	-	55,448	(14)
MA+15	-	42,472	-	66,169	(15)

**WINSTON-DILLARD 116**

BA+24	-	32,369	-	48,961	(15)
BA+60	-	34,209	-	53,296	(16)

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

## 1,000-2,999 ADM Districts

School District	BA base % increase for 2013-2014 over 2012-2013	2012-2013 Average Annual Salary	2012-2013 FTE	Student School Days	Contract Days	Inservice Days	Holidays
Astoria 1C *	6.63 <sup>1</sup>	52,357	110	177	186	7	3
Banks 13	5.59 <sup>2</sup>	49,283	55	169	189	4	5
Brookings-Harbor 17 *	1.0	50,495	78	174	192	5	7
Cascade 5	No Incr	46,728	130	---	191	---	5
Coos Bay 9	1.5	47,405	142	175	190	3	6
Estacada 108 *	1.25	53,548	127	175	190	3	6
Fern Ridge 28J	1.25	54,246	76	173	190	3	4
Gervais 1	No Incr	52,574	63	166	190	9.5	5
Gladstone 115	No Incr	53,700	92	167.5	182	8.5	2
Jefferson Co 509J	1.0	54,734	168	168.5	190	3	8
La Grande 1	1.0	51,925	110	175	175	7	6
Milton-Freewater 7	No Incr	51,508	101	178	189	5	6
Molalla River *	0.5	48,180	138	171	190	4	6
Morrow 1	3.0	48,626	136	150	190	15	4
North Marion 15	2.0	56,102	95	172	172	---	5
North Wasco County 21	1.0	54,460	159	175	190	2	4
Nyssa 26	1.0	50,188	73	175	190	1	7
Ontario 8C	0.5	51,993	135	176	191	---	5
Phoenix-Talent 4	4.92	57,252	134	173.5	190	10.5	6
Seaside 10 *	1.0	61,431	92	176	190	9	5
Sheridan 48J	1.0	49,151	60	---	190	---	5
Siuslaw 97J	1.0	57,096	71	177	191	8	6
South Umpqua 19	No Incr	48,823	78	172.5	190	9.5	7
Sutherlin 130 *	2.75	54,791	73	176	190	8	4
Sweet Home 55	1.0	48,987	121	149	178	4	6
Tillamook 9	No Incr	48,549	110	169	190	10	8
Umatilla 6	No Incr	56,307	73	143	185	4	3
Winston-Dillard 116	0.75	51,284	79	148	190	11	5

<sup>1</sup> The district restored 8 days.

<sup>2</sup> The district reduced furlough days from 10 to 5 this year.

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

1,000-2,999 ADM Districts

<b>TUITION REIMBURSEMENT</b>			
<b>School District</b>	<b>Hours Reimbursed</b>	<b>Rate of Reimbursement</b>	<b>Pool Amount</b>
<b>Astoria 1C *</b>	\$3,000	U of O	\$35,000
<b>Banks 13</b>	---	PSU	---
<b>Brookings-Harbor 17 *</b>	---	Actual Cost	\$26,000
<b>Cascade 5</b>	---	Other	---
<b>Coos Bay 9</b>	---	U of O	---
<b>Estacada 108 *</b>	6 hrs	PSU	\$60,000
<b>Fern Ridge 28J</b>	---	---	---
<b>Gervais 1</b>	6 hrs	Actual Cost <sup>1</sup>	---
<b>Gladstone 115</b>	---	PSU	\$45,000
<b>Jefferson Co 509J</b>	12 hrs	Avg of Specific Univ	\$45,000
<b>La Grande 1</b>	---	---	---
<b>Milton-Freewater 7</b>	\$35,000	State Average	---
<b>Molalla River *</b>	---	PSU	\$100,000
<b>Morrow 1</b>	---	State Average	---
<b>North Marion 15</b>	\$1,000	PSU	---
<b>North Wasco County 21</b>	---	PSU	\$50,000
<b>Nyssa 26</b>	---	---	---
<b>Ontario 8C</b>	---	---	---
<b>Phoenix-Talent 4</b>	---	---	---
<b>Seaside 10 *</b>	\$1,270	Avg of Specific Univ	---
<b>Sheridan 48J</b>	---	Actual Cost	---
<b>Siuslaw 97J</b>	---	Actual Cost	\$26,636
<b>South Umpqua 19</b>	---	Other	\$25,000
<b>Sutherlin 130 *</b>	---	U of O	\$13,000
<b>Sweet Home 55</b>	---	U of O	\$10,000
<b>Tillamook 9</b>	---	Actual Cost	\$19,000
<b>Umatilla 6</b>	---	Other	---
<b>Winston-Dillard 116</b>	---	U of O	\$17,000

<sup>1</sup> The district pre-pays tuition costs.

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

## 1,000-2,999 ADM Districts

School District	Highest Monthly Premium Offered to Employees	Maximum District Contribution	Plan Type	District's Cap, if Any	Are Excess Contrib. Pooled?	Maximum Employee Contribution
Astoria 1C *	2,568.92 <sup>1</sup>	1,400.00	Step-Rate	1,150.00	Yes <sup>2</sup>	401.14
Banks 13	1,945.77 <sup>1</sup>	1,413.00	Composite	1,413.00	No	210.10
Brookings-Harbor 17 *	2,566.48 <sup>1</sup>	1,134.41	Step-Rate	950.00	Yes	636.06
Cascade 5	---	---	---	---	---	---
Coos Bay 9	---	---	---	---	---	---
Estacada 108 *	1,937.48	1,439.08	Step-Rate	1,439.08	Yes <sup>2</sup>	498.40
Fern Ridge 28J	1,254.45	1,140.00	Composite	1,140.00	No	114.45
Gervais 1	1,962.11	1,200.00	Composite	1,200.00 <sup>3</sup>	No	762.11
Gladstone 115	1,472.00	1,472.00	Composite	1,482.00	No	.00
Jefferson Co 509J	1,989.00 <sup>1</sup>	1,175.00	Composite	1,175.00	No	461.00
La Grande 1	1,964.18 <sup>1</sup>	1,050.96	Composite	1,050.96	No	525.48
Milton-Freewater 7	1,389.43	1,199.53	Composite	1,170.00	Yes <sup>2</sup>	189.90
Molalla River *	1,975.99 <sup>5</sup>	1,725.62	Step-Rate	1,094.00	Yes	170.85
Morrow 1	1,605.35	1,242.86	Composite	1,200.00	Yes <sup>2</sup>	362.49
North Marion 15	1,773.75 <sup>1</sup>	1,040.00	Composite	1,040.00	No	381.23
North Wasco County 21	1,964.18	1,185.00	Composite	1,185.00	No	779.18
Nyssa 26	---	---	---	---	---	---
Ontario 8C	---	---	---	---	---	---
Phoenix-Talent 4	1,773.75 <sup>4</sup>	1,060.00	Composite	1,060.00	No	---
Seaside 10 *	1,964.18	1,325.00	Composite	1,325.00	No	639.18
Sheridan 48J	---	---	---	---	---	---
Siuslaw 97J	2,098.75 <sup>5</sup>	1,206.78	Step-Rate	1,077.78	Yes	506.25
South Umpqua 19	1,286.42	925.00	Composite	925.00	No	361.42
Sutherlin 130 *	1,431.92	1,147.80	Composite	1,147.80	No	284.12
Sweet Home 55	1,966.00 <sup>1</sup>	930.00	Composite	930.00	No	448.00
Tillamook 9	---	---	---	---	---	---
Umatilla 6	1,588.71	1,424.77	Composite	1,425.00	No	163.94
Winston-Dillard 116	1,315.72	1,062.50	---	1,062.50	No	253.22

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

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

<sup>3</sup> District contributes the difference between the CAP and Plan H into an employee owned HSA.

<sup>4</sup> Currently, no employee is taking the most expensive plan and if they take the lowest cost plan, it is a HSA and the district contributes the remaining amount into an HSA account.

<sup>5</sup> Currently, no employee is taking the most expensive plan and the pooled amount covers a portion of the employee's out-of-pocket expenses.

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

## 1,000-2,999 ADM Districts

<u>Includes Medical Insurance</u>	<u>Includes Dental Insurance</u>	<u>Includes Life Insurance- (Policy Value)</u>	<u>Includes Long-Term Disability</u>	<u>Includes Vision Insurance</u>	<u>Eligible for Full Contribution</u>
Yes	Yes	\$20,000	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	.5 time or more
---	---	---	---	---	---
---	---	---	---	---	---
Yes	Yes	\$20,000	Yes	Yes	.5 time or more
Yes	Yes	\$50,000	Yes	Yes	.5 time or more
Yes	Yes	\$20,000	No	Yes	Full-time only
Yes	Yes	\$7,500	No	Yes	Full-time only
Yes	Yes	---	Yes	Yes	.5 time or more
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	\$30,000	Yes	Yes	Full-time only
Yes	Yes	\$20,000	Yes	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	No	---	No	No	Full-time only
Yes	Yes	---	No	Yes	Full-time only
---	---	---	---	---	---
---	---	---	---	---	---
Yes	No	---	No	No	.5 time or more
Yes	Yes	---	No	Yes	.5 time or more
---	---	---	---	---	---
Yes	Yes	\$20,000	Yes	Yes	.5 time or more
Yes	Yes	\$10,000	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	\$20,000	No	Yes	All staff
---	---	---	---	---	---
Yes	Yes	---	No	Yes	All staff
Yes	Yes	---	Yes	Yes	Full-time only

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

## 1,000-2,999 ADM Districts

School District	PERSONAL		BUSINESS		PROFESSIONAL		BEREAVEMENT		SABBATICAL
	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	% of Salary
Astoria 1C *	2	---	---	Incl/pers	---	(L)	3	(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%
Coos Bay 9	3	---	---	---	---	As appr	---	As appr	No Program
Estacada 108 *	3	---	---	---	---	As appr	5	(P)	No Program
Fern Ridge 28J	3	Incl emerg	---	---	---	---	5	---	0%
Gervais 1	4	---	---	Incl/pers	---	---	5	---	0%
Gladstone 115	1	---	---	---	---	---	3	(P)	50%
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	---	0%
Molalla River *	4	---	---	Incl/pers	---	---	5	(P)	0%
Morrow 1	3	---	---	---	---	---	3	---	0%
North Marion 15	3	---	---	Incl/pers	3	As appr	5	(P)	No Program
North Wasco County 21	2	---	---	---	---	---	5	---	No Program
Nyssa 26	2	---	---	---	---	As appr	3	---	No Program
Ontario 8C	2	---	---	---	---	As appr	5	---	No Program
Phoenix-Talent 4	2	---	---	---	---	---	5	---	50%
Seaside 10 *	3	---	---	---	---	As appr	3	(P)	50%
Sheridan 48J	2	---	---	---	---	As appr	5	As appr	0%
Siuslaw 97J	3	---	---	---	---	As appr	4	---	0%
South Umpqua 19	2	As appr	---	---	---	---	3	---	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	---	50%
Umatilla 6	4	As appr	---	---	---	---	5	---	50%
Winston-Dillard 116	3	---	---	---	---	(L)	---	(S)	0%

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



1,000-2,999 ADM Districts

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

(A) = Leave days accrue.

(F) = Fee given to the district.

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

(L) = Leave days are taken without pay.

LAW = Leave follows federal/state statute

(P) = Per occurrence.

(R) = Association reimburses substitute cost.

(S) = Sick leave days are used.

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

1,000-2,999 ADM Districts

School District	FOOTBALL					
	Athletic Director	Activity Director	H.S. Head	H.S. Asst.	9th Head	9th Asst.
Astoria 1C *	---	---	4,912	3,191	---	---
Banks 13	---	1,649	5,122	3,000	---	---
Brookings-Harbor 17 *	---	---	4,801	3,429	---	---
Cascade 5	---	---	---	---	---	---
Coos Bay 9	---	---	---	---	---	---
Estacada 108 *	---	3,664-4,330 (S)	4,663-5,329	3,664-4,330	---	---
Fern Ridge 28J	---	---	4,009-5,115	2,337-2,983	---	---
Gervais 1	7,058	---	3,403-3,980	2,305-2,694	---	---
Gladstone 115	---	---	---	---	---	---
Jefferson Co 509J	7,230	---	4,820-7,230	4,000-6,025	---	---
La Grande 1	---	2,619-3,021	4,364-4,812	2,574-3,021	---	---
Milton-Freewater 7	4,192-5,428	---	4,192-5,428	3,225-4,061	---	---
Molalla River *	4,448-5,437	---	4,448-5,437	3,129-3,789	---	---
Morrow 1	2,775-3,375	---	2,822-3,886	2,177-2,880	2,177-2,880	2,177-2,880
North Marion 15	5,312	3,254	4,553	3,254	---	---
North Wasco County 21	---	---	5,588-5,927	4,234-4,572	---	---
Nyssa 26	---	---	4,271-4,699	3,214-3,642	---	---
Ontario 8C	---	---	4,012-4,355	2,793-3,033	---	---
Phoenix-Talent 4	---	---	---	---	---	---
Seaside 10 *	3,168-3,429	3,168-3,429	4,682-5,070	3,031-3,278	3,031-3,278	2,477-2,684
Sheridan 48J	3,282-3,840	---	3,282-3,840	1,942-2,272	---	---
Siuslaw 97J	8,342	---	4,170-5,908	3,128-4,866	---	---
South Umpqua 19	---	---	3,346-3,917	2,786-3,264	---	---
Sutherlin 130 *	---	---	3,735-5,228	2,614-3,660	---	---
Sweet Home 55	---	---	---	---	---	---
Tillamook 9	4,270-5,071	4,270-5,071	3,703-4,398	2,846-3,380	---	---
Umatilla 6	---	---	3,448	3,071	3,448	---
Winston-Dillard 116	4,723-5,353	2,519-3,148	3,778-4,723	3,148-3,778	2,834-3,464	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

1,000-2,999 ADM Districts

FOOTBALL (Continued)		BOYS BASKETBALL					
7-8 Head	7-8 Asst.	H.S. Head	H.S. Asst.	9th Head	9th Asst.	7-8 Head	7-8 Asst.
1,721	---	4,912	3,191	3,191	---	1,721	---
---	---	5,122	1,500	---	---	---	---
2,743	2,058	4,801	3,429	---	---	2,743	2,058
---	---	---	---	---	---	---	---
---	---	---	---	---	---	---	---
---	---	4,663-5,329	3,664-4,330	---	---	---	---
---	---	4,009-5,115	2,673-3,414	---	---	---	---
1,604	---	3,403-3,980	2,305-2,694	---	---	1,604	---
---	---	---	---	---	---	---	---
---	---	4,820-7,230	4,000-6,025	---	---	---	---
1,598	1,065	4,364-4,812	2,574-3,021	2,127-2,574	---	1,598	1,065
3,225-4,061	1,612-2,030	4,192-5,428	3,225-4,061	---	---	1,935-2,505	1,612-2,030
---	---	4,448-5,437	3,129-3,789	---	---	---	---
1,190-1,766	898-1,257	2,722-3,886	2,177-2,880	2,177-2,880	2,177-2,880	1,190-1,766	898-1,257
---	---	4,553	3,254	---	---	2,041	---
1,694-1,862	1,101-1,271	5,250-5,588	4,234-4,572	---	---	1,694-1,862	1,101-1,271
1,607-2,250	---	4,271-4,699	3,214-3,642	---	---	1,607-2,250	---
---	---	4,012-4,355	2,793-3,033	---	---	---	---
---	---	---	---	---	---	---	---
2,205-2,386	1,932-2,090	4,682-5,070	---	3,031-3,278	---	1,932-2,090	1,656-1,792
---	---	---	---	---	---	---	---
2,085-3,475	---	---	3,128-4,866	---	---	2,085-3,475	---
2,457-2,931	---	3,346-3,917	2,786-3,264	---	---	2,457-2,931	---
---	---	3,735-5,228	2,614-3,660	---	---	---	---
---	---	---	---	---	---	---	---
---	---	3,703-4,398	2,846-3,380	---	---	---	---
2,246	2,246	3,713	3,183	3,713	---	2,246	---
2,834-3,464	---	3,778-4,723	---	---	---	2,519-3,148	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

1,000-2,999 ADM Districts

School District	GIRLS BASKETBALL				BOYS BASEBALL		
	H.S. Head	H.S. Asst.	7-8 Head	7-8 Asst.	H.S. Head	H.S. Asst.	7-8 Coach
Astoria 1C *	4,912	3,191	1,721	1,721	4,912	3,191	---
Banks 13	5,122	1,500	---	---	5,122	1,500	---
Brookings-Harbor 17 *	4,801	3,429	2,743	2,058	4,801	3,429	---
Cascade 5	---	---	---	---	---	---	---
Coos Bay 9	---	---	---	---	---	---	---
Estacada 108 *	4,663-5,329	3,664-4,330	---	---	3,664-4,330	2,331-2,997	---
Fern Ridge 28J	4,009-5,115	2,673-3,414	---	---	3,676-4,698	2,005-2,561	---
Gervais 1	3,403-3,980	2,305-2,694	1,604	---	3,403-3,980	2,305-2,694	1,604
Gladstone 115	---	---	---	---	---	---	---
Jefferson Co 509J	4,820-7,230	---	---	---	4,000-6,025	3,229-4,820	---
La Grande 1	4,364-4,812	2,574-3,021	1,598	1,065	4,364-4,812	2,574-3,021	---
Milton-Freewater 7	4,192-5,428	3,225-4,061	1,935-2,505	1,612-2,030	4,192-5,428	3,225-4,061	---
Molalla River *	4,448-5,437	3,129-3,789	---	---	4,448-5,437	3,129-3,789	---
Morrow 1	2,722-3,886	2,177-2,880	1,190-1,766	898-1,257	2,722-3,886	2,177-2,880	1,190-1,766
North Marion 15	4,553	3,254	2,041	---	4,553	3,254	---
North Wasco County 21	5,250-5,588	4,234-4,572	1,694-1,862	1,101-1,271	5,250-5,588	4,234-4,572	---
Nyssa 26	4,271-4,699	3,214-3,642	1,607-2,250	---	4,271-4,699	3,214-3,642	---
Ontario 8C	4,012-4,355	2,793-3,033	---	---	4,012-4,355	2,793-3,033	---
Phoenix-Talent 4	---	---	---	---	---	---	---
Seaside 10 *	4,682-5,070	---	1,932-2,090	1,656-1,792	4,130-4,473	2,345-2,533	---
Sheridan 48J	---	---	---	---	---	---	---
Siuslaw 97J	4,170-5,908	---	---	---	4,170-5,908	3,128-4,866	---
South Umpqua 19	3,346-3,917	2,786-3,264	2,457-2,931	---	3,065-3,586	2,786-3,264	---
Sutherlin 130 *	---	---	---	---	2,988-4,183	2,614-3,660	---
Sweet Home 55	---	---	---	---	---	---	---
Tillamook 9	3,703-4,398	---	---	---	3,418-4,060	2,563-3,044	---
Umatilla 6	3,713	3,183	---	---	---	---	---
Winston-Dillard 116	3,778-4,723	3,148-3,778	2,519-3,148	---	3,778-4,723	3,148-3,778	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

## 1,000-2,999 ADM Districts

GIRLS SOFTBALL			WRESTLING		BOYS TRACK		GIRLS TRACK	
H.S. Head	H.S. Asst.	7-8 Coach	H.S. Head	H.S. Asst.	H.S. Head	H.S. Asst.	H.S. Head	H.S. Asst.
4,912	3,191	---	4,912	1,721	4,912	3,191	Incl/boys	Incl/boys
5,122	1,500	---	5,122	1,500	5,122	3,000	Incl/boys	Incl/boys
4,801	3,429	---	4,801	3,429	4,801	3,429	Incl/boys	Incl/boys
---	---	---	---	---	---	---	---	---
---	---	---	---	---	---	---	---	---
3,664-4,330	2,331-2,997	---	4,663-5,329	3,664-4,330	---	2,331-2,997	3,664-4,330	---
3,676-4,698	2,005-2,561	---	4,009-5,115	2,337-2,983	4,009-5,115	2,337-2,983	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
---	---	---	---	---	---	---	---	---
4,000-6,025	3,229-4,820	---	4,820-7,230	4,000-6,025	4,000-6,025	3,229-4,820	Incl/boys	Incl/boys
4,364-4,812	2,574-3,021	---	4,364-4,812	2,574-3,021	3,917-4,364	2,574-3,021	Incl/boys	Incl/boys
4,192-5,428	3,225-4,061	---	4,192-5,428	3,225-4,061	4,192-5,428	3,225-4,061	Incl/boys	Incl/boys
4,448-5,437	3,129-3,789	---	4,448-5,436	---	4,448-5,437	3,129-3,789	Incl/boys	Incl/boys
2,722-3,886	2,177-2,880	---	2,722-3,886	2,177-2,880	2,722-3,886	2,177-2,880	Incl/boys	Incl/boys
4,553	3,254	---	4,553	3,254	4,553	3,254	Incl/boys	Incl/boys
5,250-5,588	4,234-4,572	---	5,250-5,588	4,234-4,572	5,250-5,588	4,234-4,572	Incl/boys	Incl/boys
4,271-4,699	3,214-3,642	---	4,271-4,699	3,214-3,642	3,735-4,164	2,999-3,428	Incl/boys	Incl/boys
4,012-4,355	2,793-3,033	---	4,012-4,355	2,793-3,033	3,705-4,018	2,793-3,033	3,705-4,018	Incl/boys
---	---	---	---	---	---	---	---	---
4,130-4,473	2,345-2,533	---	4,408-4,770	3,031-3,278	4,130-4,473	3,168-3,429	Incl/boys	2,345-2,533
2,525-2,954	---	---	3,282-3,840	1,942-2,272	---	---	---	---
---	3,128-4,866	---	4,170	3,128-4,866	4,170-5,908	3,128-4,866	Incl/boys	Incl/boys
3,065-3,586	2,786-3,264	---	3,346-3,917	2,786-3,264	3,065-3,586	2,786-3,264	Incl/boys	Incl/boys
2,988-4,183	2,614-3,660	---	3,735-5,228	2,614-3,660	3,735-5,228	2,614-3,660	Incl/boys	Incl/boys
---	---	---	---	---	---	---	---	---
3,418-4,060	2,846-3,380	---	3,703-4,398	---	3,703-4,398	2,563-3,044	Incl/boys	Incl/boys
---	---	---	---	---	3,448	3,071	Incl/boys	Incl/boys
3,778-4,723	3,148-3,778	---	3,778-4,723	---	3,778-4,723	3,148-3,778	Incl/boys	Incl/boys

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

1,000-2,999 ADM Districts

School District	CROSS COUNTRY		GOLF		SOCCER	
	Boys	Girls	Boys	Girls	Boys	Girls
Astoria 1C *	4,223	Incl/boys	4,223	Incl/boys	4,223	4,223
Banks 13	---	---	---	---	---	---
Brookings-Harbor 17 *	---	---	---	---	4,801	4,801
Cascade 5	---	---	---	---	---	---
Coos Bay 9	---	---	---	---	---	---
Estacada 108 *	3,664-4,330	Incl/boys	3,664-4,330	3,664-4,330	3,664-4,330	3,664-4,330
Fern Ridge 28J	3,011-3,835	Incl/boys	2,337-2,983	Incl/boys	3,011-3,835	Incl/boys
Gervais 1	---	---	---	---	3,403-3,980	3,403-3,980
Gladstone 115	---	---	---	---	---	---
Jefferson Co 509J	4,000-6,025	Incl/boys	3,229-4,820	Incl/boys	4,820-7,230	4,820-7,230
La Grande 1	3,021-3,469	Incl/boys	3,021-3,469	3,021-3,469	3,917-4,364	3,917-4,364
Milton-Freewater 7	4,192-5,428	Incl/boys	4,192-5,428	Incl/boys	4,192-5,428	Incl/boys
Molalla River *	4,448-5,437	Incl/boys	4,448-5,437	Incl/boys	4,448-5,437	4,448-5,437
Morrow 1	---	---	2,722-3,886	Incl/boys	2,722-3,886	Incl/boys
North Marion 15	3,254	Incl/boys	3,254	Incl/boys	4,553	4,553
North Wasco County 21	3,895-5,250	Incl/boys	3,895-5,250	3,895-5,250	4,234-5,588	4,234-5,588
Nyssa 26	3,735-4,164	Incl/boys	3,735-4,164	Incl/boys	---	---
Ontario 8C	2,850-3,090	Incl/boys	---	---	---	---
Phoenix-Talent 4	---	---	---	---	---	---
Seaside 10 *	4,130-4,473	Incl/boys	2,756-2,985	2,756-2,985	4,130-4,473	4,130-4,473
Sheridan 48J	1,942-2,272	Incl/boys	---	---	---	---
Siuslaw 97J	4,170-5,908	Incl/boys	3,475-5,213	Incl/boys	---	---
South Umpqua 19	3,065-3,586	Incl/boys	---	---	3,065-3,586	3,065-3,586
Sutherlin 130 *	2,614-3,660	Incl/boys	2,614-3,660	Incl/boys	2,988-4,183	Incl/boys
Sweet Home 55	---	---	---	---	---	---
Tillamook 9	3,418-4,060	Incl/boys	2,563-3,044	Incl/boys	2,563-3,044	2,563-3,044
Umatilla 6	3,448	Incl/boys	---	---	3,448	---
Winston-Dillard 116	3,778-4,723	Incl/boys	---	---	3,778-4,723	Incl/boys

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

## 1,000-2,999 ADM Districts

<b>TENNIS</b>						
<b>Volleyball</b>	<b>Boys</b>	<b>Girls</b>	<b>Drama</b>	<b>Orchestra</b>	<b>Band</b>	<b>Choir</b>
4,912	---	---	1,471 (S)	782	3,191	1,471
5,122	---	---	---	---	---	3,552
4,801	---	---	4,801	---	2,743-4,801	---
---	---	---	---	---	---	---
---	---	---	---	---	---	---
4,663-5,329	3,664-4,330	3,664-4,330	---	---	---	---
3,343-4,262	---	---	668-851 (T)	---	2,673-3,414	1,668-2,132
3,403-3,980	---	---	---	---	---	---
---	---	---	---	---	---	---
4,820-7,230	4,000-6,025	Incl/boys	4,000-6,025	4,820-7,230	---	4,000-6,025
4,364-4,812	3,021-3,469	Incl/boys	2,619-3,021	447 (P)	3,424-3,827	3,424-3,827
4,192-5,428	4,192-5,428	Incl/boys	806-1,224 (T)	---	4,192-5,428	3,225-4,061
4,448-5,437	4,448-5,437	4,448-5,437	4,448-5,437	---	4,448-5,437	4,448-5,437
2,722-3,886	2,775-3,375	2,775-3,375	738-1,549	---	1,181-2,655	---
4,553	3,254	3,254	1,425 (P)	---	3,254	3,254
4,234-5,588	3,895-5,250	3,895-5,250	2,202-5,420 (P)	---	4,912-5,250	4,912-5,250
4,271-4,699	3,735-4,164	Incl/boys	---	---	2,999-3,428	2,999-3,428
4,012-4,355	2,850-3,090	Incl/boys	2,008-2,178	---	4,012-4,355	2,008-2,178
---	---	---	---	---	---	---
4,130-4,473	---	---	3,717-4,028	---	3,717-4,028	3,717-4,028
3,282-3,840	---	---	884-1,034	---	680-796	---
4,170-5,908	---	---	2,085 (P)	---	5,213	---
3,065-3,586	---	---	1,958 (S)	---	2,457-2,931	---
2,988-4,183	---	---	700 (P)	---	3,735-5,228	3,735-5,228
---	---	---	---	---	---	---
3,418-4,060	2,563-3,044	Incl/boys	---	---	3,136-3,724 (S)	---
3,713 (P)	---	---	---	---	3,071	Incl/band
3,778-4,723	---	---	1,889-2,519	---	3,778-4,723	3,148-3,778

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

## 1,000-2,999 ADM Districts

<u>School District</u>	<u>Yearbook</u>	<u>Paper</u>	<u>Speech/Debate</u>	<u>Dance/ Drill Team</u>	<u>Rally</u>
<b>Astoria 1C *</b>	2,503	2,503	---	2,503	---
<b>Banks 13</b>	1,649	---	---	5,122	---
<b>Brookings-Harbor 17 *</b>	4,801	---	---	4,801	---
<b>Cascade 5</b>	---	---	---	---	---
<b>Coos Bay 9</b>	---	---	---	---	---
<b>Estacada 108 *</b>	1,665-2,331 (M)	---	---	---	2,331-2,997 (M)
<b>Fern Ridge 28J</b>	1,334-1,703	1,334-1,703	---	3,343-4,262	3,343-4,262
<b>Gervais 1</b>	1,069	---	---	---	3,403-3,980 (S)
<b>Gladstone 115</b>	---	---	---	---	---
<b>Jefferson Co 509J</b>	3,229-4,820	4,000-6,025	---	---	---
<b>La Grande 1</b>	3,804-4,252	---	---	---	---
<b>Milton-Freewater 7</b>	4,192-5,428	---	---	---	---
<b>Molalla River *</b>	2,306-2,800	---	---	---	---
<b>Morrow 1</b>	738-1,549	---	---	---	1,181-2,655
<b>North Marion 15</b>	---	---	---	---	---
<b>North Wasco County 21</b>	4,912-5,250	4,912-5,250	2,370-2,709	---	3,895-5,250 (S)
<b>Nyssa 26</b>	2,999-3,428	2,999-3,428	---	---	---
<b>Ontario 8C</b>	---	---	2,008-2,178	2,008-2,178	2,850-3,090
<b>Phoenix-Talent 4</b>	---	---	---	---	---
<b>Seaside 10 *</b>	2,619-2,833	---	---	2,477-2,684	---
<b>Sheridan 48J</b>	884-1,034	---	---	---	1,149-1,344
<b>Siuslaw 97J</b>	---	---	---	---	3,128-4,866
<b>South Umpqua 19</b>	---	---	---	---	1,813-2,121 (S)
<b>Sutherlin 130 *</b>	---	---	3,735-5,228	---	2,988-4,183
<b>Sweet Home 55</b>	---	---	---	---	---
<b>Tillamook 9</b>	1,424-1,691	---	---	---	---
<b>Umatilla 6</b>	1,310	---	---	---	---
<b>Winston-Dillard 116</b>	2,519-3,148	2,519-3,148	---	---	---



# Section Contents

Licensed Salary Schedule . . . . .	44
Intermediate Salary Columns . . . . .	46
Salary Policies . . . . .	48
Professional Improvement . . . . .	49
Insurance . . . . .	50
Paid Leaves . . . . .	52
Extra-Duty Pages . . . . .	54

500-999 ADM Districts

School District	County	Years Covered by Coll. Barg. Agreement	Resident ADM Dec. 31, 2012	BACHELOR'S DEGREE			
				Base	Max. Salary	No. of Steps	Amt. of Increment
<b>Amity 4J</b>	YAMHILL	2012-2014	861.0	32,374	44,029	10	---
<b>Athena-Weston 29J *</b>	UMATILLA	2013-2015	533.0	34,626	43,486	8	1,263-1,264
<b>Central Linn 552</b>	LINN	2012-2014	652.9	31,250	40,989	9	1,078-1,367
<b>Clatskanie 6J *</b>	COLUMBIA	2012-2014	699.1	36,494	56,933	15	1,460-1,461
<b>Colton 53</b>	CLACKAMAS	2013-2014	605.8	32,336	46,019	12	1,243
<b>Coquille 8</b>	COOS	2013-2015	851.1	33,802	44,619	9	1,351-1,352
<b>Culver 4</b>	JEFFERSON	2012-2014	654.5	32,907	44,439	11	---
<b>Dayton 8 *</b>	YAMHILL	2013-2014	911.9	33,515	46,921	11	---
<b>Harrisburg 7</b>	LINN	2012-2014	833.3	30,691	44,223	11	1,352-1,355
<b>Jefferson 14J *</b>	MARION	2013-2016	847.0	36,248	52,741	14	1,267-1,270
<b>John Day 3 *</b>	GRANT	2012-2015	576.5	32,443	44,583	11	1,047-1,394
<b>Mt Angel 91</b>	MARION	2013-2015	675.2	34,460	45,416	11	1,097-1,093
<b>Myrtle Point 41</b>	COOS	2013-2014	621.9	33,339	49,342	13	1,333
<b>Neah-Kah-Nie 56 *</b>	TILLAMOOK	2012-2015	690.9	36,656	53,515	11	1,684-1,688
<b>Rainier 13</b>	COLUMBIA	2013-2015	973.3	32,000	51,233	13	1,280-1,970
<b>Rogue River 35</b>	JACKSON	2012-2015	866.3	31,197	43,372	11	1,045-1,406
<b>Vale 84</b>	MALHEUR	2013-2014	846.6	33,473	44,942	9	1,434
<b>Vernonia 47J</b>	COLUMBIA	2012-2015	532.3	28,513	40,653	13	856-1,184

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

500-999 ADM Districts

BACHELOR'S DEGREE +45				MASTER'S DEGREE				MASTER'S DEGREE +45			
Base	Max. Salary	No. of Steps	Amt. of Increment	Base	Max. Salary	No. of Steps	Amt. of Increment	Base	Max. Salary	No. of Steps	Amt. of Increment
34,317	48,562	13	---	35,288	57,303	18	---	38,202	64,101	21	---
37,538	50,200	11	1,265-1,272	39,255	57,196	14	---	---	---	---	---
33,476	47,632	12	1,091-1,503	34,647	52,047	14	1,102-1,604	38,414	57,706	14	1,221-1,778
39,166	59,603	15	1,459-1,460	41,839	63,735	16	1,459-1,461	44,510	66,406	16	1,459-1,460
34,203	51,614	15	1,243	36,069	57,212	18	1,243	37,934	60,321	19	1,243
36,880	50,400	11	1,014-1,353	37,906	54,131	13	1,015-1,353	40,983	59,912	15	1,351-1,353
36,011	53,218	14	---	37,109	56,514	15	---	---	---	---	---
36,196	57,646	17	---	37,537	61,668	19	---	40,218	68,371	22	---
31,895	48,135	13	1,352-1,355	32,498	51,445	15	1,352-1,355	34,304	53,251	15	1,352-1,355
38,786	56,544	15	1,267-1,270	40,053	59,081	16	1,267-1,270	42,590	64,158	18	1,267-1,270
34,026	53,099	15	1,100-1,660	34,848	57,948	17	1,125-1,812	---	---	---	---
36,621	53,263	13	1,366-1,628	---	---	---	---	40,620	62,328	17	1,383-920
37,340	53,342	13	1,333	38,673	56,010	14	1,333	---	---	---	---
38,484	59,160	13	1,719-1,728	39,402	65,841	16	1,757-1,808	41,238	73,309	20	1,829-2,588
33,959	58,805	15	1,359-2,261	35,331	61,181	15	1,413-2,352	37,494	64,926	15	1,500-2,496
34,439	52,854	14	1,153-1,713	---	---	---	---	---	---	---	---
35,491	56,995	16	1,434	36,499	58,004	16	1,434	38,517	60,022	16	1,434
30,839	46,647	15	926-1,359	32,072	49,969	16	962-1,455	---	---	---	---

The following districts had not reached a settlement or had not reported when this book went to press: Bandon 54, Glide 12, Harney County 3, Lake County 7, Pleasant Hill 1, Reedsport 105, Santiam Canyon 129, Warrenton-Hammond 30, Willamina 30J.

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

500-999 ADM Districts

**AMITY 4J**

BA+24	-	33,346 - 46,295	(11)
MA+15	-	36,259 - 59,569	(19)
MA+30	-	37,231 - 61,835	(20)

**ATHENA-WESTON 29J \***

BA+15	-	35,595 - 45,720	(9)
BA+30	-	36,566 - 47,962	(10)
BA+60	-	39,255 - 57,196	(14)
BA+90	-	40,573 - 59,798	(15)
MA+30	-	40,573 - 59,798	(15)

**CENTRAL LINN 552**

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

**CLATSKANIE 6J \***

BA+24	-	37,831 - 58,268	(15)
BA+74	-	40,502 - 62,398	(16)
MA+30	-	43,174 - 65,071	(16)

**COLTON 53**

BA+24	-	33,270 - 48,195	(13)
BA+60	-	36,069 - 57,212	(18)
BA+84	-	37,001 - 58,145	(18)
MA+24	-	37,001 - 58,145	(18)

**COQUILLE 8**

BA+15	-	34,828 - 45,645	(9)
BA+30	-	35,854 - 49,375	(11)
BA+60	-	37,906 - 54,131	(13)
BA+75	-	38,931 - 55,156	(13)
BA+90	-	39,957 - 58,886	(15)
BA+105	-	40,983 - 59,912	(15)
MA+15	-	38,931 - 55,156	(13)
MA+30	-	39,957 - 58,886	(15)

**CULVER 4**

BA+15	-	33,911 - 47,192	(12)
BA+30	-	34,945 - 50,114	(13)
BA+60	-	37,109 - 56,514	(15)
BA+90	-	38,241 - 60,013	(16)
BA+120	-	39,407 - 63,730	(17)
MA+15	-	38,241 - 60,013	(16)
MA+30	-	39,407 - 63,730	(17)

**DAYTON 8 \***

BA+23	-	34,856 - 50,943	(13)
BA+68	-	37,537 - 61,668	(19)
MA+24	-	38,877 - 65,689	(21)

**HARRISBURG 7**

BA+30	-	31,293 - 44,827	(11)
BA+60	-	32,498 - 51,445	(15)
BA+75	-	33,100 - 52,047	(15)
BA+90	-	33,702 - 52,649	(15)
BA+105	-	34,304 - 53,251	(15)
MA+15	-	33,100 - 52,047	(15)
MA+30	-	33,702 - 52,649	(15)

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

500-999 ADM Districts

**JEFFERSON 14J \***

BA+24	-	37,517	-	54,008	(14)
BA+60	-	40,053	-	59,081	(16)
BA+84	-	41,323	-	61,621	(17)
BA+105	-	42,590	-	64,158	(18)
MA+24	-	41,323	-	61,621	(17)

**JOHN DAY 3 \***

BA+24	-	33,226	-	48,655	(13)
BA+60	-	34,848	-	57,948	(17)
BA+90	-	35,686	-	61,262	(18)
MA+30	-	35,686	-	61,262	(18)

**MT ANGEL 9I**

BA+15	-	35,183	-	47,041	(11)
BA+30	-	35,901	-	48,646	(11)
BA+60	-	37,847	-	56,933	(15)
BA+90	-	39,235	-	60,748	(16)
MA+24	-	39,235	-	60,748	(17)
MA+60	-	37,847	-	56,933	(15)

**MYRTLE POINT 4I**

BA+15	-	34,672	-	50,676	(13)
BA+30	-	36,007	-	52,009	(13)
BA+60	-	38,673	-	56,010	(14)
BA+75	-	40,007	-	58,677	(15)
BA+90	-	41,340	-	61,344	(16)
MA+15	-	40,007	-	58,677	(15)
MA+30	-	41,340	-	61,344	(16)

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

BA+30	-	37,571	-	54,431	(11)
BA+60	-	39,402	-	65,841	(16)
BA+85	-	40,318	-	69,210	(18)
BA+105	-	41,238	-	73,309	(20)
MA+25	-	40,318	-	69,210	(18)

**RAINIER 13**

BA+15	-	32,640	-	56,522	(15)
BA+30	-	33,293	-	57,652	(15)
BA+60	-	34,638	-	59,981	(15)
BA+75	-	35,331	-	61,181	(15)
BA+90	-	36,038	-	62,405	(15)
MA+15	-	36,038	-	62,405	(15)
MA+30	-	36,759	-	63,653	(15)

**ROGUE RIVER 35**

BA+15	-	32,242	-	46,327	(12)
BA+30	-	33,322	-	49,484	(13)
BA+60	-	35,592	-	56,454	(15)
MA+24	-	36,785	-	60,300	(16)

**VALE 84**

BA+22	-	34,482	-	48,818	(11)
BA+67	-	36,499	-	58,004	(16)
BA+90	-	37,508	-	59,013	(16)
BA+105	-	38,517	-	60,022	(16)
MA+15	-	37,508	-	59,013	(16)

**VERNONIA 47J**

BA+30	-	29,653	-	43,546	(14)
BA+60	-	32,072	-	49,969	(16)
BA+75	-	33,356	-	53,526	(17)
BA+105	-	34,690	-	57,337	(18)
MA+15	-	33,356	-	53,526	(17)
MA+30	-	34,690	-	57,337	(18)

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

## 500-999 ADM Districts

School District	BA base % increase for 2013-2014 over 2012-2013	2012-2013 Average Annual Salary	2012-2013 FTE	Student School Days	Contract Days	Inservice Days	Holidays
Amity 4J	1.5	50,139	61	150	190	14	7
Athena-Weston 29J *	3.0	52,771	34	174	190	8	8
Central Linn 552	No Incr	42,900	41	---	190	---	7
Clatskanie 6J *	No Incr	52,254	39	176	190	1	6
Colton 53	5.56 <sup>1</sup>	50,229	30	144	172	9	5
Coquille 8	0.75	53,050	50	168	190	9	8
Culver 4	1.0	53,743	47	---	190	---	7
Dayton 8 *	-1.46 <sup>2</sup>	53,667	61	167	184	7	6
Harrisburg 7	No Incr	41,011	53	145	171	5	6
Jefferson 14J *	No Incr	50,407	51	---	190	2	6
John Day 3 *	3.73	50,518	40	149	190	2	7
Mt Angel 91	1.5	50,828	41	---	192	---	6
Myrtle Point 41	1.0	52,199	39	---	190	5	5
Neah-Kah-Nie 56 *	1.95	58,015	50	170	191	4	8
Rainier 13	No Incr	55,540	52	173	187	6	6
Rogue River 35	No Incr	54,690	60	174	191	7	7
Vale 84	5.76 <sup>3</sup>	55,048	49	148	174	5	7
Vernonia 47J	-5.55 <sup>4</sup>	52,012	41	155	170	9	6

<sup>1</sup> The district dropped the first step for new hires. The overall salary increase is 1.5%.

<sup>2</sup> The district schedule reflects 6 furlough days.

<sup>3</sup> The district restored 7 days.

<sup>4</sup> The district cut 10 days.

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

500-999 ADM Districts

<b>TUITION REIMBURSEMENT</b>			
<b>School District</b>	<b>Hours Reimbursed</b>	<b>Rate of Reimbursement</b>	<b>Pool Amount</b>
<b>Amity 4J</b>	\$825	Actual Cost	---
<b>Athena-Weston 29J *</b>	\$2,000	Actual Cost	\$25,000
<b>Central Linn 552</b>	---	---	---
<b>Clatskanie 6J *</b>	\$1,870/\$2,493	Avg of Specific Univ	---
<b>Colton 53</b>	---	Actual Cost	\$10,500
<b>Coquille 8</b>	12 hrs	Actual Cost	\$20,000
<b>Culver 4</b>	---	---	---
<b>Dayton 8 *</b>	---	Actual Cost	\$25,000
<b>Harrisburg 7</b>	---	Actual Cost	\$10,000
<b>Jefferson 14J *</b>	---	Other	\$24,890 <sup>1</sup>
<b>John Day 3 *</b>	---	EOU	\$7,500
<b>Mt Angel 91</b>	6 hrs	PSU	---
<b>Myrtle Point 41</b>	9 hrs	OSU	\$25,000
<b>Neah-Kah-Nie 56 *</b>	---	U of O	---
<b>Rainier 13</b>	8 hrs	PSU	\$30,000
<b>Rogue River 35</b>	---	---	---
<b>Vale 84</b>	\$600	Other	\$10,000
<b>Vernonia 47J</b>	---	PSU	---

<sup>1</sup> The pooled amount is based on 95 total hours reimbursed per year at a rate of \$262 per credit. 6 hours per teacher with additional 3 hours available until reaching the 95 total hours limit.

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

## 500-999 ADM Districts

<u>School District</u>	<u>Highest Monthly Premium Offered to Employees</u>	<u>Maximum District Contribution</u>	<u>Plan Type</u>	<u>District's Cap, if Any</u>	<u>Are Excess Contrib. Pooled?</u>	<u>Maximum Employee Contribution</u>
<b>Amity 4J</b>	---	---	---	---	---	---
<b>Athena-Weston 29J *</b>	1,898.42	1,075.00	Composite	1,075.00	No	823.42
<b>Central Linn 552</b>	2,566.48 <sup>1</sup>	800.00	Step-Rate	800.00	No	425.06
<b>Clatskanie 6J *</b>	1,605.35 <sup>1</sup>	1,351.78	Composite	1,351.78	No	234.33
<b>Colton 53</b>	2,808.52 <sup>1</sup>	1,577.45	Step-Rate	1,200.00	Yes <sup>2</sup>	429.15
<b>Coquille 8</b>	1,964.18 <sup>1</sup>	1,332.30	Composite	1,332.30	No	63.88
<b>Culver 4</b>	---	---	---	---	---	---
<b>Dayton 8 *</b>	1,964.18 <sup>1</sup>	1,140.00	Composite	1,140.00	No	259.00
<b>Harrisburg 7</b>	1,964.18	890.00	Composite	890.00	No	1,074.18
<b>Jefferson 14J *</b>	1,431.00	1,150.00	Composite	1,150.00	No	281.00
<b>John Day 3 *</b>	1,611.66 <sup>1</sup>	1,080.00	Composite	1,080.00	No	268.34
<b>Mt Angel 91</b>	2,107.35	940.00	Step-Rate	940.00	No	1,167.35
<b>Myrtle Point 41</b>	---	---	---	---	---	---
<b>Neah-Kah-Nie 56 *</b>	2,031.94 <sup>1</sup>	1,317.86	Step-Rate	1,317.86	No	630.85
<b>Rainier 13</b>	2,073.94 <sup>1</sup>	1,363.00	Step-Rate	1,363.00	No	505.31
<b>Rogue River 35</b>	1,376.56 <sup>1</sup>	942.00	Composite	942.00	No	416.15
<b>Vale 84</b>	1,964.18 <sup>1</sup>	1,070.00	Composite	1,070.00	No	376.56
<b>Vernonia 47J</b>	1,968.18 <sup>1</sup>	1,150.00	Composite	1,150.00	No	443.25

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

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

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



## 500-999 ADM Districts

<u>Includes Medical Insurance</u>	<u>Includes Dental Insurance</u>	<u>Includes Life Insurance- (Policy Value)</u>	<u>Includes Long-Term Disability</u>	<u>Includes Vision Insurance</u>	<u>Eligible for Full Contribution</u>
---	---	---	---	---	---
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	\$40,000	Yes	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	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	Full-time only
---	---	---	---	---	---
Yes	Yes	\$15,000	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	Full-time only
Yes	Yes	---	No	Yes	All staff
Yes	Yes	---	No	Yes	.5 time or more
Yes	Yes	---	No	Yes	.5 time or more

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

## 500-999 ADM Districts

School District	PERSONAL		BUSINESS		PROFESSIONAL		BEREAVEMENT		SABBATICAL
	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	% of Salary
<b>Amity 4J</b>	3	---	---	Incl/pers	---	As appr	4	---	No Program
<b>Athena-Weston 29J *</b>	2	(A)	---	---	---	As appr	5	---	No Program
<b>Central Linn 552</b>	2	Incl/emerg	---	---	---	---	5	Incl/family	0%
<b>Clatskanie 6J *</b>	3	As appr	---	---	---	---	5	(P)	50%
<b>Colton 53</b>	1	(A)	---	---	---	---	3	(P)	0%
<b>Coquille 8</b>	3	---	---	---	---	As appr	5	---	0%
<b>Culver 4</b>	3	---	---	---	---	As appr	3	(P)	No Program
<b>Dayton 8 *</b>	3	---	---	Incl/pers	---	---	3	(P)	No Program
<b>Harrisburg 7</b>	2	---	---	Incl/pers	---	As appr	5	---	0%
<b>Jefferson 14J *</b>	3	---	---	---	---	As appr	5	(P)	No Program
<b>John Day 3 *</b>	2	---	---	---	1	As appr	5	(P)	0%
<b>Mt Angel 91</b>	2	---	---	---	1	As appr	---	Per policy	No Program
<b>Myrtle Point 41</b>	3	---	---	Incl/pers	---	As appr	5	---	0%
<b>Neah-Kah-Nie 56 *</b>	3	---	---	---	---	(L)	5	(P)	0%
<b>Rainier 13</b>	2	---	2	Incl/pers	---	As appr	5	(P)	0%
<b>Rogue River 35</b>	2	As appr	---	---	---	---	2	(P)	0%
<b>Vale 84</b>	2	---	---	---	---	As appr	4	(P)	No Program
<b>Vernonia 47J</b>	3	As appr	---	As appr	---	As appr	5	---	50%

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

500-999 ADM Districts

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

500-999 ADM Districts

School District	Athletic Director	Activity Director	FOOTBALL			
			H.S. Head	H.S. Asst.	9th Head	9th Asst.
<b>Amity 4J</b>	---	---	---	---	---	---
<b>Athena-Weston 29J *</b>	3,337-4,998	---	3,190-3,573	---	---	---
<b>Central Linn 552</b>	---	---	---	---	---	---
<b>Clatskanie 6J *</b>	7,298	---	3,284-4,562	---	---	---
<b>Colton 53</b>	4,847-6,447	1,000-1,400	3,000-3,400	2,077-2,277	1,846-2,046	---
<b>Coquille 8</b>	4,000	---	3,874	2,682	---	---
<b>Culver 4</b>	---	---	3,126-4,259	---	---	---
<b>Dayton 8 *</b>	8,306	---	---	---	---	---
<b>Harrisburg 7</b>	2,762-3,990 (M)	---	2,762-3,990	1,535-2,762	---	---
<b>Jefferson 14J *</b>	---	4,350	4,350	3,262	---	---
<b>John Day 3 *</b>	5,627	---	3,935-5,314	3,403-4,779	---	---
<b>Mt Angel 91</b>	5,027	2,584	3,446-4,542	2,584-3,406	---	---
<b>Myrtle Point 41</b>	---	2,641	5,001	3,167	---	---
<b>Neah-Kah-Nie 56 *</b>	4,007-4,808	---	4,243-5,091	2,828-3,394	---	---
<b>Rainier 13</b>	---	---	3,840-4,480	3,040-3,680	---	---
<b>Rogue River 35</b>	---	---	3,120-4,991	2,496-3,432	---	---
<b>Vale 84</b>	4,686-5,359	---	4,017-4,686	3,013-3,683	---	---
<b>Vernonia 47J</b>	3,097-3,247	3,097-3,247	3,097-3,247	---	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

500-999 ADM Districts

FOOTBALL (Continued)		BOYS BASKETBALL					
7-8 Head	7-8 Asst.	H.S. Head	H.S. Asst.	9th Head	9th Asst.	7-8 Head	7-8 Asst.
---	---	---	---	---	---	---	---
---	---	3,190-3,573	---	---	---	---	---
---	---	---	---	---	---	---	---
---	---	3,284-4,562	---	---	---	---	---
1,212-1,412	751-951	---	---	---	---	---	---
2,332	1,973	3,874	2,682	---	---	2,332	1,973
---	---	---	---	---	---	---	---
---	---	---	---	---	---	---	---
1,535	1,074	2,762-3,990	1,535-2,762	---	---	1,535	1,074
2,537	---	4,350	3,262	---	---	2,537	---
2,094-2,785	---	3,935-5,314	3,403-4,779	---	---	2,094-2,785	---
2,068	2,068	3,446-4,542	2,584-3,406	---	---	2,068	---
---	---	5,001	3,667	---	---	---	---
1,885-2,262	---	4,243-5,091	2,828-3,394	---	---	1,885-2,262	---
---	---	3,840-4,480	---	---	---	---	---
---	---	3,120-4,991	---	---	---	---	---
2,344-3,013	2,008-2,678	4,017-4,686	3,013-3,683	---	---	2,008-2,678	---
2,478-2,568	---	3,097-3,247	2,478-2,568	---	---	2,478-2,568	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

500-999 ADM Districts

School District	GIRLS BASKETBALL				BOYS BASEBALL		
	H.S. Head	H.S. Asst.	7-8 Head	7-8 Asst.	H.S. Head	H.S. Asst.	7-8 Coach
<b>Amity 4J</b>	---	---	---	---	---	---	---
<b>Athena-Weston 29J *</b>	3,190-3,573	---	---	---	3,190-3,573	---	---
<b>Central Linn 552</b>	---	---	---	---	---	---	---
<b>Clatskanie 6J *</b>	3,284-4,562	---	---	---	3,284-4,562	---	---
<b>Colton 53</b>	---	---	---	---	---	---	---
<b>Coquille 8</b>	3,874	2,682	2,332	1,973	---	---	---
<b>Culver 4</b>	---	---	---	---	---	---	---
<b>Dayton 8 *</b>	---	---	---	---	---	---	---
<b>Harrisburg 7</b>	2,762-3,990	1,535-2,762	1,535	1,074	2,762-3,990	1,535-2,762	1,535
<b>Jefferson 14J *</b>	4,350	3,262	2,537	---	4,350	3,262	2,537
<b>John Day 3 *</b>	3,935-5,314	3,403-4,779	2,094-2,785	---	3,935-5,314	3,403-4,779	---
<b>Mt Angel 91</b>	3,446-4,542	2,584-3,406	2,068	---	3,446-4,542	2,584-3,406	2,068
<b>Myrtle Point 41</b>	---	3,667	---	---	4,334	---	---
<b>Neah-Kah-Nie 56 *</b>	4,243-5,091	2,828-3,394	1,885-2,262	---	4,243-5,091	2,828-3,394	---
<b>Rainier 13</b>	3,840-4,480	---	---	---	3,520-4,160	---	---
<b>Rogue River 35</b>	3,120-4,991	---	---	---	3,120-4,991	---	---
<b>Vale 84</b>	4,017-4,686	3,013-3,686	2,008-2,678	---	4,017-4,686	3,013-3,683	---
<b>Vernonia 47J</b>	3,097-3,247	---	2,478-2,568	---	3,097-3,247	2,478-2,568	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

## 500-999 ADM Districts

GIRLS SOFTBALL			WRESTLING		BOYS TRACK		GIRLS TRACK	
H.S. Head	H.S. Asst.	7-8 Coach	H.S. Head	H.S. Asst.	H.S. Head	H.S. Asst.	H.S. Head	H.S. Asst.
---	---	---	---	---	---	---	---	---
3,190-3,573	---	---	---	---	---	---	---	---
---	---	---	---	---	---	---	---	---
3,284-4,562	---	---	3,284-4,562	---	3,284-4,562	---	Incl/boys	---
---	---	---	---	---	---	---	---	---
---	---	---	3,874	2,682	3,874	2,682	Incl/boys	Incl/boys
3,126-4,259	---	---	3,126-4,259	---	---	---	---	---
---	---	---	---	---	---	---	---	---
2,762-3,990	1,535-2,762	1,535	2,762-3,990	1,535-2,762	2,762-3,990	1,535-2,762	Incl/boys	Incl/boys
4,350	3,262	2,537	4,350	3,260	4,350	3,262	Incl/boys	Incl/boys
3,935-5,314	3,403-4,779	---	---	---	3,935-5,314	3,403-4,779	---	---
3,446-4,542	2,584-3,406	2,068	---	---	3,446-4,542	2,584-3,406	Incl/boys	Incl/boys
4,334	---	---	5,001	---	4,334	---	Incl/boys	---
4,243-5,091	2,828-3,394	---	4,243-5,091	2,828-3,394	4,243-5,091	2,828-3,394	Incl/boys	Incl/boys
3,520-4,160	---	---	3,840-4,480	---	3,520-4,160	---	Incl/boys	---
3,120-4,991	---	---	---	---	---	---	---	---
4,017-4,686	3,013-3,683	---	4,017-4,686	3,013-3,683	3,347-4,017	2,678-3,347	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	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

500-999 ADM Districts

School District	CROSS COUNTRY		GOLF		SOCCER	
	Boys	Girls	Boys	Girls	Boys	Girls
Amity 4J	---	---	---	---	---	---
Athena-Weston 29J *	2,717-3,006	Incl/boys	---	---	---	---
Central Linn 552	---	---	---	---	---	---
Clatskanie 6J *	2,646-4,562	Incl/boys	---	---	---	---
Colton 53	---	---	---	---	---	---
Coquille 8	---	---	---	---	---	---
Culver 4	---	---	---	---	---	---
Dayton 8 *	---	---	---	---	---	---
Harrisburg 7	1,535-2,762	Incl/boys	---	---	---	---
Jefferson 14J *	4,350	Incl/boys	4,350	Incl/boys	4,350	4,350
John Day 3 *	---	---	---	---	---	---
Mt Angel 91	3,446-4,542	Incl/boys	3,446-4,542	Incl/boys	---	---
Myrtle Point 41	4,334	Incl/boys	---	---	---	---
Neah-Kah-Nie 56 *	4,243-5,091	Incl/boys	2,828-3,394	Incl/boys	---	---
Rainier 13	3,040-3,680	Incl/boys	---	---	---	3,040-3,680
Rogue River 35	---	---	---	---	---	---
Vale 84	3,347-4,017	Incl/boys	3,347-4,017	Incl/boys	---	---
Vernonia 47J	3,097-3,247	Incl/boys	---	---	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.



500-999 ADM Districts

<b>TENNIS</b>						
<b>Volleyball</b>	<b>Boys</b>	<b>Girls</b>	<b>Drama</b>	<b>Orchestra</b>	<b>Band</b>	<b>Choir</b>
---	---	---	---	---	---	---
3,190-3,573	---	---	---	---	3,190-3,573	---
---	---	---	1,808	---	1,959	1,959
3,284-4,562	---	---	---	---	3,284-4,562	---
---	---	---	2,194-2,394	---	---	---
3,874	---	---	2,368	---	3,727	---
3,126-4,259	---	---	---	---	---	---
---	---	---	751	---	---	1,557
2,762-3,990	---	---	1,535 (P)	---	1,535	1,535 (P)
4,350	---	---	1,812	---	3,260	2,537
3,935-5,314	---	---	1,836	---	3,061	---
3,446-4,542	---	---	---	---	2,584	---
4,334	---	---	3,001	---	3,001	3,001
4,243-5,091	---	---	2,828-3,394	---	1,261-1,513	1,261-1,513
3,520-4,160	---	---	3,040-3,680	---	2,080-2,720	2,080-2,720
3,120-4,991	---	---	2,808-3,744	---	---	---
4,017-4,686	3,347-4,017	Incl/boys	---	---	2,343-3,016	---
3,097-3,247	---	---	---	---	1,858-1,933	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

## 500-999 ADM Districts

<u>School District</u>	<u>Yearbook</u>	<u>Paper</u>	<u>Speech/Debate</u>	<u>Dance/ Drill Team</u>	<u>Rally</u>
<b>Amity 4J</b>	---	---	---	---	---
<b>Athena-Weston 29J *</b>	1,252-1,408	---	---	---	634-721
<b>Central Linn 552</b>	1,371	1,371	---	---	---
<b>Clatskanie 6J *</b>	---	---	---	---	---
<b>Colton 53</b>	751-951	---	---	---	---
<b>Coquille 8</b>	2,153	---	1,973	---	2,587
<b>Culver 4</b>	2,303-3,138	---	---	---	2,962-4,036
<b>Dayton 8 *</b>	1,557	---	---	1,557	2,942
<b>Harrisburg 7</b>	1,535	1,535	---	---	---
<b>Jefferson 14J *</b>	2,537	2,537	2,537	---	4,350
<b>John Day 3 *</b>	---	---	---	3,935-5,314	1,558
<b>Mt Angel 91</b>	---	---	---	---	1,034
<b>Myrtle Point 41</b>	2,667	---	---	---	4,334
<b>Neah-Kah-Nie 56 *</b>	1,885-2,262	1,885-2,262	4,243-5,091	---	4,243-5,091
<b>Rainier 13</b>	1,600-2,240	---	---	---	---
<b>Rogue River 35</b>	---	---	---	---	---
<b>Vale 84</b>	3,013-3,347	---	---	---	---
<b>Vernonia 47J</b>	1,239-1,299	---	---	---	---

# Section Contents

Licensed Salary Schedule . . . . .	62, 64
Intermediate Salary Columns . . . . .	66, 68
Salary Policies . . . . .	70, 72
Professional Improvement . . . . .	71, 73
Insurance . . . . .	74, 76
Paid Leaves . . . . .	78, 80
Extra-Duty Pages . . . . .	82, 84

1-499 ADM Districts

School District	County	Years Covered by Coll. Barg. Agreement	Resident ADM Dec. 31, 2012	BACHELOR'S DEGREE			
				Base	Max. Salary	No. of Steps	Amt. of Increment
<b>Adrian 61</b>	MALHEUR	2013-2014	224.0	30,994	38,207	9	821-987
<b>Annex 29</b>	MALHEUR	2013-2014	75.2	29,367	33,957	7	765
<b>Arlington 3</b>	GILLIAM	2011-2016	141.7	33,368	39,096	9	667-767
<b>Burnt River 30J</b>	BAKER	2012-2015	30.9	31,547	40,380	9	1,104-1,105
<b>Camas Valley 21</b>	DOUGLAS	2013-2015	154.2	29,528	39,861	10	1,002-1,307
<b>Days Creek 15</b>	DOUGLAS	2013-2015	205.1	33,682	39,636	7	926-1,060
<b>Dayville 16J *</b>	GRANT	2013-2014	59.9	30,954	39,312	9	929
<b>Elgin 23</b>	UNION	2013-2015	366.6	29,826	38,349	10	567-896
<b>Elkton 34</b>	DOUGLAS	2013-2014	264.4	32,552	44,274	12	1,063-1,066
<b>Enterprise 21</b>	WALLOWA	2013-2018	363.9	33,951	44,299	10	---
<b>Fossil 21J</b>	WHEELER	2013-2015	204.6	31,275	46,287	17	938
<b>Gaston 511J *</b>	WASHINGTON	2013-2015	455.2	34,868	58,417	16	438-3,200
<b>Glendale 77</b>	DOUGLAS	2011-2014	312.0	32,952	44,299	11	1,131-1,138
<b>Helix 1</b>	UMATILLA	2012-2014	157.1	31,910	40,190	13	---
<b>Huntington 16J</b>	BAKER	2013-2014	59.5	28,507	39,802	16	641-876
<b>Imbler 11</b>	UNION	2013-2015	316.4	31,125	42,422	10	1,090-1,434
<b>Jordan Valley 3</b>	MALHEUR	2013-2015	73.2	29,120	33,670	8	650
<b>Joseph 6</b>	WALLOWA	2011-2014	222.0	32,219	38,534	5	1,579
<b>Knappa 4 *</b>	CLATSOP	2011-2014	449.7	31,499	49,138	15	1,260
<b>Long Creek 17</b>	GRANT	2012-2015	33.7	28,080	35,596	11	674-835
<b>Mapleton 32</b>	LANE	2011-2014	164.4	26,000	47,428	25	1,040-470
<b>McKenzie 68</b>	LANE	2013-2015	206.2	31,382	41,996	10	---

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

1-499 ADM Districts

BACHELOR'S DEGREE +45				MASTER'S DEGREE				MASTER'S DEGREE +45			
Base	Max. Salary	No. of Steps	Amt. of Increment	Base	Max. Salary	No. of Steps	Amt. of Increment	Base	Max. Salary	No. of Steps	Amt. of Increment
33,524	47,100	14	888-1,216	35,324	50,944	15	935-1,316	---	---	---	---
32,427	43,137	15	765	33,447	45,687	17	765	---	---	---	---
36,682	54,507	21	734-1,068	38,983	57,927	21	780-1,136	---	---	---	---
33,913	50,474	15	1,182-1,183	34,859	53,077	16	---	---	---	---	---
30,314	42,308	11	1,026-1,387	30,714	48,980	15	1,040-1,605	33,862	54,000	15	1,069-1,648
36,538	56,396	17	1,005-1,511	37,543	57,948	17	1,033-1,552	---	---	---	---
33,740	47,669	15	929	---	---	---	---	---	---	---	---
33,550	47,833	13	1,005-1,394	34,891	51,239	14	1,049-1,492	---	---	---	---
---	---	---	---	36,133	52,118	16	1,065-1,066	---	---	---	---
36,500	52,040	13	---	37,391	54,910	14	---	40,198	64,505	17	---
---	---	---	---	---	---	---	---	---	---	---	---
35,028	50,040	17	938	36,279	51,291	17	938	40,032	55,044	17	938
---	---	---	---	---	---	---	---	38,802	67,282	17	487-3,685
---	---	---	---	36,468	51,597	14	1,162-1,165	---	---	---	---
---	---	---	---	34,481	47,231	18	---	---	---	---	---
30,253	42,239	16	680-930	---	---	---	---	---	---	---	---
33,031	49,911	13	1,157-1,686	33,692	52,692	14	1,179-1,783	---	---	---	---
30,920	48,470	28	650	32,120	49,670	28	650	33,920	51,470	28	650
34,345	56,448	15	1,579	35,763	59,444	16	1,579	---	---	---	---
33,804	51,444	15	1,260	36,110	55,009	16	1,260	38,416	57,315	16	1,260
30,151	41,039	14	---	30,874	43,032	15	---	---	---	---	---
28,122	51,298	25	1,124-508	29,246	53,350	25	1,170-528	---	---	---	---

The following districts had not reached a settlement or had not reported when this book went to press: Alsea 7J, Blachly 90, Butte Falls 91, Central Curry 1, Condon 25J, Cove 15, Crow-Applegate 66, Dufur Public Schools, Echo 5, Harper 66, Ione 2, Jewell 8, Lowell 71, Marcola 79J.

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

1-499 ADM Districts

School District	County	Years Covered by Coll. Barg. Agreement	Resident ADM Dec. 31, 2012	BACHELOR'S DEGREE			
				Base	Max. Salary	No. of Steps	Amt. of Increment
Mitchell 55	WHEELER	2011-2014	60.9	32,681	48,368	17	980
Monroe 1J	BENTON	2012-2014	432.1	33,547	50,318	14	1,290
Monument 8	GRANT	2011-2014	44.1	31,242	35,781	6	859-959
North Douglas 22	DOUGLAS	2013-2015	336.6	32,056	42,600	11	526-529
North Powder 8J	UNION	2012-2015	264.5	31,238	39,985	9	1,092-1,093
Oakland 1	DOUGLAS	2012-2015	499.2	37,426	49,410	12	1,088-1,087
Oakridge 76	LANE	2012-2014	480.3	31,552	43,676	12 <sup>1</sup>	1,005-1,274
Paisley 11	LAKE	2012-2014	207.4	29,402	31,265	5	253-690
Perrydale 21J	POLK	2011-2014	321.6	34,601	48,887	13	1,191-1,190
Pilot Rock 2 *	UMATILLA	2013-2014	349.6	34,731	45,688	9	34,731-45,688
Pine Eagle 61	BAKER	2012-2014	182.2	29,678	43,890	12	1,292
Port Orford-Langlois	CURRY	2013-2015	246.1	31,465	48,438	12	1,258-1,797
Powers 31	COOS	2013-2015	122.8	32,957	48,309	13	1,278-1,281
Sherman 1	SHERMAN	2011-2014	238.0	35,500	40,090	7	765
South Wasco County 1	WASCO	2007-2014	210.1	32,190	40,380	8	1,064-1,189
Spray 1	WHEELER	2013-2015	36.2	30,440	37,563	10	791
St Paul 45	MARION	2012-2015	246.9	29,709	43,726	15	1,000-1,001
Stanfield 61R *	UMATILLA	2013-2014	491.3	35,808	43,938	10	821-987
Union 5 *	UNION	2013-2015	348.4	30,516	41,409	10	1,051-1,382
Wallowa 12	WALLOWA	2013-2016	217.0	33,893	44,222	10	1,016-1,288

<sup>1</sup> All new teachers with no experience start on step 3 and stay on step 3 for 3 years until their experience qualifies them to move to step 4.

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

1-499 ADM Districts

BACHELOR'S DEGREE +45				MASTER'S DEGREE				MASTER'S DEGREE +45			
Base	Max. Salary	No. of Steps	Amt. of Increment	Base	Max. Salary	No. of Steps	Amt. of Increment	Base	Max. Salary	No. of Steps	Amt. of Increment
33,482	52,676	15	---	33,482	52,676	15	---	35,720	59,956	17	---
35,623	51,310	17	980	36,603	52,290	17	980	---	---	---	---
---	---	---	---	34,837	55,479	17	1,290	---	---	---	---
33,425	43,842	11	919-1,174	34,184	48,640	14	940-1,302	36,563	54,925	16	1,005-1,470
34,439	49,190	13	1,229	34,439	49,190	13	1,229	---	---	---	---
33,581	49,981	15	1,148-1,149	34,518	52,558	16	1,202-1,203	37,329	58,071	17	1,295-1,296
39,154	54,412	15	---	39,730	54,989	15	---	---	---	---	---
34,478	50,631	14	1,096-1,475	35,511	53,716	15	1,132-1,564	38,806	58,697	15	1,235-1,709
32,160	43,887	15	620-1,023	---	---	---	---	---	---	---	---
36,983	53,649	15	1,190	38,173	57,221	17	1,191-1,190	40,554	61,983	19	1,190-1,191
38,839	53,906	12	38,839-53,906	40,209	56,646	13	40,209-56,646	---	---	---	---
33,122	51,210	15	1,292	34,270	53,650	16	1,292	37,714	59,678	18	1,292
34,030	52,389	12	1,372-2,016	35,393	54,486	12	1,417-2,098	---	---	---	---
35,897	51,248	13	1,278-1,280	38,836	55,466	14	1,278-1,281	---	---	---	---
37,795	53,095	21	765	38,560	53,860	21	765	40,855	56,155	21	765
36,522	49,586	12	1,185-1,188	36,522	49,586	12	1,185-1,188	43,053	56,116	12	1,188
32,814	44,686	16	791	---	---	---	---	---	---	---	---
32,144	47,162	16	---	35,334	52,355	18	---	36,957	54,980	19	---
38,187	51,318	14	877-1,152	41,900	60,759	16	1,055-1,489	---	---	---	---
33,348	50,097	13	1,150-1,669	34,349	53,382	14	1,188-1,780	---	---	---	---
35,967	51,280	13	1,079-1,493	36,686	55,491	15	1,101-1,616	38,932	64,349	18	1,168-1,875

The following districts had not reached a settlement or had not reported when this book went to press: Nestucca Valley 101J, North Lake 14, Prairie City 4, Prospect 59, Riddle 70, Riverdale 51J, Yoncalla 32.

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

1-499 ADM Districts

**ADRIAN 61**

BA+15	-	31,815	-	42,421	(12)
BA+30	-	32,658	-	44,699	(13)
BA+60	-	34,412	-	49,629	(15)
BA+75	-	35,324	-	50,944	(15)
BA+90	-	36,260	-	53,680	(16)
BA+105	-	37,221	-	55,103	(16)
MA+15	-	36,260	-	53,680	(16)
MA+30	-	37,221	-	55,103	(16)

**ANNEX 29**

BA+15	-	30,387	-	37,272	(10)
BA+30	-	31,407	-	40,587	(13)
MA+15	-	34,467	-	48,237	(19)

**ARLINGTON 3**

BA+15	-	34,526	-	40,453	(9)
BA+30	-	35,602	-	41,713	(9)
BA+60	-	37,796	-	56,163	(21)
BA+75	-	38,983	-	57,927	(21)
BA+90	-	40,216	-	59,759	(21)
BA+105	-	41,487	-	61,647	(21)
MA+15	-	40,216	-	59,759	(21)
MA+30	-	41,487	-	61,647	(21)

**BURNT RIVER 30J**

BA+15	-	32,178	-	43,535	(11)
BA+30	-	32,966	-	46,973	(13)
BA+60	-	34,859	-	53,077	(16)
BA+75	-	35,805	-	54,497	(16)
BA+90	-	36,752	-	57,194	(17)
MA+15	-	35,805	-	54,497	(16)
MA+30	-	36,752	-	57,193	(17)

**CAMAS VALLEY 21**

BA+24	-	29,919	-	41,756	(11)
BA+60	-	30,714	-	48,980	(15)
BA+80	-	32,250	-	51,429	(15)
BA+105	-	33,862	-	54,000	(15)
MA+20	-	32,250	-	51,429	(15)

**DAYS CREEK 15**

BA+15	-	34,608	-	46,642	(12)
BA+30	-	35,561	-	51,989	(15)
BA+60	-	37,543	-	57,948	(17)
BA+75	-	38,576	-	59,541	(17)
MA+15	-	38,576	-	59,541	(17)

**DAYVILLE 16J \***

BA+15	-	31,883	-	43,955	(13)
BA+30	-	32,811	-	45,812	(14)
BA+60	-	34,668	-	49,526	(16)
BA+75	-	35,597	-	51,384	(17)
BA+90	-	36,526	-	53,241	(18)
BA+105	-	37,454	-	54,170	(18)

**ELGIN 23**

BA+15	-	31,021	-	42,938	(12)
BA+30	-	32,260	-	44,655	(12)
BA+60	-	34,891	-	51,239	(14)
BA+75	-	36,309	-	53,288	(14)
BA+90	-	37,741	-	57,085	(15)
MA+15	-	36,309	-	53,288	(14)
MA+30	-	37,741	-	57,085	(15)

**ELKTON 34**

BA+20	-	33,745	-	47,601	(14)
BA+40	-	34,938	-	49,859	(15)
BA+60	-	36,133	-	52,118	(16)
BA+80	-	37,324	-	54,377	(17)
BA+100	-	38,518	-	55,570	(17)
MA+20	-	37,324	-	54,377	(17)
MA+40	-	38,518	-	55,570	(17)

**ENTERPRISE 21**

BA+15	-	34,780	-	46,742	(11)
BA+30	-	35,630	-	49,320	(12)
BA+60	-	37,391	-	54,910	(14)
BA+75	-	38,304	-	57,938	(15)
BA+90	-	39,239	-	61,134	(16)
BA+105	-	40,198	-	64,505	(17)
MA+15	-	38,304	-	57,938	(15)
MA+30	-	39,239	-	61,134	(16)

**FALLS CITY 57**

BA Max	-	29,955	-	50,312	(22)
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\* The six percent employee PERS "pick-up" is *not* paid by the district.



1-499 ADM Districts

**FOSSIL 21J**

BA+15	-	35,526 - 47,538	(17)
BA+30	-	33,777 - 48,789	(17)
MA+15	-	37,530 - 52,542	(17)
MA+30	-	38,781 - 53,793	(17)
MA+60	-	41,283 - 56,295	(17)
MA+75	-	42,534 - 57,546	(17)
MA+90	-	43,785 - 58,797	(17)

**GASTON 511J \***

BA+60	-	37,309 - 64,695	(17)
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**GLENDALE 77**

BA+20	-	34,109 - 46,697	(12)
BA+40	-	35,279 - 49,132	(13)
BA+60	-	36,468 - 51,597	(14)
BA+80	-	37,671 - 54,102	(15)
BA+100	-	38,889 - 58,933	(20)
MA+20	-	37,671 - 54,102	(15)
MA+40	-	38,889 - 58,933	(20)

**HELIX 1**

BA+24	-	32,767 - 43,267	(15)
BA+40	-	33,624 - 45,624	(17)
BA+60	-	34,481 - 47,231	(18)
BA+75	-	35,338 - 48,848	(19)
BA+90	-	36,195 - 50,445	(20)
MA+15	-	35,338 - 48,838	(19)
MA+30	-	36,195 - 50,445	(20)

**HUNTINGTON 16J**

BA+15	-	29,078 - 40,197	(16)
BA+30	-	29,660 - 41,411	(16)
BA+60	-	30,858 - 43,084	(16)
BA+75	-	31,475 - 43,945	(16)
BA+90	-	32,105 - 44,824	(16)
MA+	-	30,858 - 43,084	(16)
MA+15	-	31,475 - 43,945	(16)
MA+30	-	32,105 - 44,824	(16)

**IMBLER 11**

BA+15	-	31,748 - 44,786	(11)
BA+30	-	32,383 - 47,279	(12)
BA+60	-	33,692 - 52,692	(14)
BA+75	-	34,366 - 55,627	(15)
MA+15	-	34,366 - 55,627	(15)
MA+30	-	35,052 - 56,738	(15)

**JORDAN VALLEY 3**

BA+15	-	29,720 - 35,570	(10)
BA+30	-	30,320 - 47,870	(28)
MA+15	-	32,720 - 50,270	(28)
MA+30	-	33,320 - 50,870	(28)
MA+60	-	34,520 - 52,070	(28)
Stand.	-	31,520 - 49,070	(28)

**JOSEPH 6**

BA+15	-	32,928 - 39,243	(5)
BA+30	-	33,637 - 46,266	(9)
BA+60	-	35,054 - 58,735	(16)
BA+75	-	35,763 - 59,444	(16)
BA+90	-	36,472 - 61,732	(17)
BA+105	-	37,181 - 62,440	(17)
MA+15	-	36,472 - 61,732	(17)
MA+30	-	37,181 - 62,440	(17)

**KNAPPA 4 \***

BA+24	-	32,651 - 50,291	(15)
BA+74	-	34,957 - 53,856	(16)
MA+30	-	37,263 - 56,162	(16)

**LONG CREEK 17**

BA+15	-	28,754 - 37,325	(12)
BA+30	-	29,444 - 39,138	(13)
BA+60	-	30,874 - 43,032	(15)
MA+15	-	31,615 - 45,123	(16)
MA+30	-	32,374 - 47,315	(17)

**MAPLETON 32**

BA+24	-	27,040 - 49,325	(25)
BA+60	-	29,246 - 53,350	(25)

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1-499 ADM Districts

**MCKENZIE 68**

BA+24	-	32,415	-	46,277	(12)
BA+72	-	34,582	-	58,048	(17)
BA+93	-	35,720	-	59,956	(17)
MA+24	-	34,582	-	58,048	(17)

**MITCHELL 55**

BA+15	-	33,662	-	49,349	(17)
BA+30	-	34,642	-	50,329	(17)
BA+60	-	36,603	-	52,290	(17)
BA+75	-	37,584	-	53,271	(17)
BA+90	-	38,564	-	54,251	(17)
MA+15	-	37,584	-	53,271	(17)
MA+30	-	38,564	-	54,251	(17)

**MONROE 1J**

MA+30	-	36,128	-	59,349	(19)
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**MONUMENT 8**

BA+15	-	31,954	-	38,637	(8)
BA+30	-	32,682	-	41,720	(10)
BA+60	-	34,184	-	48,640	(14)
BA+75	-	34,959	-	52,518	(16)
BA+90	-	35,753	-	53,704	(16)
BA+105	-	36,563	-	54,925	(16)
MA+15	-	34,959	-	52,518	(16)
MA+30	-	35,753	-	53,704	(16)

**NORTH DOUGLAS 22**

BA+24	-	33,209	-	45,904	(12)
BA+75	-	35,746	-	52,750	(14)
BA+105	-	37,141	-	56,651	(15)
MA+15	-	35,746	-	52,750	(14)
MA+30	-	37,141	-	56,651	(15)

**NORTH POWDER 8J**

BA+15	-	31,863	-	43,108	(11)
BA+30	-	32,644	-	46,513	(13)
BA+60	-	34,518	-	52,558	(16)
BA+75	-	35,455	-	53,964	(16)
BA+90	-	36,392	-	56,634	(17)
BA+105	-	37,329	-	58,071	(17)
MA+15	-	35,455	-	53,964	(16)
MA+30	-	36,392	-	56,634	(17)

**OAKLAND 1**

BA+15	-	38,001	-	51,081	(13)
BA+30	-	38,577	-	52,746	(14)
BA+75	-	39,730	-	54,989	(15)

**OAKRIDGE 76**

BA+15	-	32,498	-	44,986	(12)
BA+30	-	33,473	-	47,726	(13)
BA+60	-	35,511	-	53,716	(15)
BA+75	-	36,577	-	55,328	(15)
BA+90	-	37,673	-	56,988	(15)
BA+105	-	38,806	-	58,697	(15)
MA+15	-	36,577	-	55,328	(15)
MA+30	-	37,673	-	56,988	(15)

**PAISLEY 11**

BA+15	-	30,322	-	34,619	(8)
BA+30	-	31,244	-	37,630	(10)
BA+60	-	33,077	-	49,213	(20)
BA+75	-	34,003	-	55,095	(25)
MA+15	-	34,003	-	55,095	(25)

**PERRYDALE 21J**

BA+24	-	35,792	-	51,268	(14)
BA+60	-	38,173	-	57,221	(17)
BA+84	-	39,364	-	59,602	(18)
BA+105	-	40,554	-	61,983	(19)
MA+24	-	39,364	-	59,602	(18)

**PILOT ROCK 2 \***

BA+15	-	36,101	-	48,428	(10)
BA+30	-	37,471	-	51,166	(11)
BA+60	-	40,209	-	56,646	(13)
BA+75	-	41,579	-	62,124	(16)
MA+15	-	41,579	-	62,124	(16)

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1-499 ADM Districts

**PINE EAGLE 61**

BA+15	-	30,826	-	46,330	(13)
BA+30	-	31,974	-	48,770	(14)
BA+60	-	34,270	-	53,650	(16)
BA+75	-	35,418	-	56,090	(17)
BA+90	-	36,566	-	58,530	(18)
MA+15	-	35,418	-	56,090	(17)
MA+30	-	36,566	-	58,530	(18)

**PORT ORFORD-LANGLOIS**

BA+24	-	32,723	-	50,373	(12)
BA+60	-	35,393	-	54,486	(12)

**POWERS 31**

BA+24	-	34,427	-	49,779	(13)
BA+60	-	37,366	-	53,996	(14)
BA+75	-	38,836	-	55,466	(14)

**SHERMAN 1**

BA+15	-	36,265	-	40,855	(7)
BA+30	-	37,030	-	47,740	(15)
BA+60	-	38,560	-	53,860	(21)
MA+15	-	39,325	-	54,625	(21)
MA+30	-	40,090	-	55,390	(21)

**SOUTH WASCO COUNTY 1**

BA+15	-	33,550	-	43,053	(9)
BA+30	-	35,036	-	46,912	(11)
BA+60	-	41,568	-	53,446	(11)
BA+90	-	43,053	-	56,116	(12)
MA+15	-	41,568	-	53,446	(11)

**SPRAY 1**

BA+15	-	31,231	-	41,521	(14)
BA+30	-	32,023	-	43,103	(15)
BA+60	-	33,605	-	47,852	(19)

**ST PAUL 45**

BA+15	-	30,520	-	45,539	(16)
BA+30	-	31,332	-	46,351	(16)
BA+60	-	35,334	-	52,355	(18)
MA+18	-	36,146	-	54,168	(19)

**STANFIELD 61R \***

BA+15	-	36,523	-	44,818	(10)
BA+30	-	37,347	-	45,825	(10)
BA+60	-	39,139	-	52,606	(14)
BA+75	-	40,218	-	56,886	(15)
MA+15	-	43,367	-	62,885	(16)

**UNION 5 \***

BA+15	-	31,432	-	44,123	(11)
BA+30	-	32,376	-	47,017	(12)
BA+60	-	34,349	-	53,382	(14)
BA+75	-	35,379	-	54,987	(14)
BA+90	-	36,440	-	58,590	(15)
MA+15	-	35,378	-	54,987	(14)
MA+30	-	36,440	-	58,590	(15)

**WALLOWA 12**

BA+15	-	34,570	-	46,460	(11)
BA+30	-	35,262	-	48,811	(12)
BA+60	-	36,686	-	55,491	(15)
BA+75	-	37,420	-	58,299	(16)
BA+90	-	38,169	-	61,249	(17)
BA+105	-	38,932	-	64,349	(18)
MA+15	-	37,420	-	58,299	(16)
MA+30	-	38,169	-	61,249	(17)

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

## 1-499 ADM Districts

School District	BA base % increase for 2013-2014 over 2012-2013	2012-2013 Average Annual Salary	2012-2013 FTE	Student School Days	Contract Days	Inservice Days	Holidays
<b>Adrian 61</b>	1.0	51,878	24	180	185	5	0
<b>Annex 29</b>	2.0	37,850	5	166	---	10	5
<b>Arlington 3</b>	No Incr	54,843	12	154	190	19	7
<b>Burnt River 30J</b>	2.0	49,061	4	145	157	5	7
<b>Camas Valley 21</b>	No Incr	40,257	16	148.5	190	14	5
<b>Days Creek 15</b>	1.3	54,449	20	145	190	15	7
<b>Dayville 16J *</b>	No Incr	40,859	7	157	176	11	8
<b>Elgin 23</b>	2.0	50,488	27	148	164	3	6
<b>Elkton 34</b>	4.0	46,591	17	150	190	11.5	4
<b>Enterprise 21</b>	1.0	59,114	28	151	189	4	8
<b>Falls City 57</b>	2.3	40,615	9	150	169	3	4
<b>Fossil 21J</b>	3.0	48,076	13	155	179	17	7
<b>Gaston 511J *</b>	1.0	52,826	79	177	188	12	5
<b>Glendale 77</b>	1.5	56,258	16	152	174	15	6
<b>Helix 1</b>	2.0	42,660	17	---	176	4	---
<b>Huntington 16J</b>	No Incr	39,423	9	147	165	9	8
<b>Imbler 11</b>	2.0	50,076	21	176	186	3	4
<b>Jordan Valley 3</b>	No Incr	47,747	10	155	180	5	14
<b>Joseph 6</b>	2.5	53,974	21	153	170	10.5	6
<b>Knappa 4 *</b>	No Incr	42,828	27	173	190	6	6
<b>Long Creek 17</b>	No Incr	44,676	7	144	170	19	7
<b>Mapleton 32</b>	No Incr	41,578	14	147	168	9	6
<b>McKenzie 68</b>	1.0	48,647	18	148	167	12	5

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

1-499 ADM Districts

<b>TUITION REIMBURSEMENT</b>			
<b>School District</b>	<b>Hours Reimbursed</b>	<b>Rate of Reimbursement</b>	<b>Pool Amount</b>
<b>Adrian 61</b>	---	Actual Cost	\$9,500
<b>Annex 29</b>	---	Actual Cost	\$5,000
<b>Arlington 3</b>	---	OSU	\$10,000
<b>Burnt River 30J</b>	---	Actual Cost	\$4,000
<b>Camas Valley 21</b>	12 hrs	Actual Cost	\$8,000
<b>Days Creek 15</b>	---	U of O	\$4,000
<b>Dayville 16J *</b>	---	Other	\$3,500
<b>Elgin 23</b>	---	Actual Cost	\$7,100
<b>Elkton 34</b>	---	---	---
<b>Enterprise 21</b>	---	Actual Cost	\$7,500
<b>Falls City 57</b>	---	Actual Cost	\$4,000
<b>Fossil 21J</b>	---	Actual Cost	---
<b>Gaston 511J *</b>	---	PSU	---
<b>Glendale 77</b>	---	Actual Cost	\$8,000
<b>Helix 1</b>	---	---	---
<b>Huntington 16J</b>	\$900	Actual Cost	\$7,500
<b>Imbler 11</b>	---	---	---
<b>Jordan Valley 3</b>	\$150	State Average	---
<b>Joseph 6</b>	---	---	---
<b>Knappa 4 *</b>	---	Actual Cost	---
<b>Long Creek 17</b>	---	EOU	---
<b>Mapleton 32</b>	12 hrs	Actual Cost	\$12,000
<b>McKenzie 68</b>	---	Actual Cost	\$500

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## 1-499 ADM Districts

School District	BA base % increase for 2013-2014 over 2012-2013	2012-2013 Average Annual Salary	2012-2013 FTE	Student School Days	Contract Days	Inservice Days	Holidays
<b>Mitchell 55</b>	2.19	43,198	7	150	171	13	8
<b>Monroe 1J</b>	No Incr	51,758	25	170	190	7	6
<b>Monument 8</b>	No Incr	48,228	5	154	164	10	9
<b>North Douglas 22</b>	No Incr	47,952	27	178	190	4	4
<b>North Powder 8J</b>	0.5	50,944	21	147.9	160	6	8
<b>Oakland 1</b>	1.0	53,769	35	---	168	---	7
<b>Oakridge 76</b>	No Incr	54,201	38	149	169	4	6
<b>Paisley 11</b>	1.75	41,282	12	147	163	11	5
<b>Perrydale 21J</b>	No Incr	52,373	18	168	168	4	6
<b>Pilot Rock 2 *</b>	2.0	52,849	20	158	191	3	6
<b>Pine Eagle 61</b>	1.75	49,341	21	145	157	9	7
<b>Port Orford-Langlois</b>	1.0	50,754	21	172	189	8	5
<b>Powers 31</b>	No Incr	47,744	18	178	190	6	6
<b>Sherman 1</b>	3.26	48,878	66	183	190	1	6
<b>South Wasco County 1</b>	4.32	50,566	21	168	194	4	6
<b>Spray 1</b>	No Incr	46,528	7	148	153	5	7
<b>St Paul 45</b>	2.0	46,167	23	---	190	---	7
<b>Stanfield 61R *</b>	No Incr	50,227	30	146.5	167	14.5	6
<b>Union 5 *</b>	1.0	56,551	20	153	159	3	6
<b>Wallowa 12</b>	1.0	57,848	22	150	185	20	5

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

1-499 ADM Districts

<b>TUITION REIMBURSEMENT</b>			
<b>School District</b>	<b>Hours Reimbursed</b>	<b>Rate of Reimbursement</b>	<b>Pool Amount</b>
<b>Mitchell 55</b>	\$7,000 <sup>1</sup>	OSU	\$7,000
<b>Monroe 1J</b>	---	OSU	---
<b>Monument 8</b>	6 hrs	OSU	---
<b>North Douglas 22</b>	3 hrs	U of O	\$10,000
<b>North Powder 8J</b>	\$850	Actual Cost	---
<b>Oakland 1</b>	---	Actual Cost	---
<b>Oakridge 76</b>	---	Actual Cost	\$5,000
<b>Paisley 11</b>	\$1,000	Actual Cost	---
<b>Perrydale 21J</b>	---	---	---
<b>Pilot Rock 2 *</b>	6 hrs	Other	\$10,000
<b>Pine Eagle 61</b>	\$1,200	Actual Cost	---
<b>Port Orford-Langlois</b>	---	Actual Cost	\$10,000
<b>Powers 31</b>	---	Actual Cost	\$7,000
<b>Sherman 1</b>	---	Actual Cost	\$15,000
<b>South Wasco County 1</b>	\$1,023	PSU	---
<b>Spray 1</b>	\$700	Actual Cost	---
<b>St Paul 45</b>	\$550	Other	---
<b>Stanfield 61R *</b>	---	Actual Cost	\$12,000
<b>Union 5 *</b>	---	Actual Cost	\$10,000 <sup>2</sup>
<b>Wallowa 12</b>	---	---	---

<sup>1</sup> Teachers working toward HQ is reimbursed at 100%. For PDUs and moving across pay scale is reimbursed at 50%.

<sup>2</sup> 60% of the total bank must be used to support the District Achievement Compact.

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

## 1-499 ADM Districts

<u>School District</u>	<u>Highest Monthly Premium Offered to Employees</u>	<u>Maximum District Contribution</u>	<u>Plan Type</u>	<u>District's Cap, if Any</u>	<u>Are Excess Contrib. Pooled?</u>	<u>Maximum Employee Contribution</u>
<b>Adrian 61</b>	2,541.47 <sup>1</sup>	1,209.26	Step-Rate	1,025.00	Yes	544.46
<b>Annex 29</b>	1,100.00	1,100.00	Step-Rate	1,100.00	No	---
<b>Arlington 3</b>	1,376.56	1,376.56	Composite	1,800.00	No	---
<b>Burnt River 30J</b>	1,611.66	848.01	Composite	848.01	No	763.65
<b>Camas Valley 21</b>	---	---	---	---	---	---
<b>Days Creek 15</b>	---	---	---	---	---	---
<b>Dayville 16J *</b>	1,946.00 <sup>2</sup>	1,000.00	Composite	1,000.00	No	355.23
<b>Elgin 23</b>	1,964.18	1,150.00	Composite	1,150.00	No	814.18
<b>Elkton 34</b>	---	---	---	---	---	---
<b>Enterprise 21</b>	1,611.66	1,150.00	Composite	1,150.00	No	461.66
<b>Falls City 57</b>	1,427.66	973.79	Composite	973.79	Yes <sup>3</sup>	---
<b>Fossil 21J</b>	1,773.75	1,042.00	Composite	1,042.00	Yes <sup>4</sup>	---
<b>Gaston 511J *</b>	1,412.80	1,258.00	Composite	1,258.00	No	154.80
<b>Glendale 77</b>	1,351.01	1,270.00	Composite	1,270.00	No	81.01
<b>Helix 1</b>	1,075.00	1,075.00	Composite	1,075.00	No	250.00
<b>Huntington 16J</b>	1,200.00	1,200.00	Composite	1,200.00	No	---
<b>Imbler 11</b>	1,964.18 <sup>1</sup>	1,376.56	Composite	1,400.00	No	---
<b>Jordan Valley 3</b>	1,434.00	1,270.00	Step-Rate	1,000.00	Yes <sup>3</sup>	164.00
<b>Joseph 6</b>	1,220.00	1,000.00	Composite	1,000.00	No	220.00
<b>Knappa 4 *</b>	1,964.18	1,050.00	Composite	1,050.00	No	914.18
<b>Long Creek 17</b>	1,355.00	1,165.00	Composite	1,165.00	No	190.00
<b>Mapleton 32</b>	1,964.18 <sup>1</sup>	1,166.50	Composite	1,082.00	Yes	43.54
<b>McKenzie 68</b>	1,179.24	925.00	Step-Rate	925.00	No	254.24

<sup>1</sup> Currently, no employee is taking the most expensive plan and the pooled amount covers a portion of the employee's out-of-pocket expenses.

<sup>2</sup> Currently, no employee is taking the most expensive plan.

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

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

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



1-499 ADM Districts

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

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

## 1-499 ADM Districts

<u>School District</u>	<u>Highest Monthly Premium Offered to Employees</u>	<u>Maximum District Contribution</u>	<u>Plan Type</u>	<u>District's Cap, if Any</u>	<u>Are Excess Contrib. Pooled?</u>	<u>Maximum Employee Contribution</u>
<b>Mitchell 55</b>	1,953.65	1,000.00	Composite	1,000.00	No	953.65
<b>Monroe 1J</b>	2,566.48 <sup>1</sup>	950.00	Composite	950.00	No	---
<b>Monument 8</b>	---	---	---	---	---	---
<b>North Douglas 22</b>	1,576.93	1,169.00	Composite	1,169.00	No	407.93
<b>North Powder 8J</b>	1,964.18	1,600.00	Step-Rate	1,600.00	No	364.18
<b>Oakland 1</b>	---	---	---	---	---	---
<b>Oakridge 76</b>	1,964.18	1,098.69	Composite	900.00	Yes <sup>2</sup>	847.08
<b>Paisley 11</b>	1,195.00	1,195.00	Composite	1,247.00	No	---
<b>Perrydale 21J</b>	1,324.00	1,029.00	Composite	1,029.00	No	295.00
<b>Pilot Rock 2 *</b>	1,376.00	1,350.00	Composite	1,350.00	No	26.00
<b>Pine Eagle 61</b>	1,773.75 <sup>3</sup>	1,100.00	Composite	1,100.00	No	326.25
<b>Port Orford-Langlois</b>	2,310.35 <sup>1</sup>	1,070.00	Step-Rate	1,070.00	No	---
<b>Powers 31</b>	1,380.81 <sup>4</sup>	1,242.84	Composite	.00	No	137.97
<b>Sherman 1</b>	1,355.23	1,062.00	Composite	1,062.00	No	293.23
<b>South Wasco County 1</b>	1,436.71	1,303.05	Composite	1,300.00	No	133.66
<b>Spray 1</b>	1,555.73	950.00	Composite	950.00	No	605.73
<b>St Paul 45</b>	---	---	---	---	---	---
<b>Stanfield 61R *</b>	2,567.70 <sup>3</sup>	2,567.70	Composite	1,320.00	Yes	357.00
<b>Union 5 *</b>	---	1,210.00	Composite	1,210.00	No	---
<b>Wallowa 12</b>	1,358.00	1,190.00	Composite	1,190.00	No	168.00

<sup>1</sup> Currently, no employee is taking most expensive plan and the pooled amount covers all of the employee's out-of-pocket expenses.

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

<sup>3</sup> Currently, no employee is taking the most expensive plan.

<sup>4</sup> Employees choosing the high deductible plan receive a \$3,000 employer contribution to their HSA. District pays 90% of premium. Pacific Source Dental is tiered.

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

## 1-499 ADM Districts

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

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

## 1-499 ADM Districts

School District	PERSONAL		BUSINESS		PROFESSIONAL		BEREAVEMENT		SABBATICAL
	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	% of Salary
<b>Adrian 61</b>	2	As appr	---	---	---	---	3	Incl/family	No Program
<b>Annex 29</b>	2	---	---	---	---	---	5	(P)	0%
<b>Arlington 3</b>	3	As appr.	---	---	---	---	3	---	0%
<b>Burnt River 30J</b>	---	---	---	---	---	---	---	---	No Program
<b>Camas Valley 21</b>	2	---	---	---	---	---	4	(P)	0%
<b>Days Creek 15</b>	4	---	---	Incl/pers	2	---	5	(P)	0%
<b>Dayville 16J *</b>	2	---	---	---	3	---	5	---	No Program
<b>Elgin 23</b>	2	---	---	---	---	---	5	(P)	0%
<b>Elkton 34</b>	2	---	---	---	---	As appr	---	Incl/emerg	No Program
<b>Enterprise 21</b>	3	---	---	---	---	---	5	---	0%
<b>Falls City 57</b>	2	---	---	Incl/pers	3	---	7	(T)	No Program
<b>Fossil 21J</b>	---	---	---	---	---	---	---	---	0%
<b>Gaston 511J *</b>	1	---	---	---	2	As appr.	---	Incl/emerg	No Program
<b>Glendale 77</b>	3	---	---	---	---	---	5	---	0%
<b>Helix 1</b>	2	---	---	Incl/pers	---	---	2	---	No Program
<b>Huntington 16J</b>	4	As appr	---	---	---	---	3	---	No Program
<b>Imbler 11</b>	3	---	---	---	2	---	5	(P)	No Program
<b>Jordan Valley 3</b>	2	As appr	---	---	2	As appr	3	---	No Program
<b>Joseph 6</b>	---	---	---	---	---	---	5	(P)	0%
<b>Knappa 4 *</b>	3	As appr.	---	---	---	---	5	(P)	No Program
<b>Long Creek 17</b>	2	---	---	---	2	As appr	---	Incl/family	No Program
<b>Mapleton 32</b>	---	---	---	---	---	(L)	---	---	No Program
<b>McKenzie 68</b>	3	---	---	---	---	As appr	6	---	No Program

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

1-499 ADM Districts

ASSOCIATION		JURY/LEGAL		FAMILY ILLNESS		PREGNANCY		PARENTAL	
Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes
5	(R, T)	---	(F)	---	(L)	---	(L)	---	(L, LAW)
---	---	---	(F)	3	---	---	---	---	(L, LAW)
3	(T)	---	(F)	---	(S)	---	---	---	---
4	---	---	---	---	(LAW)	---	---	---	---
---	---	---	---	---	---	---	---	---	---
---	---	---	(F)	---	(S, Incl/pers)	---	---	---	(LAW)
7	(T)	---	(J)	---	Incl/pers	---	(S)	---	(L) As appr
---	---	---	(F)	---	(L, LAW)	---	---	---	---
5	(R, T)	---	---	---	---	---	(S)	---	---
---	---	---	(J)	---	(L, LAW)	---	---	---	(L, LAW)
4	(T)	---	(J)	3	---	---	---	---	(LAW)
5	(T)	---	(J)	---	(S)	---	---	---	(LAW)
---	---	---	---	---	---	---	---	---	---
---	---	---	(F)	---	Incl/emerg	---	(S)	---	(L)
5	(T)	---	(F)	---	(S)	---	---	---	(LAW)
---	---	---	---	---	---	---	(S, LAW)	---	(L, LAW)
---	---	---	---	---	(S)	---	(L, S)	---	---
6	(R, T)	---	(F)	3	(S) As appr	---	(S)	---	(L, LAW)
---	---	---	---	---	---	---	---	---	---
6	(R, T)	---	(F)	---	(LAW)	---	(L) 1 yr	---	(LAW)
---	As appr	---	(J)	---	(S, LAW)	---	(L, LAW)	---	(L, LAW)
2	(R, T)	---	(F)	5	Incl/pers	---	---	---	---
---	---	---	(J)	---	---	---	(S)	---	---

(A) = Leave days accrue.

(F) = Fee given to the district.

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

(L) = Leave days are taken without pay.

LAW = Leave follows federal/state statute

(P) = Per occurrence.

(R) = Association reimburses substitute cost.

(S) = Sick leave days are used.

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

1-499 ADM Districts

School District	PERSONAL		BUSINESS		PROFESSIONAL		BEREAVEMENT		SABBATICAL
	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	% of Salary
<b>Mitchell 55</b>	3	---	---	---	---	---	3	---	No Program
<b>Monroe 1J</b>	2	---	---	---	3	As appr	5	---	No Program
<b>Monument 8</b>	3	---	---	Incl/pers	10	(T)	5	(T)	No Program
<b>North Douglas 22</b>	2	---	---	---	1	As appr	5	---	No Program
<b>North Powder 8J</b>	3	---	---	---	---	As appr	4	(P)	No Program
<b>Oakland 1</b>	2	---	2	Incl/pers	---	As appr	4	---	No Program
<b>Oakridge 76</b>	3	(L)	---	---	---	As appr	5	As appr	0%
<b>Paisley 11</b>	3	As appr	---	---	---	---	---	---	50%
<b>Perrydale 21J</b>	2	Incl/emerg	2	Incl/pers	---	As appr	5	As appr	No Program
<b>Pilot Rock 2 *</b>	2	---	---	Incl/emerg	---	---	---	Incl/emerg	No Program
<b>Pine Eagle 61</b>	2	As appr	---	---	---	As appr	4	(P)	No Program
<b>Port Orford-Langlois</b>	2	As appr	---	---	---	As appr	5	---	0%
<b>Powers 31</b>	3	(T)	---	Incl/pers	---	---	5	---	No Program
<b>Sherman 1</b>	3	(A) up to 5	---	---	---	---	5	(P)	0%
<b>South Wasco County 1</b>	3	---	---	---	---	As appr	3	(P)	No Program
<b>Spray 1</b>	4	---	---	---	---	---	5	---	No Program
<b>St Paul 45</b>	2	As appr	---	---	---	---	5	(P)	No Program
<b>Stanfield 61R *</b>	2	(L) As appr	---	---	---	As appr	5	(T)	No Program
<b>Union 5 *</b>	2	---	---	---	---	As appr	---	(P)	No Program
<b>Wallowa 12</b>	2	(A)	---	---	---	As appr	5	(P)	0%

(A) = Leave days accrue.

(F) = Fee given to the district.

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

(L) = Leave days are taken without pay.

LAW = Leave follows federal/state statute

(P) = Per occurrence.

(R) = Association reimburses substitute cost.

(S) = Sick leave days are used.

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

1-499 ADM Districts

ASSOCIATION		JURY/LEGAL		FAMILY ILLNESS		PREGNANCY		PARENTAL	
Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes
---	---	---	---	---	(S)	---	---	---	---
---	---	---	(J)	---	(LAW)	---	---	---	(L)
---	---	---	(F)	5	(S)	---	---	---	---
10	(R, T)	---	(J)	---	(S, LAW)	---	(S)	---	---
4	(T)	---	(F)	---	(S)	---	(S)	---	(S, LAW)
4	(T)	---	(J)	---	(S)	---	---	---	---
5	(R, T)	---	(J)	---	(L, S)	---	(S)	---	(S)
---	---	---	(J)	---	(S) As appr	---	---	---	(L) 1 yr
5	(T)	---	(J)	---	(S)	---	---	---	(LAW)
---	---	---	Incl/pers	---	Incl/emerg	---	---	---	---
10	(T)	---	As req	10	(S)	---	---	---	---
4	(R, T)	---	---	---	Incl/emerg	---	(L, S)	---	(LAW)
---	---	---	(F)	---	Incl/pers	---	(L)	---	(L)
---	---	---	(F)	3	---	---	---	60	(S)
---	---	---	(J)	---	---	---	---	---	---
---	---	---	(F)	---	(S)	---	---	---	(L)
3	(T)	---	(J)	---	(LAW)	---	(S)	---	(S, L, LAW)
---	---	---	(F)	5	---	---	---	---	---
6	(T)	---	(J)	3	---	---	(S)	---	(LAW)
6	(R, T)	---	(F)	5	(L)	---	(S, L, LAW)	---	(S, LAW)

(A) = Leave days accrue.

(F) = Fee given to the district.

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

(L) = Leave days are taken without pay.

LAW = Leave follows federal/state statute

(P) = Per occurrence.

(R) = Association reimburses substitute cost.

(S) = Sick leave days are used.

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

1-499 ADM Districts

School District	Athletic Director	Activity Director	FOOTBALL			
			H.S. Head	H.S. Asst.	9th Head	9th Asst.
<b>Adrian 61</b>	---	---	3,254-3,417	2,480-2,603	---	---
<b>Annex 29</b>	---	---	---	---	---	---
<b>Arlington 3</b>	3,500-4,266	---	2,300-2,804	1,700-2,072	---	---
<b>Burnt River 30J</b>	---	---	1,700	---	---	---
<b>Camas Valley 21</b>	62,500 <sup>1</sup>	---	2,293-2,599	697-1,001	---	---
<b>Days Creek 15</b>	1,010-6,400	---	1,684-3,200	1,684-2,189	---	---
<b>Dayville 16J *</b>	1,857-2,786	1,857-2,786	1,857-2,786	---	---	---
<b>Elgin 23</b>	---	4,261	3,281	2,386	---	---
<b>Elkton 34</b>	4,120	---	2,116-2,766	---	---	---
<b>Enterprise 21</b>	---	---	---	---	---	---
<b>Falls City 57</b>	---	---	3,855	---	---	---
<b>Fossil 21J</b>	---	545-4,080	---	---	---	---
<b>Gaston 511J *</b>	6,625-7,372	---	---	1,046-1,164	---	---
<b>Glendale 77</b>	5,996	---	3,317	1,989	---	---
<b>Helix 1</b>	---	---	---	---	---	---
<b>Huntington 16J</b>	2,503	---	2,503	---	---	---
<b>Imbler 11</b>	3,735	---	3,113	2,179	---	---
<b>Jordan Valley 3</b>	2,850	---	2,575-3,090	2,266	---	---
<b>Joseph 6</b>	---	---	2,395-3,610	1,677-2,528	---	---
<b>Knappa 4 *</b>	6,301	---	3,610	3,122	---	---
<b>Long Creek 17</b>	---	---	---	---	---	---
<b>Mapleton 32</b>	2,967-3,384	---	2,461-2,814	1,853-2,086	---	---
<b>McKenzie 68</b>	3,060-3,499	---	2,186-2,733	766-1,639	---	---

<sup>1</sup> Athletic Director and Vice Principal are combined positions.

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.



1-499 ADM Districts

FOOTBALL (Continued)		BOYS BASKETBALL					
7-8 Head	7-8 Asst.	H.S. Head	H.S. Asst.	9th Head	9th Asst.	7-8 Head	7-8 Asst.
766-875	---	2,186-2,733	766-1,639	---	---	766-875	---
1,860-1,953	---	3,409-3,580	2,588-2,717	---	---	1,945-2,042	---
---	---	---	---	---	---	---	---
1,600-1,950	1,200-1,463	---	---	---	---	---	---
---	---	2,100	---	---	---	700	---
697-1,001	---	2,579-2,884	697-1,001	---	---	697-1,001	---
---	---	---	---	---	---	1,347-1,853	---
619-1,083	---	---	1,238-2,167	---	---	619-1,083	---
2,088	---	3,281	2,386	---	---	---	2,088
1,628-2,279	---	2,279-2,930	---	---	---	---	---
---	---	---	---	---	---	---	---
---	---	---	---	---	---	---	---
500	---	---	---	---	---	500	---
1,395-1,552	---	---	---	---	2,406-2,677	---	---
1,989	---	3,317	1,989	---	---	1,989	---
---	---	---	---	---	---	---	---
---	---	---	---	---	---	---	---
1,245	622	3,113	2,179	---	---	1,245	623
1,607	1,205	2,575-3,090	---	---	---	1,607	1,205
---	---	---	---	---	---	820	---
---	---	3,610	3,122	---	---	---	---
---	---	2,387	---	---	---	---	---
1,336-1,566	985-1,188	2,461-2,814	1,853-2,086	---	---	1,336-1,566	985-1,188

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

1-499 ADM Districts

School District	Athletic Director	Activity Director	FOOTBALL			
			H.S. Head	H.S. Asst.	9th Head	9th Asst.
<b>Mitchell 55</b>	1,885-2,505	---	2,095-2,783	---	---	---
<b>Monroe 1J</b>	2,500-3,800	---	2,500-3,800	1,200-2,000	---	---
<b>Monument 8</b>	---	---	2,031-2,656	1,718-2,031	---	---
<b>North Douglas 22</b>	3,813	---	3,212	595	---	---
<b>North Powder 8J</b>	4,029-4,873	---	2,686-3,248	2,015-2,436	---	---
<b>Oakland 1</b>	3,112-3,112	---	3,724-4,113	---	---	---
<b>Oakridge 76</b>	4,561	---	4,286	2,893	2,541	---
<b>Paisley 11</b>	2,500-9,782 (P)	---	---	---	---	---
<b>Perrydale 21J</b>	3,229	969	3,053	2,110	---	---
<b>Pilot Rock 2 *</b>	3,789-5,134	---	3,603	2,366	---	---
<b>Pine Eagle 61</b>	5,000	---	4,716	---	---	---
<b>Port Orford-Langlois</b>	---	---	---	---	---	---
<b>Powers 31</b>	3,000	---	3,000	---	---	---
<b>Sherman 1</b>	4,473-4,828	---	3,657-3,941	3,018-3,302	---	---
<b>South Wasco County 1</b>	6,643-7,325	---	3,321-3,662	---	---	---
<b>Spray 1</b>	2,000	---	1,810-2,367	456	---	---
<b>St Paul 45</b>	---	---	---	---	---	---
<b>Stanfield 61R *</b>	3,760-4,297	---	3,760-4,297	3,115-3,581	---	---
<b>Union 5 *</b>	4,000	---	4,000	2,500	---	---
<b>Wallowa 12</b>	5,000	1,704-2,622	2,119-3,212	1,704-2,622	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

1-499 ADM Districts

FOOTBALL (Continued)		BOYS BASKETBALL					
7-8 Head	7-8 Asst.	H.S. Head	H.S. Asst.	9th Head	9th Asst.	7-8 Head	7-8 Asst.
---	---	2,304-3,061	---	---	---	---	---
---	---	2,500-3,800	1,200-2,000	---	---	---	---
937-1,250	---	---	---	---	---	937-1,250	---
---	---	3,612	595	---	---	---	---
1,343-1,624	1,008-1,219	3,358-4,061	2,518-3,045	---	---	1,343-1,624	1,008-1,219
---	---	---	---	---	---	---	---
2,267	---	4,286	2,893	---	---	2,267	---
---	---	1,500	1,000	---	---	---	---
1,462	---	3,053	2,109	---	---	1,462	---
1,746	1,538	3,603	2,366	---	---	1,781	1,538
500	---	2,500	---	---	---	500	---
---	---	3,555	---	2,831	---	2,265	---
1,700	---	3,000	---	---	---	1,700	---
888-1,172	---	3,657-3,941	---	---	---	888-1,172	---
1,328-1,465	---	3,321-3,662	2,326-2,564	---	---	1,661-1,832	---
---	---	1,949-2,485	---	929-1,193	---	---	---
---	---	---	---	---	---	---	---
2,757-3,187	2,399-2,829	3,760-4,297	3,115-3,581	---	---	---	2,399-2,829
1,400	---	4,000	2,500	---	---	1,400	---
1,170-1,854	---	2,119-3,212	1,704-2,622	---	---	1,170-1,854	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

1-499 ADM Districts

School District	GIRLS BASKETBALL				BOYS BASEBALL		
	H.S. Head	H.S. Asst.	7-8 Head	7-8 Asst.	H.S. Head	H.S. Asst.	7-8 Coach
<b>Adrian 61</b>	3,409-3,580	2,588-2,717	1,945-2,042	---	---	---	---
<b>Annex 29</b>	---	---	---	---	---	---	---
<b>Arlington 3</b>	---	---	---	---	---	---	---
<b>Burnt River 30J</b>	2,100	---	700	---	---	---	---
<b>Camas Valley 21</b>	2,579-2,884	697-1,001	697-1,001	---	---	---	---
<b>Days Creek 15</b>	---	---	1,347-1,853	---	---	---	---
<b>Dayville 16J *</b>	1,857-2,786	---	---	---	---	---	---
<b>Elgin 23</b>	3,281	2,386	2,088	---	3,281	2,386	---
<b>Elkton 34</b>	---	---	1,628-2,279	---	---	---	---
<b>Enterprise 21</b>	---	---	---	---	---	---	---
<b>Falls City 57</b>	---	---	---	---	---	---	---
<b>Fossil 21J</b>	---	---	500	---	---	---	---
<b>Gaston 511J *</b>	---	---	---	---	3,905-4,346	---	---
<b>Glendale 77</b>	3,317	1,989	1,989	---	3,317	1,989	---
<b>Helix 1</b>	---	---	---	---	---	---	---
<b>Huntington 16J</b>	---	---	1,112	---	2,503	---	1,112
<b>Imbler 11</b>	3,113	2,179	1,245	623	---	---	---
<b>Jordan Valley 3</b>	2,575-3,090	---	1,607	1,205	---	---	---
<b>Joseph 6</b>	2,395-3,610	1,677-2,528	---	---	2,395-3,610	1,677-2,528	---
<b>Knappa 4 *</b>	3,610	3,122	---	---	3,610	3,122	---
<b>Long Creek 17</b>	2,387	---	---	---	---	---	---
<b>Mapleton 32</b>	2,461-2,814	1,853-2,086	1,336-1,566	985-1,188	---	---	---
<b>McKenzie 68</b>	---	---	---	---	1,966-2,405	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

1-499 ADM Districts

GIRLS SOFTBALL			WRESTLING		BOYS TRACK		GIRLS TRACK	
H.S. Head	H.S. Asst.	7-8 Coach	H.S. Head	H.S. Asst.	H.S. Head	H.S. Asst.	H.S. Head	H.S. Asst.
---	---	---	---	---	1,966-2,405	---	Incl/boys	---
3,109-3,254	---	---	3,109-3,254	---	3,109-3,254	2,170-2,278	Incl/boys	Incl/boys
---	---	---	---	---	---	---	---	---
---	---	---	---	---	---	---	---	---
---	---	---	---	---	2,579-2,884	697-1,001	Incl/boys	Incl/boys
---	---	---	---	---	---	---	---	---
---	---	---	---	---	1,238-2,167	---	---	---
---	---	---	3,281	2,386	3,281	2,386	Incl/boys	Incl/boys
---	---	---	---	---	2,116-2,766	---	Incl/boys	---
---	---	---	---	---	---	---	---	---
---	---	---	---	---	---	---	---	---
---	---	---	---	---	1,395-1,552	---	Incl/boys	---
3,317	1,989	---	3,317	1,989	3,317	1,989	Incl/boys	Incl/boys
---	---	---	---	---	---	---	---	---
---	---	---	---	---	1,947	---	Incl/boys	---
---	---	---	3,113	2,179	3,113	2,179	Incl/boys	Incl/boys
---	---	---	---	---	2,266	---	Incl/boys	---
---	---	---	2,395-3,610	---	2,395-3,610	1,677-2,528	---	---
3,610	3,122	---	3,610	---	3,137	---	Incl/boys	---
---	---	---	---	---	---	---	---	---
---	---	---	---	---	2,461-2,814	1,336-2,086	Incl/boys	Incl/boys

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

1-499 ADM Districts

School District	GIRLS BASKETBALL				BOYS BASEBALL		
	H.S. Head	H.S. Asst.	7-8 Head	7-8 Asst.	H.S. Head	H.S. Asst.	7-8 Coach
<b>Mitchell 55</b>	2,304-3,061	---	---	---	---	---	---
<b>Monroe 1J</b>	2,500-3,800	1,200-2,000	---	---	2,500-3,800	1,200-2,000	---
<b>Monument 8</b>	2,031-2,656	1,718-2,031	937-1,250	---	2,031-2,656	1,718-2,031	---
<b>North Douglas 22</b>	3,612	595	---	---	2,610	595	---
<b>North Powder 8J</b>	3,358-4,061	2,518-3,045	1,343-1,624	1,008-1,219	2,685-3,248	---	---
<b>Oakland 1</b>	---	---	---	---	3,450-4,093	---	---
<b>Oakridge 76</b>	4,286	2,893	2,267	---	4,286	2,541	---
<b>Paisley 11</b>	1,500	1,000	---	---	---	---	---
<b>Perrydale 21J</b>	3,053	2,110	1,462	---	3,053	---	---
<b>Pilot Rock 2 *</b>	3,603	2,366	1,781	1,538	3,675	---	---
<b>Pine Eagle 61</b>	2,500	---	500	---	---	---	---
<b>Port Orford-Langlois</b>	3,555	---	2,265	3,555	---	---	---
<b>Powers 31</b>	3,000	---	1,700	---	---	---	---
<b>Sherman 1</b>	3,657-3,941	---	888-1,172	---	3,266-3,550	---	---
<b>South Wasco County 1</b>	3,321-3,662	2,326-2,564	1,661-1,832	---	---	---	---
<b>Spray 1</b>	1,949-2,485	---	---	---	---	---	---
<b>St Paul 45</b>	---	---	---	---	---	---	---
<b>Stanfield 61R *</b>	3,760-4,297	3,115-3,581	2,757-3,187	2,399-2,829	3,760-4,297	3,115-3,581	---
<b>Union 5 *</b>	4,000	2,500	1,400	---	4,000	2,500	---
<b>Wallowa 12</b>	2,119-3,212	1,704-2,622	1,170-1,854	---	2,119-3,212	1,704-2,622	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

1-499 ADM Districts

GIRLS SOFTBALL			WRESTLING		BOYS TRACK		GIRLS TRACK	
H.S. Head	H.S. Asst.	7-8 Coach	H.S. Head	H.S. Asst.	H.S. Head	H.S. Asst.	H.S. Head	H.S. Asst.
---	---	---	---	---	2,095-3,061	---	Incl/boys	---
2,500-3,800	1,200-2,000	---	2,500-3,800	1,200-2,000	2,500-3,800	1,200-2,000	Incl/boys	Incl/boys
---	---	---	---	---	2,031-2,656	---	Incl/boys	---
2,610	595	---	3,212	595	2,610	---	Incl/boys	---
---	---	---	1,679-2,030	---	2,015-2,436	1,511-1,827	Incl/boys	Incl/boys
3,450-4,093	---	---	---	---	3,450-4,093	---	Incl/boys	---
4,286	2,541	---	4,286	---	4,286	2,541	Incl/boys	Incl/boys
---	---	---	---	---	1,500	1,000	Incl/boys	Incl/boys
3,053	---	---	---	---	3,053	---	Incl/boys	---
3,675	---	---	---	---	3,603	---	3,603	---
---	---	---	2,500	---	---	---	---	---
---	---	---	---	---	---	2,265	---	---
---	---	---	---	---	3,000	---	Incl/boys	---
---	---	---	---	---	3,266-3,550	2,805-3,089	Incl/boys	Incl/boys
---	---	---	---	---	3,321-3,662	1,993-2,197	Incl/boys	Incl/boys
---	---	---	---	---	1,209-1,749	---	Incl/boys	---
---	---	---	---	---	---	---	---	---
---	---	---	---	---	3,115-3,581	2,757-3,187	---	Incl/boys
4,000	2,500	---	---	---	---	---	---	---
2,119-3,212	1,704-2,622	---	2,119-3,212	1,704-2,622	2,119-3,212	1,704-2,622	Incl/boys	Incl/boys

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

## 1-499 ADM Districts

School District	CROSS COUNTRY		GOLF		SOCCER	
	Boys	Girls	Boys	Girls	Boys	Girls
Adrian 61	---	---	3,099-3,254	Incl/boys	---	---
Annex 29	---	---	---	---	---	---
Arlington 3	---	---	---	---	---	---
Burnt River 30J	---	---	---	---	---	---
Camas Valley 21	---	---	---	---	---	---
Days Creek 15	---	---	---	---	---	---
Dayville 16J *	---	---	---	---	---	---
Elgin 23	3,281	Incl/boys	---	---	---	---
Elkton 34	---	---	---	---	---	---
Enterprise 21	---	---	---	---	---	---
Falls City 57	---	---	---	---	---	---
Fossil 21J	---	---	---	---	---	---
Gaston 511J *	---	---	---	---	---	---
Glendale 77	---	---	---	---	---	---
Helix 1	---	---	---	---	---	---
Huntington 16J	---	---	---	---	---	---
Imbler 11	---	---	---	---	---	---
Jordan Valley 3	---	---	---	---	---	---
Joseph 6	---	---	---	---	---	---
Knappa 4 *	3,137	Incl/boys	---	---	---	---
Long Creek 17	---	---	2,246	Incl/boys	---	---
Mapleton 32	---	---	---	---	---	---
McKenzie 68	1,966-2,405	Incl/boys	766-1,639	Incl/boys	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.



1-499 ADM Districts

<b>TENNIS</b>						
<b>Volleyball</b>	<b>Boys</b>	<b>Girls</b>	<b>Drama</b>	<b>Orchestra</b>	<b>Band</b>	<b>Choir</b>
2,186-2,733	---	---	---	---	---	---
3,254-3,417	---	---	1,860-1,953	---	3,099-3,254	3,099-3,254
---	---	---	---	---	---	---
---	---	---	---	---	500-609	500-609
2,100	---	---	---	---	---	---
2,293-2,599	---	---	---	---	---	---
1,347-3,200	---	---	---	---	---	---
1,857-2,786	---	---	---	---	---	---
3,281	---	---	---	---	---	---
2,116-2,766	---	---	---	---	---	---
---	---	---	---	---	---	---
---	---	---	---	---	---	---
500	---	---	---	---	---	---
---	---	---	1,029-1,145	---	2,354-2,619	---
3,317	---	---	---	---	---	---
---	---	---	---	---	1,436	---
2,503	---	---	834	---	1,112	---
3,113	---	---	---	---	623 (S)	---
2,575-3,090	---	---	---	---	---	---
2,395-3,610	---	---	---	---	1,611	---
3,610	---	---	2,400	---	2,400	---
2,246	---	---	---	---	---	---
2,461-2,814	---	---	686 (M)	---	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

1-499 ADM Districts

School District	CROSS COUNTRY		GOLF		SOCCER	
	Boys	Girls	Boys	Girls	Boys	Girls
Mitchell 55	---	---	---	---	---	---
Monroe 1J	---	---	---	---	---	---
Monument 8	---	---	---	---	---	---
North Douglas 22	---	---	---	---	---	---
North Powder 8J	---	---	---	---	---	---
Oakland 1	---	---	---	---	---	---
Oakridge 76	2,896	Incl/boys	2,541	---	---	---
Paisley 11	1,500	Incl/boys	---	---	---	---
Perrydale 21J	---	---	---	---	---	---
Pilot Rock 2 *	---	---	---	---	---	---
Pine Eagle 61	---	---	---	---	---	---
Port Orford-Langlois	3,555-3,840	2,265	---	---	3,555	Incl/boys
Powers 31	---	---	---	---	---	---
Sherman 1	---	---	---	---	---	---
South Wasco County 1	---	---	---	---	---	---
Spray 1	---	---	---	---	---	---
St Paul 45	---	---	---	---	---	---
Stanfield 61R *	3,115-3,581	Incl/boys	---	---	---	---
Union 5 *	4,000	Incl/boys	---	---	---	---
Wallowa 12	1,747-2,622	Incl/boys	2,119-3,212	Incl/boys	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

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>
2,095-2,783	---	---	---	---	---	---
---	---	---	1,100-2,200 (P)	---	---	---
2,031-2,656	---	---	---	---	---	---
3,212	---	---	---	---	---	---
2,685-3,248	---	---	1,008-1,219	---	1,175-1,422	---
3,724-4,113	---	---	2,598-2,598	---	3,807-3,807	2,598-2,598
4,286	---	---	---	---	---	---
---	---	---	---	---	---	---
3,053	---	---	969	---	---	---
3,603	---	---	---	---	---	---
---	---	---	---	---	---	---
3,555	---	---	---	3,020-3,382 (S)	---	1,195-1,243 (S)
3,000	---	---	---	---	---	---
3,657-3,941	3,266-3,550	Incl/boys	1,278-1,527	---	2,556-2,805	---
3,321-3,662	---	---	---	---	---	---
1,810-2,367	---	---	534-1,598	---	---	534-1,598
---	---	---	---	---	---	---
3,760-4,297	3,115-3,581	Incl/boys	---	---	3,115-3,581	---
4,000	---	---	---	---	---	---
2,119-3,212	---	---	---	---	1,170-1,854	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

## 1-499 ADM Districts

<u>School District</u>	<u>Yearbook</u>	<u>Paper</u>	<u>Speech/Debate</u>	<u>Dance/ Drill Team</u>	<u>Rally</u>
<b>Adrian 61</b>	775-814	---	---	---	1,550-1,627 (S)
<b>Annex 29</b>	---	---	---	---	---
<b>Arlington 3</b>	500-609	---	---	---	---
<b>Burnt River 30J</b>	300	---	---	---	---
<b>Camas Valley 21</b>	---	---	---	---	---
<b>Days Creek 15</b>	---	---	---	---	---
<b>Dayville 16J *</b>	---	---	---	---	---
<b>Elgin 23</b>	1,789	---	---	---	---
<b>Elkton 34</b>	---	---	---	---	---
<b>Enterprise 21</b>	---	---	---	---	---
<b>Falls City 57</b>	866	---	---	---	---
<b>Fossil 21J</b>	939	---	---	---	---
<b>Gaston 511J *</b>	697-776	---	---	---	2,406-2,677
<b>Glendale 77</b>	1,609	---	1,609	---	---
<b>Helix 1</b>	---	---	---	---	---
<b>Huntington 16J</b>	834	---	---	---	---
<b>Imbler 11</b>	1,557	---	---	---	---
<b>Jordan Valley 3</b>	---	---	---	---	---
<b>Joseph 6</b>	800	---	---	---	---
<b>Knappa 4 *</b>	3,000	---	---	---	---
<b>Long Creek 17</b>	---	---	---	---	---
<b>Mapleton 32</b>	---	---	---	---	---
<b>McKenzie 68</b>	---	---	---	---	---

(T) Per three-act play.

(S) Per season.

(P) Per production.

(M) Per semester.

## 1-499 ADM Districts

<u>School District</u>	<u>Yearbook</u>	<u>Paper</u>	<u>Speech/Debate</u>	<u>Dance/ Drill Team</u>	<u>Rally</u>
<b>Mitchell 55</b>	---	---	---	---	---
<b>Monroe 1J</b>	1,200	---	---	---	---
<b>Monument 8</b>	200	---	---	---	---
<b>North Douglas 22</b>	---	---	---	---	---
<b>North Powder 8J</b>	1,008-1,219	---	---	1,679-2,030	---
<b>Oakland 1</b>	725-725	725-725	---	---	---
<b>Oakridge 76</b>	1,894	---	---	---	---
<b>Paisley 11</b>	---	---	---	---	---
<b>Perrydale 21J</b>	1,473	---	---	---	1,462
<b>Pilot Rock 2 *</b>	---	---	---	---	---
<b>Pine Eagle 61</b>	---	---	---	---	---
<b>Port Orford-Langlois</b>	---	1,038	---	---	---
<b>Powers 31</b>	2,200	---	---	---	---
<b>Sherman 1</b>	---	---	---	---	---
<b>South Wasco County 1</b>	1,661-1,832	---	---	---	---
<b>Spray 1</b>	1,274	---	534-1,598	---	---
<b>St Paul 45</b>	---	---	---	---	---
<b>Stanfield 61R *</b>	---	---	---	---	3,115-3,581
<b>Union 5 *</b>	1,250	---	---	---	---
<b>Wallowa 12</b>	717	---	---	---	---

**- NOTES -**

# Section Contents

Licensed Salary Schedule . . . . .	98
Intermediate Salary Columns . . . . .	100
Salary Policies . . . . .	102
Professional Improvement . . . . .	103
Insurance . . . . .	104
Paid Leaves . . . . .	106

## Education Service Districts

School District	County	Years Covered by Coll. Barg. Agreement	Resident ADM Dec. 31, 2012	BACHELOR'S DEGREE			
				Base	Max. Salary	No. of Steps	Amt. of Increment
<b>Douglas ESD *</b>	DOUGLAS	2011-2014	12,683.0	37,195	62,536	16	---
<b>Jefferson ESD</b>	JEFFERSON	2012-2015	3,393.0	35,109	46,500	11	1,000-1,288
<b>Lane ESD</b>	LANE	2012-2015	41,715.5	34,220	54,240	14	1,538-1,540
<b>Linn Benton Lincoln ESD *</b>	LINN	2012-2015	29,768.1	35,500	51,506	13	1,118-1,573
<b>Malheur ESD 14</b>	MALHEUR	2013-2014	4,802.3	30,158	44,975	11	1,116-1,605
<b>Multnomah ESD</b>	MULTNOMAH	2012-2014	84,519.9	33,315	49,305	13	1,331-1,334
<b>Northwest Regional ESD *</b>	WASHINGTON	2012-2014	95,657.4	40,306	59,946	11	1,815-2,145
<b>South Coast ESD 7 *</b>	COOS	2012-2014	9,281.7	35,771	58,574	17	892-1,787
<b>Willamette ESD</b>	MARION	2012-2014	22,974.0	34,863	55,638	16	1,343-1,670

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



Education Service Districts

BACHELOR'S DEGREE +45				MASTER'S DEGREE				MASTER'S DEGREE +45			
Base	Max. Salary	No. of Steps	Amt. of Increment	Base	Max. Salary	No. of Steps	Amt. of Increment	Base	Max. Salary	No. of Steps	Amt. of Increment
---	---	---	---	38,124	64,099	16	---	---	---	---	---
38,197	53,515	13	1,088-1,483	39,285	59,882	16	1,120-1,660	42,741	68,915	18	1,218-1,909
35,760	57,321	15	1,537-1,543	37,297	62,623	16	1,544-1,714	40,379	66,045	16	1,710-1,711
---	---	---	---	38,397	63,067	17	1,209-1,926	41,349	70,055	18	1,302-2,139
32,369	51,910	13	1,197-1,852	33,535	55,769	16	1,240-1,991	35,992	64,367	16	1,332-2,296
35,580	54,703	15	1,365-1,367	37,846	59,082	16	1,414-1,415	41,241	66,163	18	1,469-1,465
---	---	---	---	42,346	72,298	16	1,418-1,905	43,304	74,105	16	1,452-1,954
39,347	62,150	17	892-1,787	41,493	64,295	17	892-1,787	---	---	---	---
37,548	58,976	16	---	40,228	62,312	16	---	48,275	67,321	13	---

The following districts had not reached a settlement or had not reported when this book went to press: Clackamas ESD, Columbia Gorge ESD, Grant ESD, Harney ESD 17, High Desert ESD, InterMountain ESD, Lake ESD, North Central ESD, Region 18 ESD, Southern Oregon ESD.

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

Education Service Districts

**DOUGLAS ESD \***

Doc. - 40,054 - 69,959 (16)

**JEFFERSON ESD**

BA+15 - 36,109 - 47,826 (11)

BA+30 - 37,138 - 49,189 (11)

BA+60 - 39,285 - 59,882 (16)

BA+75 - 40,405 - 61,589 (16)

BA+90 - 41,557 - 63,344 (16)

BA+105 - 42,741 - 68,915 (18)

MA+15 - 40,405 - 61,589 (16)

MA+30 - 41,557 - 63,344 (16)

**LANE ESD**

BA+60 - 36,530 - 59,970 (16)

BA+75 - 37,297 - 62,623 (16)

BA+110 - 40,379 - 66,045 (16)

Doc. - 43,801 - 69,467 (16)

**LINN BENTON LINCOLN ESD \***

BA+30 - 36,920 - 56,994 (15)

BA+75 - 38,397 - 63,067 (17)

MA+15 - 39,261 - 64,486 (17)

MA+30 - 40,242 - 66,098 (17)

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

Education Service Districts

**MALHEUR ESD 14**

BA+22	-	31,244	-	48,318	(12)
BA+60	-	33,535	-	55,769	(14)
MA+22	-	34,741	-	59,914	(15)

**MULTNOMAH ESD**

BA+30	-	34,448	-	50,438	(13)
BA+60	-	36,714	-	57,449	(16)
BA+75	-	37,846	-	59,082	(16)
BA+90	-	38,978	-	60,467	(16)
BA+105	-	40,110	-	63,564	(17)
BA+120	-	41,241	-	66,163	(18)
MA+15	-	38,978	-	60,467	(16)
MA+30	-	40,110	-	63,564	(17)

**NORTHWEST REGIONAL ESD \***

BA+30	-	41,313	-	67,796	(14)
-------	---	--------	---	--------	------

**SOUTH COAST ESD 7 \***

BA+30	-	37,558	-	60,362	(17)
BA+60	-	41,493	-	64,295	(17)
BA+75	-	43,282	-	66,085	(17)
MA+15	-	43,282	-	66,085	(17)

**WILLAMETTE ESD**

BA+24	-	36,206	-	57,306	(16)
BA+69	-	38,889	-	60,645	(16)
MA+24	-	44,253	-	63,981	(14)

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

## Education Service Districts

School District	BA base % increase for 2013-2014 over 2012-2013	2012-2013 Average Annual Salary	2012-2013 FTE	Student School Days	Contract Days	Inservice Days	Holidays
<b>Douglas ESD *</b>	1.0	---	---	---	190	---	10
<b>Jefferson ESD</b>	1.0	---	---	176	190	6	8
<b>Lane ESD</b>	No Incr	---	---	---	---	---	6
<b>Linn Benton Lincoln ESD *</b>	No Incr	---	---	---	190	---	4
<b>Malheur ESD 14</b>	2.0	---	---	181	189	2	6
<b>Multnomah ESD</b>	No Incr	---	---	---	190	---	7
<b>Northwest Regional ESD *</b>	1.0	---	---	---	190	---	7
<b>South Coast ESD 7 *</b>	1.5	---	---	177	191	7	7
<b>Willamette ESD</b>	1.0	---	---	---	183	1	4

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

Education Service Districts

<b>TUITION REIMBURSEMENT</b>			
<b>School District</b>	<b>Hours Reimbursed</b>	<b>Rate of Reimbursement</b>	<b>Pool Amount</b>
<b>Douglas ESD *</b>	---	---	---
<b>Jefferson ESD</b>	12 hrs	OSU	---
<b>Lane ESD</b>	---	U of O	\$4,000
<b>Linn Benton Lincoln ESD *</b>	---	---	---
<b>Malheur ESD 14</b>	---	Actual Cost	\$700
<b>Multnomah ESD</b>	---	PSU	\$43,510
<b>Northwest Regional ESD *</b>	---	PSU	\$45,000
<b>South Coast ESD 7 *</b>	\$2,500	Other	\$25,000
<b>Willamette ESD</b>	---	Actual Cost	\$30,000

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

## Education Service Districts

<u>School District</u>	<u>Highest Monthly Premium Offered to Employees</u>	<u>Maximum District Contribution</u>	<u>Plan Type</u>	<u>District's Cap, if Any</u>	<u>Are Excess Contrib. Pooled?</u>	<u>Maximum Employee Contribution</u>
<b>Douglas ESD *</b>	---	---	---	---	---	---
<b>Jefferson ESD</b>	1,989.18	1,175.00	Composite	1,175.00	No	814.18
<b>Lane ESD</b>	2,032.93	1,060.00	Composite	1,060.00	No	972.93
<b>Linn Benton Lincoln ESD *</b>	2,552.19 <sup>1</sup>	1,282.98	Step-Rate	925.00	Yes	672.23
<b>Malheur ESD 14</b>	1,773.75 <sup>2</sup>	1,150.00	Composite	1,150.00	No	471.00
<b>Multnomah ESD</b>	2,310.35	1,132.47	Step-Rate	1,132.47	No	1,177.88
<b>Northwest Regional ESD *</b>	---	---	---	---	---	---
<b>South Coast ESD 7 *</b>	1,991.00	1,554.00	Composite	1,554.00	No	437.00
<b>Willamette ESD</b>	1,384.64	975.00	Step-Rate	---	No	409.64

<sup>1</sup> Currently, no employee is taking the most expensive plan and the pooled amount covers a portion of the employee's out-of-pocket expenses.

<sup>2</sup> Currently, no employee is taking the most expensive plan.

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

Education Service Districts

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

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

## Education Service Districts

School District	PERSONAL		BUSINESS		PROFESSIONAL		BEREAVEMENT		SABBATICAL
	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	Annual Days	Notes	% of Salary
Douglas ESD *	3	---	---	---	---	---	5	---	No Program
Jefferson ESD	---	Incl/emerg	---	---	5	---	5	(P)	50%
Lane ESD	2	---	---	---	---	---	5	(P)	50%
Linn Benton Lincoln ESD *	3	---	---	---	---	As appr	5	(P)	0%
Malheur ESD 14	---	---	---	---	---	---	---	---	No Program
Multnomah ESD	3	---	---	---	3	As appr	5	---	0%
Northwest Regional ESD *	3	---	---	---	---	As appr	5	(P)	No Program
South Coast ESD 7 *	2	---	---	---	---	As appr	---	Incl/emerg	No Program
Willamette ESD	3	---	---	---	---	---	5	(P)	0%

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



Education Service Districts

<u>ASSOCIATION</u>		<u>JURY/LEGAL</u>		<u>FAMILY ILLNESS</u>		<u>PREGNANCY</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>
8	(L, T)	---	(J)	---	Incl/pers	---	(LAW)	---	(LAW)
6	(T)	---	(J)	---	---	---	---	---	---
40	(T)	---	(F)	2	---	---	---	---	---
5	(T)	---	(F)	10	(L, S)	---	---	---	---
---	---	---	---	---	---	---	---	---	---
---	1 hr/week	---	(J)	---	Incl/brvm	---	(S)	---	(L) 2 yrs
18	(T)	---	(J)	---	(S, LAW)	---	---	---	(S, LAW)
10	(R, T)	---	---	---	(LAW)	---	---	---	(LAW)
---	As appr	---	(J)	---	---	---	---	---	---



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