

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

AMITY SCHOOL DISTRICT 4-J

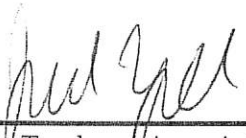
AND

AMITY TEACHERS' ASSOCIATION

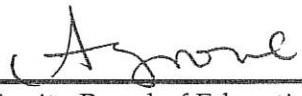
AGREEMENT DURATION: JULY 1, 2023 TO JUNE 30, 2026

This collective bargaining agreement is made and entered into this 28th day of June 2023, by and between the Amity Teachers' Association, herein referred to as the "Association", and Amity School District 4J, herein referred to as the "Employer" or "District."

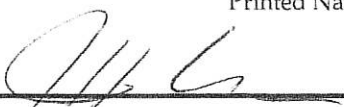
In witness whereof, the parties hereby affix their signatures as of the date first written.



Amity Teachers' Association
Joel Magill
Printed name



Amity Board of Education Chairperson
Amanda Grove
Printed Name



Superintendent
Jeff Clark
Printed Name

I. RECOGNITION

The Amity Teachers Association is the exclusive bargaining agent for all TSPC licensed employees of Amity School District 4J except supervisors, licensed employees working less than one-half time, confidential employees, substitutes, and temporary employees.

II. SEPARATION

- A. In the event any words or sections of a collective bargaining agreement are declared to be invalid by any court of competent jurisdiction, by ruling by the Employment Relations Board, by statute, or constitutional amendment, then upon request by either party, the invalid words or section of the collective bargaining agreement shall be reopened for negotiations.

III. MANAGEMENT RIGHTS AND RESPONSIBILITIES

The District, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself all powers, rights and authority, duties and responsibilities conferred upon and invested in it by the laws and the Constitution of the State of Oregon, such powers, rights, authority, duties and responsibilities shall include but are not limited to:

- A. The executive management and administrative control of the school system and its properties and facilities.
- B. The hiring of all employees and, subject to the provision of the law and this Agreement, to determine their qualifications and the conditions for their continued employment or their dismissal or demotion and promotion and transferring all such employees.
- C. The right of approval or disapproval of all assignments for all programs of extracurricular nature.
- D. The establishment of the school calendar and assignments of work loads.
- E. The right of approval of all textbooks, teaching aids and materials used in the schools.
- F. The right to determine location of the schools and other facilities of the school system, including the right to establish new facilities and to relocate or close facilities.

- G. The determination of the financial policies of the District, including the general accounting procedures, inventory of supplies and equipment procedures and public relations.
- H. The determination of the management, supervisory or administrative organization of each school or facility in the system and the decisions regarding employees for promotion to supervisory, management or administrative positions.
- I. The determination of safety, health and property protection measures where legal responsibility of the Board or another governmental unit is involved.
- J. The right to enforce the rules and regulations now in effect and to establish new rules and regulations from time to time not in conflict with this Agreement.
- K. The determination of assignment of work to employees.
- L. The Employer maintains the right to sub-contract with other individuals or agencies to provide specialized services to district students. The district agrees to contact the ATA to determine the impact of subcontracting on the present staff should present staff be licensed to provide those services. The District agrees to consult with ATA regarding ways to minimize such impacts.
- M. The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the Employer, the adoption of policies, rules, regulations and practices shall be limited only by the specific terms of this agreement and then only to the extent that such specific terms are in conformance with the Constitution and laws of the State of Oregon.
- N. The Employer retains all functions and rights not specifically nullified by this agreement.

IV. **FUNDING**

- A. The parties acknowledge that revenue to fund the compensation and benefits provided by this Agreement will be determined differently than in previous school years. The Oregon Legislature, the people of the State of Oregon, and local taxpayers all have a role in the process.
- B. Therefore, this Agreement is entered into based upon four assumptions:

1. The amount of revenue to be disbursed to the District from the State School Support Fund for 2023-2024 has not been established as of this agreement; and
 2. The total dollars received from the State School Support Fund for the years of this Agreement shall be the same as the total dollars received for 2023-2024; along with a 4% growth factor each year of this agreement; and
 3. There will be no net loss in other general fund District revenue sources from the years 2023-2024.
 4. The effective percent increase of PERS rates for Amity in 2025-2026 does not exceed the percent increase in state school funds from 2024-25 to 2025-26.
- C. If the total dollars received are less than would have been received had all four of the above assumptions held true, the Board may elect to reopen this Agreement for further negotiations regarding only the salary, extra-duty pay and insurance benefits provisions of this Agreement. Should the Agreement be reopened pursuant to this provision, salaries and step placement will be frozen at the then current levels pending the negotiations.
- D. If the Board elects to reopen this Agreement, it shall notify the Association in writing and the parties agree bargaining shall commence no later than 10 calendar days after notice has been given to the Association. At that time, the parties will exchange proposals.
- E. If no agreement has been obtained after the time bargaining has commenced, then the parties expressly stipulate to proceed directly to mediation after 30 days of bargaining.
- F. All other terms and conditions applicable to the 2023-2026 portion of this Agreement shall remain in full force and effect.
- G. This agreement does not guarantee any level of employment. Additionally, if the District closes one or more schools for any reason, no member of the bargaining unit shall be entitled to any of the monetary benefits provided in this agreement while the schools are closed. At the option of the employer, individual teacher contracts may be modified to reflect such closure; including any holidays, conference, professional, or in-service days occurring during such closure.

V. STRIKES/WORK ACTION

- A. The Association and members of the bargaining unit, as individuals or as a group, will not initiate, cause, or participate or join in any strike, organized by any body apart from the ATA and shall not engage in work stoppage, slowdown, picketing, or any other restriction of work during the term of this agreement not permitted by law that would hamper the operation of or cause the loss of teaching days to the District. The Association recognizes and agrees that disciplinary action, including discharge, may be taken by the District, at its discretion, against any employee or employees engaged in a violation of the provisions of this Article.
- B. It is understood that employees shall not be entitled to any benefits or wages whatsoever while they are engaged in a strike, work stoppage or other interruption of work.
- C. In the event of an illegal strike or other prohibited work action in any form, as herein above set forth either on the basis of individual choice or collective employee conduct, the Association will make every effort, including public appeals to secure an immediate and orderly return to work. This obligation and the obligations set forth above shall not be affected or limited by the subject matter involved in the dispute giving rise to such work action or by whether such subject matter is or is not subject to the grievance procedure set forth in this agreement.
- D. This article will not apply during any interim bargaining pursuant to ORS 243.698 within the years of the collective bargaining agreement.
- E. The District agrees not to lock out any bargaining unit member as a result of any bargaining or legal dispute.

VI. DUES DEDUCTIONS

- A. The District upon written request of an Association member agrees to deduct from the wages of said Association member the specified dues of the Association. Authorization shall be in writing by each employee on the form provided by the District.
- B. The parties agree to a fair share Agreement, and in accordance with such it is understood that each employee who is not a member of the Association shall be liable to contribute to the Association cost of collective bargaining and contract administration, an amount equivalent to the dues paid by the Association members. The district agrees to deduct an amount equal to the required monthly dues paid by members of the Association from the compensation of each of said

employees so covered by this Agreement. Paragraph B shall be implemented if 50% plus one of the members of the bargaining unit agree to the fair share provision in a separate election conducted by the Amity Teachers Association.

- C. Any individual employee may object to part (B) above, and upon written certification to the Association and the District of his/her objection, fulfill the requirements contained in part (B) by payment of the equivalent of uniformly required Association membership dues to United Way of Yamhill County or to Amity School District Foundation as a tax deductible donation. Proof of such payment may be required from time to time as deemed appropriate by the Association.
- D. The District agrees to transmit the dues deducted to the Oregon Education Association by the 15th of the month following payroll deductions. The District also agrees to a one-time payroll deduction per year for local Association dues.
- E. The Association agrees to hold the District harmless against any and all claims, suits, orders or judgments brought against the District as a result of failure to make any of the above deductions.

VII. PROFESSIONAL GRIEVANCES

The Board of Directors of Amity School District 4-J and ATA recognizes the need to provide for the orderly resolution of any grievance. Any bargaining unit member shall have access to the grievance procedures.

A. DEFINITIONS:

- 1. "Grievance" shall mean a complaint by an employee that there has been to him (or them) a violation of any provisions of the contract.
- 2. "Grievant" is the person who has the grievance and is presenting the complaint.
- 3. The "Party in interest" is either the person or persons making the complaint or the person or persons against whom the complaint is made.
- 4. "Consultant" is the one who advises either party in interest.
- 5. "Representative" is the one who may speak for and/or advise a party in interest.

6. "Immediate Supervisor" is the one who has direct administrative or supervisory responsibility over the grievant in the area of grievance as determined by the School Board.
7. "Days" --The term "days" when used in this article shall, except where otherwise indicated, mean the grievant's scheduled working days.
8. "Persons Officially Involved" means the superintendent, his representative and/or consultant, the grievant, his representative and/or consultant, and witnesses.

B. GENERAL PROCEDURES:

1. These procedures should be processed as rapidly as possible; the number of days indicated for settlement or appeal at each level should be considered a maximum.
 - a. The time limits can be extended by written mutual consent of the parties involved at any level of the procedure.
2. All parties should attempt to complete the procedure by the end of the school year. The parties shall make good faith effort to shorten the number of days provided at the various steps in order to finish by the end of the school year and avoid, if possible, carrying the process into the summer vacation period of the following year.
3. Every effort should be made to resolve differences through informal activities before formal procedures are used.
4. Written records of formal activities between parties should be kept and copies made available to all parties involved.
5. All parties in interest have a right to consultants or representatives of their own choosing at each level of these grievance procedures.
6. There shall be no restraint, interference, discrimination, or reprisal exerted on any employee choosing to use the grievance procedure, or a part of interest thereto, by the Board, the Association or any employee of the school district.
7. Each grievance shall have to be initiated within fifteen (15) days after the occurrence of the cause of the complaint; however, if the aggrieved could not have reasonably become aware of the

occurrence until a later date, then he/she must initiate action within fifteen (15) days following his/her first knowledge of the cause. In failing to initiate this action, he/she may be considered to have no reasonable grievance.

8. Failure at any level of this procedure by the grievant to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level. Failure at any level of this procedure to communicate the decision in writing on a grievance within the specified time limits shall permit the grievant to proceed to the next level.
9. Forms for processing grievances shall be prepared by the superintendent and given appropriate distribution to facilitate operation of the grievance procedure.
10. In the course of investigating any grievance, representatives of either party in interest who need to contact an employee or student in the school, will contact the supervisor of the building being visited and will state the purpose of the visit immediately upon arrival.
11. There shall be no interruption of classroom and/or any other school sponsored activities as a result of the investigation of a grievance.
12. Every effort will be made by all parties to avoid the unnecessary involvement of students in the grievance procedure.
13. All parties in interest will process grievances after the regular work day or at other times which do not interfere with assigned duties.

C. LEVELS OF GRIEVANCE:

Before the grievance is handled on a formal basis, the grievant will discuss his/her grievance with his/her principal either individually or accompanied by a representative, with the objective of resolving the matter informally. If the grievant is not satisfied with the disposition of his/her grievance, he/she may proceed through the various levels of grievance.

D. LEVEL ONE - PRINCIPAL/SUPERVISOR

The grievant may file a written grievance with his immediate supervisor within ten (10) days of the informal meeting with the supervisor. The written grievance shall include the date the grievance is to have

occurred, a specific statement of the grievance, specific provisions of the contract which have allegedly been violated, and the requested remedy. It shall also include a statement of why the grievant considers the decision rendered during the informal discussions as unacceptable. The immediate supervisor shall communicate his decision in writing within (5) days to the grievant.

Within ten (10) days of the receipt of the decision rendered by the immediate supervisor, the grievant, if he/she is not satisfied with the decision of the immediate supervisor, may appeal in writing to the superintendent.

E. LEVEL TWO - SUPERINTENDENT

Appeals to the superintendent shall be heard by him within fifteen (15) days of his receipt of the appeal. Written notice of the time and place of the hearing shall be given five (5) days prior thereto to the grievant, or any other persons officially involved in the grievance.

Attendance at the hearing of the appeal shall be restricted to persons officially involved. Parties in interest may elect to call witnesses who shall appear individually at the hearing.

Within ten (10) days of hearing the appeal, the superintendent shall communicate to the grievant and all other parties officially present at the hearing his written decision, which shall include supporting reasons.

If the grievant is not satisfied with the decisions of the superintendent, he/she may file a written appeal with the superintendent within five (5) days from the receipt of the superintendent's decision. The appeal shall state the grievant's reasons for appealing the decision of the superintendent and request appeal to Level Three, the School Board.

F. LEVEL THREE - SCHOOL BOARD

Within ten (10) days of the receipt of the appeal, the School Board will notify all official parties of a hearing to be held within thirty (30) days of the receipt of the appeal. The School Board shall hear arguments of the superintendent and the grievant in executive session unless the grievant requests a public hearing. This provision is subject to the public meetings law. Within five (5) days following the hearing, the School Board shall render a decision in writing to all official parties.

If the grievant is not satisfied with the decision of the School Board, or if no written decision has been rendered within the required time, he/she may submit written notice to the Association within ten (10)

days from the receipt of the Board's decisions stating his/her desire to appeal the grievance to Level Four - Employment Relations Board.

G. LEVEL FOUR - EMPLOYMENT RELATIONS BOARD

After receipt of the request from the aggrieved party, if the Association so determines, it may submit the grievance to the Employment Relations Board within twenty (20) days of the School Board's decision.

VIII. LAYOFF AND RECALL PROCEDURES

A. LAYOFF

1. The School Board will determine when layoffs are necessary. The Superintendent will determine which programs and teachers will be affected. When the Board determines a layoff is necessary, it will discuss that matter at a regular or special meeting of the Board. The procedure for layoff of teacher staff shall be as provided in ORS 342.934.

Nothing in this article, however, is intended to interfere with the right of the district to discharge, remove or fail to renew the contract of a probationary teacher pursuant to ORS 342.835 or to dismiss a contract teacher pursuant to the provisions of the Fair Dismissal Law.

2. In the event the Board, in its discretion, determines that a layoff is necessary, the Superintendent will identify programs and/or positions to be eliminated or reduced.
 - a. After such determination, the Superintendent will make every reasonable effort to transfer teachers in such program(s) to vacant positions for which they are qualified and properly licensed.
 - b. The Superintendent will make every reasonable effort to combine positions in a manner which allows teachers to remain qualified so long as the combined positions meet the curricular needs of the District and the competence or merit considerations specified in paragraph 4 (c) of this policy.
 - c. Actual layoffs will be based upon the criteria set forth in paragraph (4) below.

3. When the Superintendent has identified the programs and/or positions to be eliminated or reduced, the Superintendent shall identify the pool of current staff members who are properly licensed at the time of layoff for each remaining position based on Teacher Standards & Practices Commission rules and the teacher's current license and endorsement.
4. When the Superintendent has identified the programs, and/or positions to be eliminated or reduced, teachers affected shall be considered for retention based on the following:
 - a. Proper license to fill remaining positions.
 - b. Seniority.
 - c. Competence or merit, if the Superintendent desires to retain a teacher with less seniority than a teacher being released.
5. If the Superintendent desires to retain a teacher with less seniority than a teacher being released under this section, the Superintendent shall determine that the teacher being retained has more competence or merit than the teacher with more seniority who is being released.
6. An administrator shall retain status and seniority as a contract teacher and voluntarily may return to teaching in a layoff situation. However, an administrator who was never employed as a teacher in the district shall not be eligible to become a non-administrative teacher in the district if the effect is to displace a non-administrative contract teacher.
7. As used in the layoff section:
 - a. "Seniority" means continuous service for the district on a regular licensed contract since the first day of actual paid service as a regular teacher with the school district inclusive of approved leave of absence. The first day of actual paid service to the District does not include extra-curricular positions, extended contracts, substitutes and temporary employees. Ties shall be broken by drawing lots.
 - b. "Competence" means the ability to teach a subject or grade level based on recent teaching experience related to that subject or grade level within the last five years, or

educational attainments, or both, but not based solely on being licensed to teach.

- c. "Merit" means the measurement of one teacher's ability and effectiveness against the ability and effectiveness of another teacher.
 - d. "Program" means either elementary K-6 instruction, or specific subjects for which endorsements are required in grades 7-12.
 - e. "Position" means the current assignment of each bargaining unit member employed at .5 or greater full time equivalency.
 - f. "License at time of layoff" means the license on file at the District Office as of March 1st of each contract year. It is the employee's responsibility to provide a copy of the license to the District Office upon receipt of the license from TSPC.
8. This article applies to the elimination of any bargaining unit member's position, or when there is a reduction in FTE of a full-time employee, or when there is a reduction in FTE of a part-time employee to less than .5 FTE. The layoff procedures in this article shall not apply to any bargaining unit member employed at less than .5 FTE nor for any hour reductions from .99 FTE to .5 FTE.

B. RECALL

- 1. A teacher who was laid off shall have the right of recall for 27 months from the day the employees receive the notice of layoff from the Superintendent unless waived by rejection of a specific position. If a part or full time vacancy occurs within the District for which a laid off teacher is licensed and qualified as per the layoff procedure above, the recall procedure outlined in this section will be followed.
- 2. At the time of layoff, the District shall provide for laid off teachers to express in writing a desire to return to the District. The District shall also receive the teacher's address for recall notification. In the event of a recall, the District shall notify the teacher who has expressed a desire to return to the District of the recall by certified mail, return receipt, sent to the last address given by the teacher to the District Office. The teacher will have 15 calendar days from the date of mailing to notify the District of

their intent to return. The teacher must hereafter report on the starting date specified by the District providing that this will not be less than 14 days from the date the notice of recall was received, or lose all recall rights. The only exception to the 14 day provision is the teacher who is employed as a licensed employee of another in-state school district. That teacher will be allowed up to 61 days from the date the notice of recall was received to report for work or lose all recall rights.

3. All benefits to which a teacher was entitled at the time of layoff, including unused accumulated sick leave, will be restored to the teacher upon the teacher's return to active employment. A teacher must have completed at least 135 contract workdays during the school year prior to layoff in order to be eligible for one vertical step advancement when the teacher is recalled to active employment. Teachers are advanced year by year on the recommendation of the Superintendent and with approval of the Board. Licensed employees placed on a program of assistance for improvement may or may not be advanced on the salary schedule for years of experience. A teacher will not receive increment credit for the time spent on layoff. A contract teacher who is recalled shall retain the contract status obtained before the release. A probationary teacher who is recalled shall have years taught for the District counted as if the employment had been continuous for purposes of obtaining contract status. Employee benefits do not accrue during the time of layoff.
4. Teachers shall be recalled in reverse order of layoff for vacant positions as determined by the Superintendent. The Superintendent will consider license and the qualifications including merit or competence of staff in filling available positions. Any teacher who does not accept a recall will lose all further recall rights and will be deemed to have resigned from the District employment. Any teacher not recalled pursuant to this Article within 27 months of layoff will be deemed to have resigned from District employment.
5. A teacher may substitute during the time of layoff without affecting their recall rights.
6. An appeal from a decision on layoff or recall under this section may be made direct to Level Three of the Grievance Procedure.
7. As used in the recall section:
 - a. "Vacant position" means a part or full time position which the District wants to fill.

- b. "Position" means a .5 full time equivalency or greater assignment.

IX. EVALUATION

A. Purpose

The purpose of evaluation is to aid the teacher in making continuing professional growth and to determine the teacher's performance of the teaching responsibilities.

B. Procedures

1. The District Board shall be responsible for the development of the evaluation instrument and procedures for evaluation. The Board agrees, prior to the adoption of new evaluation forms, to consult with members belonging to and appointed by the local bargaining organization for this purpose.
2. At the beginning of the school year all members will be given notice of the criteria to be used in member evaluation.
3. A pre-evaluation conference will be arranged to establish performance goals based upon job description and performance standards.
4. Evaluation will be in writing and, in part, be based upon written criteria which include the performance goals and performance standards.
5. A post-evaluation meeting shall be scheduled to discuss the results of the evaluation.
6. If a member is determined by the District to need a written program of assistance for improvement, a plan will be given to the member and discussed.
7. The District will apprise the member in writing of the member's performance under the plan of assistance.

C. Complaint Procedure

Any complaint regarding a bargaining unit member made to the member's supervisor or other person in authority over the member by a parent, student, or other person which may influence that teacher's evaluation

or which may result in disciplinary action shall be discussed with that teacher within ten (10) working days according to the following process:

1. The District's administration will cause the complaint to be reduced to writing and presented to the member. The complainant will be identified in the written document.
2. The immediate supervisor will inform the member regarding whether or not there will be an investigation of the complaint or an attempt to have a meeting with the complainant in order to effectuate a resolution with the complainant. One or both courses of action may be taken by the immediate supervisor. The parties will attempt to conclude any investigation within a reasonable period of time.
3. The member will have the right to representation at all investigatory meetings involving a complaint.
4. Complaints which are not presented to the member within ten (10) working days, as outlined above, will not be used in any evaluation or disciplinary action with respect to the member.

X. VACANCIES AND TRANSFERS

A. VACANCIES

Notice of vacancies which occur during the school year will be posted in all school building faculty rooms. Vacancies which occur during the summer months will be posted in the District Office. A copy will be sent to the summer address of each licensed staff member who submits a written request to the District Office by June 1st. Requests must be submitted annually notifying the District Office of their desire to be considered for another position should one become vacant for which they are licensed.

B. INVOLUNTARY TRANSFERS BETWEEN BUILDINGS

1. When a teacher is involuntarily transferred between buildings, he/she will have the opportunity to make known to the appropriate administrators his/her wishes regarding a new assignment.
2. Teachers being involuntarily transferred will be informed of appropriate vacancies known at the time the transfer decision is being made. Teachers will be able to indicate their preference of assignment.

XI. PAID LEAVE

A. SICK LEAVE:

In compliance with ORS 332.507 ten (10) days/90 hours of sick leave will be given each full time teacher for each school year or one day for each month employed, whichever is greater. Employees working less than full time shall receive sick leave on a pro-rated basis. Sick leave shall be taken in increments of either half-day (4.5 hours) or full-day (9 hours) for regular work days. On eight hour inservice days, sick leave half-days shall be 4 hours and sick leave full days shall be 8 hours.

B. SICK LEAVE BANK

1. The purpose of the sick leave bank shall be to extend to those members additional sick leave days should an illness or injury cause a member to exhaust his/her accumulated sick leave and personal days. Sick leave from the bank will only be granted to a member of the bank for their own personal illness or injury. Family illness or injury will not be covered by the sick leave bank.
2. At the beginning of each school year, any teacher with at least two full years of employment with the District, may join the sick leave bank by contributing nine (9) hours of sick leave. A sick leave bank member initially donates nine (9) hours to the bank. He/she has the option of continuing membership each year thereafter without further contributions unless the number of hours falls below four and a half (4.5) hours per member of the bank. If this occurs, an equal number of hours from each member shall be taken from their sick leave to bring the bank to an established minimum of nine (9) hours per member. Such contributions are irrevocable. Only members of the bank may apply for sick leave days from the bank.
3. Upon depleting personal sick leave, and all personal leave days, *a member, not drawing Workers' Compensation, may request and will be granted up to five (5) days from the bank.* The committee shall grant the request if (1.) District records show that the member has exhausted his/her sick leave and all personal days, (2.) the member is a contributing member to the sick leave bank, and (3.) The member is not drawing Workers' Compensation. Upon depletion of the five (5) days, if more days are needed, the member may submit a request in a timely

manner, for up to ten (10) additional days from the bank. Sick bank leave will be awarded in ten (10) day increments, but any hours that aren't used by the member will return to the Sick Bank. A governing committee of a minimum of five members, including the ATA President(s), Treasurer, Secretary, and Building Representative from each building will act immediately on the request. If there is a conflict of interest among the committee members, additional members will be appointed by the committee from the Association. Approval will require an agreement among this committee.

4. If the request is approved, the committee shall notify the District Office and resulting days will be charged to the bank until the member returns to work or has used the approved number of days from the bank. A member may request approval of up to 35 days each school year from the sick leave bank. In cases of extreme illness or injury, the governing committee may immediately award the additional thirty (30) days in one increment). In a given school year, no member will be awarded more than 35 days from the sick leave bank. Once the 35 days from the sick leave bank have been exhausted, additional days of absence will be taken as unpaid leave.

C. PAID LEAVES OF ABSENCES:

1. Personal Leave - Two (2) days (18 hours) of Personal Leave with pay will be allowed (non-accumulative) for the following reasons: to take care of legal matters, illness of a family member or to transact business which cannot be transacted any other time. Notice to the teacher's building principal for Personal Leave shall be requested at least 24 hours before taking such leave, except in cases of emergency. Employees working one-half time or more, but less than full time (.5 F.T.E. - .99 F.T.E.), shall receive personal leave on a prorated basis according to F.T.E. Employees working less than one-half time are not entitled to Personal Leave.

Up to two (2) days pay at the establish rate* will be paid to any teacher for any personal day(s) not used during a contract year. This amount shall be given in a separate check at the end of the fiscal year.

*Established Rate:

18 Hours Unused (District buys 2 Days)

≥ 9 Hours Unused (District buys 1 Day)

One Day \$100*

Two Days \$250*

Part-time teachers (working half time or more, but less than full time) will be paid on a prorated basis according to F.T.E. (.5 F.T.E. to .99 F.T.E. prorated based on above figures)

Personal Leave must be used in half or full day increments.

2. Bereavement Leave - Upon the death of an immediate family member, the teacher shall be entitled to a maximum of four (4) days of bereavement leave. Immediate family includes spouse, children (including step, foster, and adopted), parents, grandparents, grand children, brother, sister, brother-in-law or sister-in-law, mother-in-law or father-in-law, stepmother or stepfather, stepbrother or stepsister. A maximum of one day of the four (4) days shall be available for use as bereavement leave for relationships other than those listed. Additional non-paid days may be granted by the Superintendent on an individual basis.

The District shall annually establish and fund a bereavement leave pool of six days. The Association will administer the use of these days. At the Superintendent's discretion, additional days may be added to the pool.

3. Jury Duty Leave - An employee shall be granted leave with pay for service upon a jury; provided, however the compensation paid to such employee for the period of leave shall be reduced by the amount of compensation received by the employee for such jury duty, excepting that amount received for expenses, and upon being excused from jury service during any day, an employee shall immediately return to complete his assignment for the remainder of his workday.
4. Witness/Appearance Leave - Whenever a licensed employee is subpoenaed as a witness for legal proceedings that are connected with the employee's employment with the school system, he/she shall be excused for such appearance and upon being excused from such appearance, he/she shall immediately return to complete his/her assignment for the remainder of the regular workday. Witness/Appearance Leave will not be paid if the teacher or the ATA is a complainant against the District or when the employee is a plaintiff or defendant, except when the appearance is employment related. Compensation paid to such employee shall be reduced by an equal amount to any compensation the employee receives as witness fees, excepting that amount received for expenses.

5. Professional Leave with or without pay may be granted by the District for attending educational conferences or for other purposes related to the teacher's assignments, when prior approval is received from the superintendent or his designee. If attendance is required by the District on a contract day, it shall be with full pay and reimbursement for such expenses as have received prior approval from the superintendent or his designee.

XII. UNPAID LEAVE

A. Parental Leave

The District will comply with all provisions of the Family and Medical Leave Act of 1993 and other applicable provisions of state leave laws.

B. Family Medical Leave

The District will comply with all provisions of the Family and Medical Leave Act of 1993 and other applicable provisions of state leave laws.

C. Other Unpaid Leave

Other unpaid leave may be granted to any teacher upon written application to the Superintendent, for reasons acceptable to the board.

XIII. WORKING CONDITIONS

- A. The contract for returning teachers will not exceed 175 day (4-day school week). Within the 175 day (4-day school week) teacher contract year, there will be seven (7) paid holidays. The holidays shall include: Labor Day, Veteran's Day, Thanksgiving, Christmas Day, New Year's Day, President's Day and Memorial Day. Teachers new to the District will not exceed 176 day (4-day school week) contracts, with the extra day being devoted to orientation. New teachers will have the same holidays as returning teachers.
- B. Normal building hours for teachers shall be nine (9) hours per day (for a 4-day school week). Included in the building hours is a thirty (30) minute continuous duty-free lunch period, during which the teacher may leave the building. The starting time and dismissal times, which may vary from school to school, shall be determined by the Board.
- C. In accordance with contract provisions, the District shall adopt a school calendar which represents no less than the minimum standards

specified in the Oregon Administrative Rules relating to instructional hours. The ATA shall be consulted prior to implementation of changes in the instructional hours.

- D. Teachers shall adhere to the daily schedule and shall make no commitments which preclude their being present in their assigned responsibilities. Requests for exceptions must be submitted to the principal, and his approval granted, prior to the anticipated teacher absence and/or late arrival or early leaving. Teachers shall not leave the buildings to which they are assigned during class or preparation periods without the consent of the building principal.
- E. Teacher attendance shall not be required when students are excused because of inclement weather or in other cases of school closure as determined by the superintendent. On such days teacher salaries will not be docked; however, all such days may be made up at the discretion of the Board without any additional compensation.
- F. Extended contracts will be paid on the basis of that teacher's salary base, 175 contract days (1520 hours/4-day school week) or 176 contract days (1528 hours/4-day school week) for new employees. The employee's hourly rate shall be based on a nine (9) hour day.
- G. At least 30 continuous minutes of preparation/planning time for full time teachers will be provided during the teacher work day for grades K-5.

Each full time teacher in grades 6-12 shall be provided a minimum of 200 minutes of planning and preparation time per normal instructional week. This total amount of weekly preparation time may be adjusted for shortened instructional weeks and weeks which have inservice or planning days scheduled. Should teachers be requested to cover other classes or other duties as assigned by the building principal taking more than one-half of the allocated preparation time, compensation will be paid at one-seventh (1/7) the substitute rate.

The intent of this provision is to continue to schedule the preparation time during the student contact day unless and until the District implements a reduction in force of its licensed or classified staff or in the event of implementation of Article VIII, Layoff and Recall Procedures.

- H. The parties agree to form a joint committee composed of six members with three (3) appointed by the Association and three (3) appointed by the District. During each year of the Agreement, the District will report to the committee and provide it with information regarding the various class sizes in the District, including special needs students, the number of preparations provided, and other relevant and reasonable available

data. It is intended that the District's report will occur on or about October 1. The joint committee will be charged with the responsibility to identify and examine problem areas. It is intended that suggested solutions to the identified problems would be recommended to the Board of Directors by the joint committee.

- I. Staff will not be required to report to work on grading days; however, grades must be submitted by 8:00 am the day designated by the administration (failure to submit grades by this day will result in a loss of pay for the time provided to do grades).
- J. Behavior Plans for Students
 - 1. Each building will have detailed behavior plans and procedures outlined in the staff handbook;
 - 2. Behavior plans and procedures will be implemented with fidelity by all staff;
 - 3. Behavior plans and procedures will be reviewed/updated annually by a designated building committee.

XIV. CURRICULUM DEVELOPMENT

- A. The District will determine when and if curriculum work is to be done. If it is outside the normal work day or outside the teacher's contract year, participation shall be voluntary and paid on the pro-rated basis of 1/175 of the teacher's contracted base salary per day or 1/176 for new employees, based on a nine (9) hour work day. Employees may elect to receive a stipend at a rate less than the extended contract rate for professional development activities or service to the District.
- B. The building principal shall recommend personnel to be involved in curriculum development with the final selection as determined by the superintendent. Consideration shall be given to those qualified staff members involved in the curriculum areas to be considered.
- C. Should the District elect to provide instructional opportunities for students via satellite(s) and accompanying equipment ("distance learning") or through electronic (Internet) or other means, the parties agree as follows:
 - 1. The District retains the right to offer courses through "distance learning" which are an enhancement of, or in addition to, courses currently provided by bargaining unit members. The District has no obligation to negotiate with the Association on

any aspect of these course offerings so long as no current bargaining unit member is laid off as a result of these classes. Within these guidelines, this is understood to be a continuing waiver of the right to demand bargaining over the decision to offer and the impact of offering this type of instruction.

2. The District retains the right to offer courses currently taught by bargaining unit members through distance learning when a bargaining unit member voluntarily or involuntarily transfers to a different position or is scheduled to teach different courses. The District has no obligation to negotiate with the Association on any aspect of these course offerings so long as no current bargaining unit member is laid off as a result of these classes. Within these guidelines, this is understood to be a continuing waiver of the right to demand bargaining over the decision to offer and the impact of offering this type of instruction.
3. The District agrees to negotiate with the Association over both the decision to offer and the impact of offering courses through distance learning in cases when such courses would cause a member of the bargaining unit to be laid off. The subject of negotiations will be offering the class through "distance learning", not the layoff of staff members.

XV. JOB SHARING

- A. Job sharing shall refer to two qualified employees voluntarily sharing the responsibility and benefits of one full-time position. The responsibility for determining whether or not a position is to be shared shall rest with the building principal and the superintendent and be authorized by the School Board.
- B. Job sharing may be granted upon mutual agreement of the two employees, the building principal, the superintendent and with authorization of the School Board. A letter requesting job share shall be jointly submitted to the District Superintendent by March 1 for the following school year. The letter will specify the general curriculum area or grade level and other extra-curricular responsibilities of each of the job share participants. Specific curriculum areas or grade level responsibilities shall be determined by the building principal with the approval of the Superintendent.
- C. The District will respond, in writing to job share requests by April 15. If a request is denied, the member may discuss the denial with the Superintendent. The approval, modification or rejection of job sharing is solely and completely at the discretion of the District.

- D. Should employees desire to job share, a plan shall be devised between the teachers and the building principal and recommended to the superintendent for approval/denial. In addition to dividing the normal teaching assignment between the job share participants, the attendance of both teachers shall be expected during those days noted as in-service days on the approved school district calendar and at building and school district level staff meetings, unless exception is made by the Principal. Teachers involved in the job sharing program will participate in parent-teacher conferences, IEP meetings and attend open houses and other activities and programs in which they are directly involved.
- E. Standards for discipline in self contained classrooms shall be mutually agreed to and established. Consistent student discipline practices will be expected and enforced by both teachers. Parents will be contacted by the individual teacher as problems arise. If it is a problem common to both teachers, a conference between the parents and both teachers will be arranged. Both teachers will be present for the quarter grading parent conferences as scheduled by the building principal.
- F. Teachers entering into a job sharing agreement must first sign an acknowledgment of the loss of full-time status as a contract or probationary teacher on a voluntary basis. Such acknowledgment by contract teachers will state "that teachers understand they will retain contract part-time status and may return to full-time status only when a position becomes available and is agreed upon by the administrator." Teachers participating in the job sharing program will be placed on the salary schedule as per their experience and training. Their salary will be one-half of this amount. If the teacher chooses to continue in the job sharing program for the following year, his/her salary would increase to the next step on the salary schedule and would become one-half of the amount of that step. Teachers participating in the job sharing program would receive their paychecks at the same time as would full-time teachers.
- G. All fringe benefits normally accrued by a full-time employee are to be equally divided between the two teachers participating in the job sharing program. Job sharing teachers will share insurance benefits equivalent to that received by one full-time teacher. All other benefits such as leave provisions, tuition reimbursement and all other economic and non economic provisions shall be in proportion to the part-time assignment. In no case shall the total benefits of the two job sharing participants exceed those earned by one full time staff member.
- H. Employees who are involved in job sharing are subject to all other provisions of this contract, not specifically covered in this article.

- I. Job sharing participants may substitute at the District paid substituting teacher's prorated daily rate for each other whenever possible.
- J. If either employee is unable to complete the job share assignment, the District retains the right to assign the remaining employee to full-time responsibilities for the duration of the job share agreement.

XVI. DUE PROCESS

No member of the bargaining unit will be disciplined, suspended without pay, or reprimanded in writing, without due process. Due process for the purposes of this Article is defined as:

- 1. The employee will be told the charges and given the information forming the basis for such action.
- 2. The employee will have the opportunity to respond to the charges.
- 3. The employee will have an opportunity to discuss the matter with his/her supervisor.
- 4. The charges and employee response may be reduced to writing and, upon request, the employee shall be allowed to meet informally with the Board to discuss the reasons for such action(s). The employee will have the opportunity to include a statement in his/her personnel file.

Evaluations are not intended to be covered by this provision.

XVII. PROFESSIONAL EMPLOYEE REIMBURSEMENT

REIMBURSEMENTS - Prior building administrator and/or superintendent- approval is required regarding all travel, meals, lodging, registration and tuition expenses.

A. TRAVEL:

The District will reimburse mileage at the current Federal rate.

B. MEALS

\$13.00 - Breakfast

\$15.00 - Lunch
\$26.00 - Dinner

C. LODGING

Up to the full amount will be reimbursed as approved by the superintendent.

D. REGISTRATION:

\$100.00 per member or full amount if approved by the superintendent.

- E.
1. Each association member shall be fully reimbursed for the first \$1000 of allowable (as described in 3- 5 below) tuition cost and 50% of the next \$1000 of allowable tuition cost per year for a maximum district reimbursement of \$1500 per year. Association members working one-half time or more, but less than full time shall receive prorated tuition benefits. Employees working less than one-half time are not entitled to tuition benefits.
 2. Tuition reimbursement shall not exceed the actual tuition paid by the staff member and does not include books or incidental fees.
 3. In order to be eligible for reimbursement, courses shall be approved by the superintendent and successfully completed with passing grades of an "A", "B" or pass grade.
 4. The District will not provide tuition reimbursement for classes which are covered by other sources, such as scholarships, grants, fellowships, etc.
 5. The District will provide a tuition reimbursement form outlining procedures for application by the teacher. An official grade slip and receipt of payment shall be attached to the form.
 6. Association members not returning to the District in September will not receive reimbursement for courses taken during the previous summer.
 7. Association members new to the district are eligible for tuition reimbursement for course work that they enroll in after they start teaching.
 8. The Speech/Language Pathologist will be subject to all provisions of section XVII-E, with the exception of the following modifications which apply to only the Speech/Language Pathologist and no other employee of the Amity School District:

The District will allow up to \$825.00 of reimbursement per year (not to exceed \$175.00 per Nationally Accredited Continuing Education Units [CEU's] as required to renew his professional license) will be allowed for each full time Speech & Language Pathologist.

Association members working one-half time or more, but less than full-time shall receive prorated benefits. Employees working less than one-half time are not entitled to tuition benefits.

The Speech & Language Pathologist will present the Superintendent a request for pre-approval of all Nationally Accredited Continuing Education Units he wishes to attend.

In order to be eligible for reimbursement, CEU's shall be approved by the Superintendent and successfully completed by the Speech/Language Pathologist.

An official form showing the Nationally Accredited Continuing Education Units and a receipt of payment shall be attached to the Personal Expense Reimbursement Form.

CEU's shall not be utilized for movement across the salary schedule.

XVIII. INSURANCE BENEFITS

- A. The District will pay towards insurance premiums (medical/dental/vision) for each full time employee covered by this contract up to a maximum premium per month per full-time employee as follows:

2023-2024	\$1530
2024-2025	\$1580
2025-2026	\$TBD

Both parties agree to reopen negotiations on the district insurance contribution once 2024-25 and 2025-26 OEBC rates are known.

Amity School District agrees that teachers eligible for medical/dental/insurance benefits may choose to opt out of the group insurance program by notifying the District, in writing, of his/her desire to opt out, and by providing proof that the individual is covered by other medical insurance coverage.

Any insurance eligible association member who chooses to opt out of district provided insurance shall be allowed up to the following amounts (in total cost to the district) in allowable pre-tax insurance-related compensation, additional wages, or a combination thereof for:

23-24: \$785

24-25: \$810

25-26: \$835

The pre-tax compensation may take the form of HSA contributions, any other IRS Section 125 benefit or combination thereof. Members working less than full-time will be eligible for a prorated amount. No changes may be made after the district established deadline, which will be determined prior to the start of each school year.

Amity School District agrees that teachers who participate in an HSA-eligible plan (with no other coverage) will be given full current insurance contribution (up to the cap and prorated for employees .5-.99 FTE)) toward insurance plan with the balance contributed to their health savings account, up to the maximum allowed by law.

The opting out process must be completed and submitted to the district business manager by the same date that the district requires insurance plan choices to be submitted.

- B. The annual insurance contract year as contemplated by this agreement shall run from October 1 to September 30 of the following calendar year. Employees newly hired by the Board shall be eligible for District-paid insurance premiums upon acceptance of written application by the insurance carriers on the first day of the month following the month work commenced. Most licensed staff members will be eligible for insurance premiums effective October 1. Licensed employees who are contracted for services other than the normal 176 day (4-day school week) contract may receive insurance premium benefits on the first day of the month following the month work commenced at the sole discretion of the superintendent. Employees working less than 175 days (4-day school week) may be entitled to prorated insurance premiums at the sole discretion of the superintendent.
- C. Employees working less than a full contract year shall have benefits terminated on the first day of the month following termination of employment. Employees who complete their contract obligations for the full contract year shall have benefits terminated on September 30. Employees may elect to continue insurance coverage in accordance with the Consolidated Omnibus Budget Reconciliation Act of 1985 at their own expense.
- D. The benefit programs identified herein shall be provided only in accordance with the Underwriting rules and regulations as set forth by the carrier (s) in the policy (policies) retained by the policyholder. The

actual insurance coverage shall be provided by a carrier authorized to do so pursuant to Oregon State laws and regulations.

- E. The Board of Directors reserves the right to make the final selection regarding the medical and dental insurance carriers and policies that are to be offered by the Amity School District. As long as the district is required to participate in OEBC, all allowable OEBC plans will be made available to certified staff who are eligible for insurance benefits. If a change of carriers is being considered, the Board will notify the Association and will consult with the Association if requested within ten (10) calendar days of notification.

XIX. PROFESSIONAL EMPLOYEE COMPENSATION

- A. The compensation schedules for licensed employees are attached to this Agreement as Appendices A through I and by this reference incorporated herein.
- B. The District shall "pick up" and pay the employee contribution not to exceed 6% to the Public Employee Retirement System.
- C. Appendices C & D reflect a 3% increase in salary from the preceding year's schedule. Appendixes E-F reflect a 5% and appendixes G-H reflect 4% increase in salary over preceding years' appendixes.
- D. In order to move columns on the salary schedule for educational advancement, a teacher must notify the Superintendent prior to October 15 with proper verification as required by the District. No movement in columns will be made during the contract year for educational advancement after the October 15th deadline. Movement after September 15, and before October 15, will result in the annual salary being prorated.
- E. Licensed employees placed on a program of assistance for improvement may or may not be advanced on the salary schedule for years of experience. Pursuant to ORS 243.756, step increments or merit increases shall not be granted in any status quo period except by mutual agreement of the parties.
- F. The District reserves the right to utilize a financial incentive to recruit licensed personnel.

- G. The District retains the right to use volunteers where possible to cover supervision of activities, times, spotters, field judges, score-keepers, downs-keepers, announcers, ticket sellers and takers. The District also reserves the right to subcontract any or all of these services solely at its discretion. It is stipulated the Association waives its rights to demand decision or impact bargaining on these issues. Assigned duties may be made by the building principal for the above functions and the licensed member of the bargaining unit will be paid in accordance with this agreement.
- H. In the event a team has to be eliminated for lack of funds, nothing herein shall prevent the District from using volunteers in coaching assignments. Should the existing coach elect not to volunteer for the coaching assignment no reprisals of any kind shall be made against any individual who chooses not to provide these services during the term of this agreement. The use of volunteers to provide services shall not be considered contracting out for services. Should the team be reinstated and funded by the District, coaches who were previously contracted to provide those services during the term of this agreement, would be reinstated in the coaching position for the following season. This would be contingent upon the coach being a licensed association member on staff within the District and remaining qualified for the position.
- I.. The negotiated Extra-Duty Salary Schedule positions do not constitute a requirement upon the District to fill those positions. The District may or may not elect to fill the positions solely at its discretion.
- J. A licensed employee that attains the National Board Teacher Certification shall be paid a financial stipend in addition to their annual salary in the amount of \$1,000.00 per year.
- K. Teachers who have taught for 22 years or more in Amity School District shall be eligible for a \$1000 stipend, prorated for FTE, in June of each year. In order to be eligible, a teacher shall not be on a plan of assistance or correction of any kind.

APPENDIX A

**AMITY SCHOOL DISTRICT 4-J
EXTRA DUTY ASSIGNED SUPPORT/EXTENDED SEASON
SALARY SCHEDULE
2023-2026**

1. Any licensed staff working game duty as ticket seller, crowd control, Varsity announcer, concession supervisor or dance supervisor will receive \$40 per evening. Game duty and dance supervision on the same night will be paid separately (\$40 for game duty, \$40 for dance supervision).
2. Bus chaperones and drivers, who are not already being paid for their duty (i.e. coaches), for out-of-town athletic events shall receive \$50 per person, per day.
3. Saturday supervisors shall receive \$50 per person per day.

**APPENDIX B
AMITY SCHOOL DISTRICT 4J
EXTRA DUTY SALARY SCHEDULE
2023-2026**

Activities	Min. Salary
ES Outdoor School	1656
MS Journalism	277
Chess Club	277
HS Annual	1105
HS Activities Director	1105
HS May Day Coordinator	551
HS Shakespearean Festival	277
HS Play Director	1436
HS NHS	277
HS AFS	277
HS FBLA	541
HS FFA	2980
District Music	1931

Appendix C: Amity School District 4J
Salary Schedule 2023-2024
(Employees working for the District Prior to 2010-2011)

23-24	BA	BA+15	BA+30	MA BA+45	MA+15 BA+60	MA+30 BA+75	MA+45
1	\$42,049	\$43,310	\$44,571	\$45,833	\$47,094	\$48,356	\$49,617
2	\$43,731	\$44,992	\$46,254	\$47,515	\$48,777	\$50,038	\$51,300
3	\$45,412	\$46,675	\$47,936	\$49,197	\$50,459	\$51,720	\$52,982
4	\$47,094	\$48,356	\$49,617	\$50,879	\$52,140	\$53,403	\$54,664
5	\$48,777	\$50,038	\$51,300	\$52,561	\$53,822	\$55,084	\$56,345
6	\$50,459	\$51,720	\$52,982	\$54,243	\$55,505	\$56,765	\$58,028
7	\$52,140	\$53,403	\$54,664	\$55,924	\$57,187	\$58,447	\$59,710
8	\$53,822	\$55,084	\$56,345	\$57,607	\$58,868	\$60,129	\$61,391
9	\$55,505	\$56,765	\$58,028	\$59,289	\$60,550	\$61,811	\$63,073
10	\$57,187	\$58,447	\$59,710	\$60,971	\$62,233	\$63,493	\$64,756
11		\$60,129	\$61,391	\$62,654	\$63,914	\$65,174	\$66,438
12			\$63,073	\$64,335	\$65,596	\$66,857	\$68,119
13				\$66,017	\$67,279	\$68,539	\$69,801
14				\$67,699	\$68,961	\$70,221	\$71,484
15				\$69,381	\$70,642	\$71,902	\$73,166
16				\$71,063	\$72,324	\$73,585	\$74,847
17				\$72,745	\$74,007	\$75,267	\$76,528
18				\$74,427	\$75,689	\$76,949	\$78,211
19					\$77,369	\$78,631	\$79,892
20						\$80,313	\$81,574
21							\$83,256

* \$1,000 Increase will be added to subject salary for National Board Certification

**Appendix D: Amity School District 4J
Salary Schedule 2023-2024
(Employees working for the District After to 2010-2011)**

23-24	BA	BA+24	BA+45	MA	MA+15	MA+30	MA+45
1	\$42,049	\$43,310	\$44,571	\$45,833	\$47,094	\$48,356	\$49,617
2	\$43,731	\$44,992	\$46,254	\$47,515	\$48,777	\$50,038	\$51,300
3	\$45,412	\$46,675	\$47,936	\$49,197	\$50,459	\$51,720	\$52,982
4	\$47,094	\$48,356	\$49,617	\$50,879	\$52,140	\$53,403	\$54,664
5	\$48,777	\$50,038	\$51,300	\$52,561	\$53,822	\$55,084	\$56,345
6	\$50,459	\$51,720	\$52,982	\$54,243	\$55,505	\$56,765	\$58,028
7	\$52,140	\$53,403	\$54,664	\$55,924	\$57,187	\$58,447	\$59,710
8	\$53,822	\$55,084	\$56,345	\$57,607	\$58,868	\$60,129	\$61,391
9	\$55,505	\$56,765	\$58,028	\$59,289	\$60,550	\$61,811	\$63,073
10	\$57,187	\$58,447	\$59,710	\$60,971	\$62,233	\$63,493	\$64,756
11		\$60,129	\$61,391	\$62,654	\$63,914	\$65,174	\$66,438
12			\$63,073	\$64,335	\$65,596	\$66,857	\$68,119
13				\$66,017	\$67,279	\$68,539	\$69,801
14				\$67,699	\$68,961	\$70,221	\$71,484
15				\$69,381	\$70,642	\$71,902	\$73,166
16				\$71,063	\$72,324	\$73,585	\$74,847
17				\$72,745	\$74,007	\$75,267	\$76,528
18				\$74,427	\$75,689	\$76,949	\$78,211
19					\$77,369	\$78,631	\$79,892
20						\$80,313	\$81,574
21							\$83,256

Appendix E: Amity School District 4J
Salary Schedule 2024-2025
(Employees working for the District Prior to 2010-2011)

24-25	BA	BA+15	BA+30	MA BA+45	MA+15 BA+60	MA+30 BA+75	MA+45
1	\$44,151	\$45,476	\$46,800	\$48,125	\$49,448	\$50,774	\$52,098
2	\$45,917	\$47,242	\$48,567	\$49,891	\$51,216	\$52,540	\$53,865
3	\$47,682	\$49,009	\$50,333	\$51,657	\$52,982	\$54,306	\$55,631
4	\$49,448	\$50,774	\$52,098	\$53,423	\$54,747	\$56,074	\$57,397
5	\$51,216	\$52,540	\$53,865	\$55,189	\$56,513	\$57,839	\$59,162
6	\$52,982	\$54,306	\$55,631	\$56,955	\$58,280	\$59,604	\$60,930
7	\$54,747	\$56,074	\$57,397	\$58,720	\$60,046	\$61,370	\$62,696
8	\$56,513	\$57,839	\$59,162	\$60,487	\$61,811	\$63,136	\$64,461
9	\$58,280	\$59,604	\$60,930	\$62,253	\$63,577	\$64,902	\$66,227
10	\$60,046	\$61,370	\$62,696	\$64,019	\$65,344	\$66,668	\$67,994
11		\$63,136	\$64,461	\$65,787	\$67,109	\$68,433	\$69,760
12			\$66,227	\$67,552	\$68,875	\$70,200	\$71,525
13				\$69,318	\$70,642	\$71,966	\$73,291
14				\$71,084	\$72,409	\$73,732	\$75,058
15				\$72,850	\$74,174	\$75,497	\$76,824
16				\$74,616	\$75,940	\$77,265	\$78,589
17				\$76,382	\$77,707	\$79,031	\$80,354
18				\$78,148	\$79,473	\$80,797	\$82,122
19					\$81,238	\$82,563	\$83,887
20						\$84,329	\$85,653
21							\$87,419

Appendix F: Amity School District 4J
Salary Schedule 2024-2025
(Employees working for the District After to 2010-2011)

24-25	BA	BA+24	BA+45	MA	MA+15	MA+30	MA+45
1	\$44,151	\$45,476	\$46,800	\$48,125	\$49,448	\$50,774	\$52,098
2	\$45,917	\$47,242	\$48,567	\$49,891	\$51,216	\$52,540	\$53,865
3	\$47,682	\$49,009	\$50,333	\$51,657	\$52,982	\$54,306	\$55,631
4	\$49,448	\$50,774	\$52,098	\$53,423	\$54,747	\$56,074	\$57,397
5	\$51,216	\$52,540	\$53,865	\$55,189	\$56,513	\$57,839	\$59,162
6	\$52,982	\$54,306	\$55,631	\$56,955	\$58,280	\$59,604	\$60,930
7	\$54,747	\$56,074	\$57,397	\$58,720	\$60,046	\$61,370	\$62,696
8	\$56,513	\$57,839	\$59,162	\$60,487	\$61,811	\$63,136	\$64,461
9	\$58,280	\$59,604	\$60,930	\$62,253	\$63,577	\$64,902	\$66,227
10	\$60,046	\$61,370	\$62,696	\$64,019	\$65,344	\$66,668	\$67,994
11		\$63,136	\$64,461	\$65,787	\$67,109	\$68,433	\$69,760
12			\$66,227	\$67,552	\$68,875	\$70,200	\$71,525
13				\$69,318	\$70,642	\$71,966	\$73,291
14				\$71,084	\$72,409	\$73,732	\$75,058
15				\$72,850	\$74,174	\$75,497	\$76,824
16				\$74,616	\$75,940	\$77,265	\$78,589
17				\$76,382	\$77,707	\$79,031	\$80,354
18				\$78,148	\$79,473	\$80,797	\$82,122
19					\$81,238	\$82,563	\$83,887
20						\$84,329	\$85,653
21							\$87,419

**Appendix G: Amity School District 4J
Salary Schedule 2025-2026
(Employees working for the District Prior to 2010-2011)**

25-26	BA	BA+15	BA+30	MA BA+45	MA+15 BA+60	MA+30 BA+75	MA+45
1	\$45,917	\$47,295	\$48,672	\$50,050	\$51,426	\$52,805	\$54,182
2	\$47,754	\$49,132	\$50,510	\$51,886	\$53,264	\$54,642	\$56,020
3	\$49,590	\$50,970	\$52,346	\$53,723	\$55,101	\$56,479	\$57,857
4	\$51,426	\$52,805	\$54,182	\$55,560	\$56,936	\$58,317	\$59,693
5	\$53,264	\$54,642	\$56,020	\$57,397	\$58,773	\$60,152	\$61,529
6	\$55,101	\$56,479	\$57,857	\$59,233	\$60,611	\$61,988	\$63,367
7	\$56,936	\$58,317	\$59,693	\$61,069	\$62,448	\$63,825	\$65,203
8	\$58,773	\$60,152	\$61,529	\$62,907	\$64,283	\$65,661	\$67,039
9	\$60,611	\$61,988	\$63,367	\$64,743	\$66,120	\$67,498	\$68,876
10	\$62,448	\$63,825	\$65,203	\$66,580	\$67,958	\$69,335	\$70,714
11		\$65,661	\$67,039	\$68,418	\$69,794	\$71,170	\$72,550
12			\$68,876	\$70,254	\$71,630	\$73,008	\$74,386
13				\$72,090	\$73,468	\$74,845	\$76,223
14				\$73,927	\$75,305	\$76,682	\$78,061
15				\$75,764	\$77,141	\$78,517	\$79,897
16				\$77,601	\$78,977	\$80,355	\$81,733
17				\$79,437	\$80,815	\$82,192	\$83,569
18				\$81,274	\$82,652	\$84,029	\$85,406
19					\$84,487	\$85,865	\$87,242
20						\$87,702	\$89,079
21							\$90,915

**Appendix H: Amity School District 4J
Salary Schedule 2025-2026
(Employees working for the District After to 2010-2011)**

25-26	BA	BA+15	BA+30	MA BA+45	MA+15 BA+60	MA+30 BA+75	MA+45
1	\$45,917	\$47,295	\$48,672	\$50,050	\$51,426	\$52,805	\$54,182
2	\$47,754	\$49,132	\$50,510	\$51,886	\$53,264	\$54,642	\$56,020
3	\$49,590	\$50,970	\$52,346	\$53,723	\$55,101	\$56,479	\$57,857
4	\$51,426	\$52,805	\$54,182	\$55,560	\$56,936	\$58,317	\$59,693
5	\$53,264	\$54,642	\$56,020	\$57,397	\$58,773	\$60,152	\$61,529
6	\$55,101	\$56,479	\$57,857	\$59,233	\$60,611	\$61,988	\$63,367
7	\$56,936	\$58,317	\$59,693	\$61,069	\$62,448	\$63,825	\$65,203
8	\$58,773	\$60,152	\$61,529	\$62,907	\$64,283	\$65,661	\$67,039
9	\$60,611	\$61,988	\$63,367	\$64,743	\$66,120	\$67,498	\$68,876
10	\$62,448	\$63,825	\$65,203	\$66,580	\$67,958	\$69,335	\$70,714
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12			\$68,876	\$70,254	\$71,630	\$73,008	\$74,386
13				\$72,090	\$73,468	\$74,845	\$76,223
14				\$73,927	\$75,305	\$76,682	\$78,061
15				\$75,764	\$77,141	\$78,517	\$79,897
16				\$77,601	\$78,977	\$80,355	\$81,733
17				\$79,437	\$80,815	\$82,192	\$83,569
18				\$81,274	\$82,652	\$84,029	\$85,406
19					\$84,487	\$85,865	\$87,242
20						\$87,702	\$89,079
21							\$90,915

Appendix I: AMITY SCHOOL DISTRICT**SALARY INDEX**

Step	BA	BA+15	BA+30	MA BA+45	MA+15 BA+60	MA+30 BA+75	MA+45
1	1.00	1.03	1.06	1.09	1.12	1.15	1.18
2	1.04	1.07	1.10	1.13	1.16	1.19	1.22
3	1.08	1.11	1.14	1.17	1.20	1.23	1.26
4	1.12	1.15	1.18	1.21	1.24	1.27	1.30
5	1.16	1.19	1.22	1.25	1.28	1.31	1.34
6	1.20	1.23	1.26	1.29	1.32	1.35	1.38
7	1.24	1.27	1.30	1.33	1.36	1.39	1.42
8	1.28	1.31	1.34	1.37	1.40	1.43	1.46
9	1.32	1.35	1.38	1.41	1.44	1.47	1.50
10	1.36	1.39	1.42	1.45	1.48	1.51	1.54
11		1.43	1.46	1.49	1.52	1.55	1.58
12			1.50	1.53	1.56	1.59	1.62
13				1.57	1.60	1.63	1.66
14				1.61	1.64	1.67	1.70
15				1.65	1.68	1.71	1.74
16				1.69	1.72	1.75	1.78
17				1.73	1.76	1.79	1.82
18				1.77	1.80	1.83	1.86
19					1.84	1.87	1.90
20						1.91	1.94
21							1.98

Amity School District 4J School District provides equal educational and employment opportunities and prohibits discrimination and harassment

Amity School District 4J provides equal educational and employment opportunities. It is a policy of the district to prohibit discrimination and harassment on any basis protected by law, including but not limited to, an individual's actual or perceived race, color, national or ethnic origin, religion, sex, sexual orientation, gender identity, marital status, familial status, pregnancy, economic status, age, mental or physical disability, genetic information, military or veterans' status, or based on the association of the individual with another person within these protected classes. The district's prohibition of discrimination and harassment applies in district programs, activities and practices including, but not limited to, employment, assignment and promotion of personnel; educational opportunities and services offered students; student discipline; location and use of facilities; educational offerings and materials; and accommodating the public at public meetings.

The district complies with all applicable state and federal laws and regulations, including but not limited to: Title IX of the Education Amendments of 1972; Title VI of the Civil Rights Act of 1964; Section 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act (ADA) of 1990 and the ADA Amendments Act of 2008; and Oregon laws prohibiting discrimination.

The district is committed to serving all members of the public including people with disabilities. District meeting locations shall be accessible to persons with disabilities. A request for an interpreter for the hearing impaired, or for other accommodations for persons with disabilities, should be made at least 48 hours in advance of the meeting. For questions about accessibility at public meetings, please contact the superintendent's office at 503-835-2171 or jeff.clark@amity.k12.or.us.

Questions and Concerns

The following employees have been designated to respond to questions and complaints from students, parents, staff and members of the public about nondiscrimination and equal educational opportunities, including harassment, sex discrimination and sexual harassment:

Discrimination and Harassment

Students, Parents and Community Members:

Civil Rights and Title IX Coordinator
Jeff Clark
807 S. Trade St.
Amity OR 97101
PHONE #-503-835-2171 ext 103
jeff.clark@amity.k12.or.us

Staff Members:

Civil Rights/ Equal Employment Coordinator
Jeff Clark
807 S. Trade St.
Amity OR 97101
PHONE #-503-835-2171 ext 103
jeff.clark@amity.k12.or.us

Disabilities

Staff Disability/ Staff Section 504 Coordinator
Kevin Blanco
807 S. Trade St.
Amity OR 97101
PHONE #-503-835-2151 ext 523
kevin.blanco@amity.k12.or.us

ADA Accessibility Coordinator for Employees
Jeff Clark
807 S. Trade St.
Amity OR 97101
PHONE #-503-835-2171 ext 103
jeff.clark@amity.k12.or.us

Other Contacts

The superintendent has overall responsibility for the district's compliance with equal employment and nondiscrimination laws and policies:

Policies and complaint procedures

District policies and procedures addressing discrimination, harassment and sexual harassment can be found on the district's website at [AC](#), [AC-AR](#), [GBEA](#), [GBEA-AR](#), [GBN/JBA](#), [GBN/JBA-AR1](#), [GBN/JBA-AR2](#), [GBNA](#), [GBNA-A](#) and are available upon request from the superintendent's office. In general, most issues and concerns can be resolved at the school level first, including by involving school administration. However, if you are not satisfied after trying to resolve an issue at the school level, or if you believe that a formal complaint is a more appropriate place to start, a formal complaint process is available.

Nondiscrimination and Harassment

AC – Nondiscrimination

AC – AR Discrimination Complaint Procedures

To make a formal complaint of discrimination or harassment, please complete the form at page 3 of [AC-AR](#) and follow the procedures in regulation AC-AR.

Sexual Harassment

To make a formal complaint of sexual harassment, please follow the procedures in the policies and administrative regulations below or contact the district's Civil Rights/ Title IX Coordinator for additional information.

JBA/GBN – Sexual Harassment

JBA/GBN – AR (1) Sexual Harassment Complaint Procedure (Oregon law)

JBA/GBN – AR (2) Federal Law (Title IX) Sexual Harassment Procedure