

*Strikethrough indicates current language proposed to be delete,  
Underlined indicates language proposed to added,  
 all other language not specifically modified remains unchanged*

### Proposal 3 - Article 5 - Teacher Work Year

- A. Teachers shall be required to render professional service for ~~186-189~~ contract days during the school year. The contract days will be broken out as follows:

<del>166</del> 167	<u>Student Contact Days</u> <del>Teaching Days</del>
<del>10</del>	<u>Inservice/Workdays</u>
<del>3</del>	<u>Teacher Classroom Preparation/Concluding Days</u>
<del>5</del>	<u>Inservice Days</u>
<del>20</del>	<u>Early Release Days (10 days included as contact days)</u>
<del>5</del> 7*	Holidays
<del>2</del> **	Conference Days <u>(days included as contact days)</u>

Inservice days may be substituted for teaching days within the contract year.

\*When New Year's Day is observed on a Monday.

\*\*Adding additional conference days for Ocean Crest Elementary.

- B. There shall be the equivalent of three (3)~~one and a half (1 ½)~~ inservice days and two (2) Teacher Classroom Preparation days set aside prior to the start of school for teachers to prepare for the classroom assignments. At least ~~½ day~~ one (1) Early Release day will be set aside each month to for teachers to prepare grades, ensuring compliance with Division 22 mandates at the end of grading period to grades.

**Proposal 4 - Article 6 - Work Schedule**

- D. **Compensatory Time.** It is hereby agreed that regular teachers shall substitute for absent teachers only when such substitution is emergency in nature and as such is deemed necessary by the building principal. Should a teacher ~~be required to~~ cover for any absent teacher and thus lose preparation time, that teacher ~~will~~ may take compensatory time or receive compensation at the rate of thirty dollars (\$30) per hour.

*[Bargaining note: below is language to be added to the existing Article 6 – Work Schedule]*

- F. **Protected Preparation Time:** Adding one (1) Early Release Friday (half day) each month in the 25-26 FY and an additional Early Release Friday (half day) in 26-27 FY as determined by the District. The Friday could be used for curriculum development or a teacher selected work day. This may include the District adding contract days to make sure we are meeting the minimum number of instructional/student contact hours required by the state of Oregon. If we have an emergency day, we may need to use one of these days.
- G. **Support for Additional Work:** SPED teachers may receive a stipend and may continue to request a substitute teacher for paperwork days. TAG coordinators for each building may receive a stipend.

Teachers assigned to teach new courses will receive at least 30 days' notice, or if unable to receive 30 days' notice will receive up to three (3) sub days (if needed as determined by building Administrator(s) and Superintendent during contract hours).

**Proposal 5: Article 8 – Compensation****A. Base Salaries**

1. The ~~2025-2026~~~~2022-2023~~ compensation schedule for all employees of this bargaining unit is attached to this Agreement as Appendix A-I and by this reference is incorporated therein. It will include four (4)% ~~3%~~ increase over the ~~2024-2025~~~~2021-2022~~ year.
2. The ~~2026-2027~~~~2023-2024~~ compensation schedule for all employees of this bargaining unit is attached to this Agreement as Appendix A-2 and by this reference is incorporated therein. It will include 3% increase over the ~~2025-2026~~~~2022-2023~~ year.
3. The ~~2027-2028~~~~2024-2025~~ compensation schedule for all employees of this bargaining unit is attached to this Agreement as Appendix A-3 and by this reference is incorporated therein. It will include a 3% increase over the ~~2026-2027~~~~2023-2024~~ year.

**B. Advancement of the Salary Schedule**

The District also proposes to add Step 15 in 2026-2027 to add Step 16 in 2027-2028 to Appendix A – Salary Schedule

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**D. Payment**

1. Regular payday shall be the 20th of each month. Teachers shall be given their June, July, and August checks by June 20th of each year ~~on their last working day in June and their July and August checks mailed to a designated address on or before the last business day of June.~~
2. Payroll changes must be submitted to the deputy clerk 10 days prior to payday.

**Proposal 6: Article 9 – Fringe Benefits**

- A. The District shall for ~~2025-2026~~ ~~2022-2023~~ contribute ~~\$1,792~~~~\$1,642~~ toward the cost of the premium for each full-time teacher and their family toward the purchase of an insurance package that shall include medical and dental insurance, orthodontia, vision, and employee only life insurance, AD&D and LTD, including prescription benefits.

The District shall for ~~2026-2027~~ ~~2023-2024~~ contribute ~~\$1,842~~~~\$1,717~~ toward the cost of the premium for each full-time teacher and their family toward the purchase of an insurance package that shall include medical and dental insurance, orthodontia, vision, and employee only life insurance, AD&D and LTD, including prescription benefits.

The District shall for ~~2027-2028~~ ~~2024-2025~~ contribute ~~\$1,892~~~~\$1,792~~ toward the cost of the premium for each full-time teacher and their family toward the purchase of an insurance package that shall include medical and dental insurance, orthodontia, vision, and employee only life insurance, AD&D and LTD, including prescription benefits.

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- F. Employees working for the District for fifteen (15) uninterrupted (except for normal break periods) years of service shall be paid through regular payroll a longevity stipend of \$1,500 in September of the start of their 16th year with the District.

Employees working for the District for twenty (20) uninterrupted (except for normal break periods) years of service shall be paid through regular payroll a longevity stipend of \$1,500 in September of the start of their 21st year with the District.

Employees working for the District for twenty-five (25) uninterrupted (except for normal break periods) years of service shall be paid through regular payroll a longevity stipend of \$1,500 in September of the start of their 26th year with the District.

Employees working for the District for thirty (30) uninterrupted (except for normal break periods) years of service shall be paid through regular payroll a longevity stipend of \$1,500 in September of the start of their 31st year with the District.

The amounts above are based upon average combined FTE over the course of the fifteen (15), twenty (20), twenty-five (25), thirty (30) (based on seniority as defined in Article 14) years of service in the Bandon School District.

**Proposal 9: Article 19 – Rights of Professional Employees**

*[Bargaining note: below is language to be added to the existing language]*

**C. Academic Freedom**

The District supports the concept that democratic values can best be transmitted in an atmosphere which is conducive to academic inquiry for employees and students alike. This academic inquiry is subject to accepted standards of professional responsibilities with due regard to the maturity level of the student, District curriculum policies, and the laws of the State of Oregon. Student-centered lesson development and planning is vital to effective teaching. Employees may supplement District-adopted curriculum materials in consultation with the administrator for the purpose of enriching and individualizing the classroom experience based on the students' needs.

## Proposal 10 - Appendix B

## BEA COOPERATIVE

## EXTRACURRICULAR SALARY SCHEDULE

~~2022-2023~~

Base Salary: ~~\$TBD – (rate equal to BA, Row 1 2025-2026)~~~~40,192 (based on 2022-2023 3% increase)~~

Column A	Column B	Column C	Column D	Column E
Head HS Football	Asst HS Football	All MS Head	All MS Asst	MS Leadership
Head HS Volleyball	JV Football	Coaches <del>Cheerleading – Fall</del> <del>Cheerleading - Winter</del>	Coaches Head HS	<del>Club Advisor</del>
Head HS Basketball	JV Volleyball	Asst HS Volleyball	<del>Cheerleading-Fall</del>	Middle School Band
Head HS Baseball	JV Basketball	Asst HS Basketball	<del>Head HS</del>	Middle School
Head HS Softball	JV Baseball	Asst HS Baseball	<del>Cheerleading-Winter</del>	Vocal
Head HS Track	JV Softball	Asst HS Softball	HS/MS Drama	Elementary Music
Head HS Cross Country	Head Golf	Asst HS Track <del>HS Yearbook</del> Advisor Head Speech and Debate	<del>HS Yearbook</del> MS Yearbook Advisor Asst Speech and Debate HS Leadership Music - HS Band High School Pep Band High School Vocal <del>Tag – all schools stay Step-4</del>	

Yrs. Exp	Column A	Column B	Column C	Column D	Column E
0	11.5% <del>(TBD\$4,622)</del>	8.5% (\$3,416)	6.25% (\$2,512)	4.0% (\$1,607)	1.0% (\$402)
1	12.0% (\$4,823)	9.0% (\$3,617)	6.75% (\$2,713)	4.5% (\$1,809)	1.5% (\$603)
2	12.5% (\$5,024)	9.5% (\$3,818)	7.25% (\$2,914)	5.0% (\$2,010)	2.0% (\$804)
3	13.0% (\$5,225)	10.0% (\$4,019)	7.75% (\$3,115)	5.5% (\$2,210)	2.5% (\$1,005)
4	13.5%	10.5%	8.25%	6.0%	3% (\$1,206)

	(\$5,426)	(\$4,220)	(\$3,316)	(\$2,412)	
5	14.0%	11.0%	8.75%	6.5%	3.5% (\$1,407)
	(\$5,627)	(\$4,421)	(\$3,517)	(\$2,612)	

- Extra curricular stipends are only paid for duties performed outside of school hours.
- Coaches will receive an additional 4% of their coaching stipend for each week that their team advances into post-season play.
- Credit is given for coaching experience (middle or high school level) only in the same sport.
- High School assistant coaching experience counts (3 years HS assistant = 1 year head coaching experience) when an assistant coach advances to head coach in the same sport.
- Middle School coaching experience counts (3 years MS coach = 1 year HS coach) when a middle school coach advances to high school coach in the same sport.
- Teachers/Staff hired to perform the following types of duties shall be compensated at minimum wage, with a two-hour minimum. Proctor at athletic events, ~~dances~~, concerts, rooter buses; ticket takers/sellers; scorekeepers; PA announcer; clock; etc.

#### **Special consideration for other advisors:**

- Extracurriculars will not receive stipend without participants.
- HS ASB Advisor - Column D per year if performed by a staff member and is not included in administrative duties.
- Music Stipends - per year when there are two separate evening productions performed
- The District will clearly outline all stipend requirements, which will be included in extra duty contracts.

~~This salary schedule will be updated and implemented for the 2022-2023 school year.~~

#### **Athlete to Coach Ratio**

Football	Up to 20 = 2 paid coaches
	More than 20 = 3 paid coaches
Volleyball	Up to 24 = 2 paid coaches
	More than 24 = 3 paid coaches with C squad
Basketball	Up to 24 = 2 paid coaches
	More than 24 = 3 paid coaches with C squad

**Bandon School District Counter Proposals 5/29**

**Provided \_\_\_\_\_**

Baseball	Up to 24 = 2 paid coaches
	More than 24 = 3 paid coaches includes JV
Softball	Up to 24 = 2 paid coaches
	More than 24 = 3 paid coaches includes JV
Speech	Up to 12 = 1 paid coach
	More than 12 = 2 paid coaches