

KLAMATH FALLS CITY SCHOOLS &

Klamath Falls Administrators Contract Agreement
2018-2022

July 1, 2018 - June 30-2022

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ARTICLE 1

COMPENSATION

A. Salary:

For each school year (2018/19, 2019/20, 2020/21, 2021/22), members will receive a 2% COLA increase in accordance with the KFSA agreement. *See Appendix A, B, C, D.*

B. Longevity:

Each year after the completion of the seventh year as an administrator for the Klamath Falls City Schools a member will be eligible for the longevity stipend calculated at 1.5% of that year's High School assistant principal's base salary to be paid in a lump sum separate check payment by no later than June 1 of that contract year.

C. Additional Work Days:

In the event that an administrator is required to work beyond their scheduled number of contract days, the administrator will receive compensation equal to the high school assistant principal's daily rate. Prior approval for the Superintendent/designee to attend a District directed event would be required for any additional work days.

ARTICLE 2 INSURANCE

The Insurance Plan, to be paid by the district for employee and family members, shall be the plan adopted by the School District for the contract period.

A. The District shall contribute up to the following amounts toward OEGB insurance premiums.

1. The District's contribution toward insurance premiums will increase by 3% for each year beginning October 1st and ending September 30th of each school year. For 2021-2022, the District's contribution will be 3.4%

2. Insurance Premiums: Maximum Contributions by District:

	<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>	<u>2021-2022</u>
Full Family Maximum	\$1,858	\$1,914	\$1,972	\$2,039
Employee/Spouse Maximum	\$1,309	\$1,349	\$1,390	\$1,437
Employee/Child Maximum	\$1,145	\$1,180	\$1,216	\$1,257
Employee Only Maximum	\$600	\$618	\$637	\$658

B. The District shall provide up to \$15.00 per month to each administrator to participate in the OEGB provided Basic Life and AD&D Insurance programs.

C. The District will contribute to the employees' HSA (Health Saving Account) 90% of the difference between the premium for those employees who select an HSA qualified health plan and the insurance maximum contributions.

ARTICLE 3 WORK YEAR

- A. Principals' work year will be 230 days, Directors will be 235 days, High School Assistant Principals will be 225 days, Middle School Assistant Principals 220 days, and Elementary Assistant Principals 215, unless other arrangements are made with the Superintendent. The work days will include the following paid holidays:

Labor Day	Veterans' Day
Thanksgiving Day	Day after Thanksgiving Day
Christmas Eve Day	Christmas Day
New Year's Day	Martin Luther King Jr. Day
Presidents Day	Memorial Day
July 4 th	

We will not refer to vacation days but to workdays.

- B. In the event of a strike by one of the District's bargaining units the District and KFSA will discuss the potential impact of the strike and any changes to working conditions and/or compensation.
- C. Administrator contract shall be designated in workdays between July 1 and June 30 of a given school year.

ARTICLE 4 SICK LEAVE

Administrative sick leave shall accumulate at one day per month.

ARTICLE 5 PERSONAL LEAVE

Each administrator may use three working days per year (non-accumulative) when required to transact personal, business, or legal matters which cannot be handled at any other time. No specific reason needs to be giving. Anticipated absence must always be arranged with the superintended in writing at least 24 hours in advance. Leave will not be permitted during parent conferences days. Up to two days of the personal leave will be reimbursed for any personal leave days not sued during a contract year. The reimbursement will be paid according to that years' high school assistant principals' daily rate of pay (base salary).

ARTICLE 6 BEREAVEMENT LEAVE

Upon the death of an immediate family member living in a member's household, the member shall be entitled to five (5) consecutive workdays leave without loss of pay.

Upon the death of an immediate family member not living in the member's household, the member shall be entitled to three (3) consecutive workdays leave without loss of pay. An additional two (2) days, to be taken consecutively with the first three (3), will be granted if travel time is needed due to distance. The purpose of this leave is to allow the member the necessary time to attend the funeral and to take care of necessary arrangements.

Immediate family members mean: spouse, children, (including step, foster, and adopted), parents, grandparents, grandchildren, fathers-in-law, mothers-in-law, brothers, sisters, brothers-in-law, and sisters-in-law.

Leave for the death of other persons or additional days of bereavement leave may be granted in unusual circumstances on an individual basis at the discretion of the superintendent/designee. The granting of such leave shall not be considered to entitle any other member in like or similar circumstances to a similar leave.

Bereavement leave shall not accumulate, nor is it limited to any number of deaths during any work year.

ARTICLE 7 CONTINUING EDUCATION

On approval of the Superintendent, an administrator may attend summer school and be entitled to apply 50% to District time and 50% to the administrator's vacation time. Administrators may apply for reimbursement for tuition costs related to the education profession. Superintendent's pre-approval is required. The amount of tuition reimbursement available will be based on budget allocations determined by the Board. The criteria and amount available will be established and approved by June 30 each year.

ARTICLE 8

PROFESSIONAL ORGANIZATIONS

The District shall pay the cost of the administrator's professional memberships to COSA and one national organization.

ARTICLE 9

PUBLIC EMPLOYEES RETIEMENT SYSTEM

- A. The District shall assume and pay the six percent (6%) average employee contribution to the Public Employees Retirement System.
- B. Notice of retirement (resignation) shall be provided to the District no later than sixty (60) days prior to the actual date of the retirement (resignation).
- C. By June 30 of the retirement year, administrators will be paid one month's salary computed on his/her retirement year salary (1/12).
- D. Resignation/retirement shall not be revocable.
- E. The early retirement plan terminates upon the death of a member.
- F. PERS Optional Employer IAP Program option for Administrators:
 - In lieu of a District Retirement Stipend, the District agrees to pay each month into the administrator's PERS Individual Account Program (IAP) account while the administrator is employed by the District.
 - The PERS Contribution Plan does not affect the retirement medical insurance benefit if the administrator qualifies.
 - The District's contribution to the employee's PERS IAP Account will be 4% of the administrator's gross salary.

ARTICLE 10 EARLY RETIREMENT

The District will honor the following, pre-existing early retirement language, for those members of KFSA employed as administrators prior to the signing date of this contract and listed in this section. No administrator hired after the signing date of this contract will qualify for early retirement benefits. Pre-existing early-retirement language, "The District shall contribute the full premium necessary to purchase full medical, dental, and vision insurance for the retiree and his or her spouse, if any, at the amount paid the year the employee retired, and shall last until the employee becomes age sixty-five (65). Such medical coverage shall be the same as that provided through the group plan for administrators employed by the District." The listed administrators shall be eligible for early retirement benefits when he/she is eligible to draw PERS and has taught or been an administrator in the Klamath Falls City Schools for no less than 10 years. The 10 years need not be consecutive but at least 10 years must be served after the age of 40, and the last year must be just prior to retirement in the Klamath Falls City Schools.

- Fred Bartels
- Tonie Kellom
- Daymond Monteith
- Shelly Hunt
- Tony Swan

Members must retire and begin drawing PERS or be eligible to draw PERS (work no more than PERS allows in a job covered by PERS, etc.) to continue to draw benefits as described in this section.

ARTICLE 11 FUNDING

If the District is unable to fund the economic provisions of this Agreement, the entire Agreement shall be reopened for negotiations. The parties agree to negotiate for up to 90 days. If agreement is not reached, the Board may implement its last offer on the 91st day and that offer shall become the binding contract between the parties.

ARTICLE 12

RETIRED ADMINISTRATORS WHO ARE REHIRED

A. All contractual rights and benefits under the Contract Agreement will be afforded to re-employed unit members, except those rights and/or benefits expressly set forth below as exclusions.

Employees who retire from the Klamath Falls City Schools and who are subsequently re-hired will be employed under the following conditions:

Remainder of School Year in Which Retire

1. Employees will be employed on a temporary contract, for the remainder of the school semester or year.
2. Employees will receive the early retirement benefits contained in Article 10 of the Agreement, if eligible.
3. Employees will receive his/her current contracted salary for a period not to exceed the remainder of his/her current contracted year.
4. Member will receive one (1) day of paid sick leave per contract month (cumulative) at the beginning of service period.
5. Employees will be reimbursed for their personal leave day(s) if they have not used them prior to their retirement.
6. Employees will be provided with paid Basic Life and AD&D Insurance and paid holidays.
7. Employees will be eligible for Continuing Education, Article 7.
8. Employees shall continue to pay KFSAs dues in accordance to the KFSAs Contract Agreement.
9. The District will make payments to PERS for the employed unit member who is already drawing PERS benefits, if mandated by state law.

After Actual Year of Retirement

1. All employees wishing to retire and return to work the following school year (or any year thereafter) may be required to apply for an open position. It will be the District's discretion to rehire retirees. Individuals that return to work during retirement will be considered new hires, have a new hire date, and have no seniority. The employee will be probationary for three (3) years. By March 15th of each year following retirement, the Board will consider if the employee will be rehired or be non-renewed. By March 15th of the third year, the employee will be considered by the Board to be either be rehired as a contract employee or non-renewed.
2. Member will receive one (1) day of paid sick leave per contract month, cumulative from the date of re-employment following District retirement. These days will not add to the total Sick leave accumulation prior to retirement.

3. All medical, dental, vision, and long-term disability insurance benefits will be offered to retirees at equal rates to those offered to regular employees as listed in the Contract Agreement. A retiree may choose to keep early retirement benefits in lieu of the Contract Agreement cap. If the employee elects medical coverage as described above, they shall defer any early retirement medical insurance benefits for which they are eligible, until after their re-employment period ends. The cap for their early retirement medical insurance will remain the same as when they retired.
4. Employees shall continue to pay KFSAs dues in accordance to the KFSAs Contract Agreement.
5. The District will make payments to PERS for the employed unit member who is already drawing PERS benefits, if mandated by state law.

**ARTICLE 13
DURATION OF AGREEMENT**

A. Effective Date

- I. The Agreement shall be effective as of July 1, 2018 and shall continue in effect until June 30, 2022.
2. The Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.
3. In witness whereof, the Association has caused this Agreement to be signed by its President and the Board has caused this Agreement to be signed by its Chairperson.

**KLAMATH FALLS SCHOOL
ADMINISTRATORS**

**KLAMATH FALLS CITY SCHOOL
BOARD OF DIRECTOR**

X *Dave Hundersheid*

First Name Last Name
President

X *[Signature]*

First Name Last Name
Chairperson

5/20/2021

DATE

5/20/2021

DATE

APPENDIX A
SALARY TABLE 2018-2019

2018_2019 KFSA Salary							
POSITION	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Director-Special Services	\$103,638	\$106,024	\$109,520	\$113,025	\$115,287	\$117,592	\$119,944
Director- Human Resources	\$112,829	\$113,957	\$115,098	\$116,247	\$118,572	\$120,944	\$123,364
Director-Operations	\$104,691	\$107,101	\$110,633	\$114,173	\$116,458	\$118,786	\$121,162
Director- Federal Program	\$97,023	\$97,993	\$98,973	\$99,962	\$100,964	\$101,972	\$102,991
Principal- High School	\$112,829	\$113,957	\$115,098	\$116,247	\$118,572	\$120,944	\$123,364
Principal - Middle School	\$105,994	\$107,054	\$108,126	\$109,206	\$111,391	\$113,618	\$115,890
Principal - Elementary	\$97,755	\$98,733	\$99,720	\$100,717	\$102,732	\$104,787	\$106,882
Supervisor- Special Programs	\$97,755	\$98,733	\$99,720	\$100,717	\$102,732	\$104,787	\$106,882
Asst. Principal- High School	\$90,722	\$91,629	\$92,545	\$93,470	\$95,338	\$97,247	\$99,192
Asst. Principal- Middle School	\$88,334	\$89,218	\$90,111	\$91,013	\$92,833	\$94,690	\$96,582
Supervisor- Alternative Education	\$88,334	\$89,218	\$90,111	\$91,013	\$92,833	\$94,690	\$96,582
Athletic Director	\$86,364	\$87,229	\$88,100	\$88,981	\$90,762	\$92,577	\$94,428

APPENDIX B
SALARY TABLE 2019-2020

2019_2020 KFSA Salary							
POSITION	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Director-Special Services	\$105,711	\$108,144	\$111,711	\$115,286	\$117,592	\$119,944	\$122,343
Director- Human Resources	\$115,086	\$116,237	\$117,400	\$118,572	\$120,943	\$123,363	\$125,831
Director-Operations	\$106,785	\$109,243	\$112,846	\$116,457	\$118,787	\$121,162	\$123,585
Director- Federal Program	\$98,964	\$99,953	\$100,952	\$101,961	\$102,983	\$104,012	\$105,051
Principal- High School	\$115,086	\$116,237	\$117,400	\$118,572	\$120,943	\$123,363	\$125,831
Principal - Middle School	\$108,114	\$109,195	\$110,289	\$111,390	\$113,619	\$115,890	\$118,208
Principal - Elementary	\$99,710	\$100,708	\$101,715	\$102,731	\$104,787	\$106,882	\$109,019
Supervisor- Special Programs	\$99,710	\$100,708	\$101,715	\$102,731	\$104,787	\$106,882	\$109,019
Asst. Principal- High School	\$92,536	\$93,461	\$94,395	\$95,339	\$97,245	\$99,192	\$101,176
Asst. Principal- Middle School	\$90,101	\$91,003	\$91,913	\$92,833	\$94,690	\$96,583	\$98,513
Supervisor- Alternative Education	\$90,101	\$91,003	\$91,913	\$92,833	\$94,690	\$96,583	\$98,513
Athletic Director	\$88,092	\$88,974	\$89,862	\$90,760	\$92,577	\$94,429	\$96,316

APPENDIX C
SALARY TABLE 2020-2021

2020_2021 KFSA Salary							
POSITION	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Director-Special Services	\$107,825	\$110,307	\$113,945	\$117,591	\$119,944	\$122,342	\$124,790
Director- Human Resources	\$117,388	\$118,561	\$119,748	\$120,944	\$123,362	\$125,831	\$128,348
Director-Operations	\$108,920	\$111,428	\$115,103	\$118,786	\$121,162	\$123,585	\$126,057
Director- Federal Program	\$100,943	\$101,952	\$102,971	\$104,001	\$105,043	\$106,092	\$107,152
Principal- High School	\$117,388	\$118,561	\$119,748	\$120,944	\$123,362	\$125,831	\$128,348
Principal - Middle School	\$110,276	\$111,379	\$112,494	\$113,618	\$115,891	\$118,208	\$120,572
Principal - Elementary	\$101,704	\$102,722	\$103,749	\$104,786	\$106,883	\$109,020	\$111,200
Supervisor- Special Programs	\$101,704	\$102,722	\$103,749	\$104,786	\$106,883	\$109,020	\$111,200
Asst. Principal- High School	\$94,387	\$95,330	\$96,283	\$97,246	\$99,190	\$101,176	\$103,199
Asst. Principal- Middle School	\$91,903	\$92,823	\$93,751	\$94,689	\$96,584	\$98,515	\$100,484
Supervisor- Alternative Education	\$91,903	\$92,823	\$93,751	\$94,689	\$96,584	\$98,515	\$100,484
Athletic Director	\$89,854	\$90,753	\$91,660	\$92,576	\$94,428	\$96,317	\$98,242

APPENDIX D
SALARY TABLE 2021-2022

2020_2021 KFSA Salary							
POSITION	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Director-Special Services	\$109,982	\$112,513	\$116,224	\$119,943	\$122,343	\$124,789	\$127,286
Director- Human Resources	\$119,736	\$120,932	\$122,143	\$123,363	\$125,829	\$128,348	\$130,915
Director-School Improvement	\$111,098	\$113,657	\$117,405	\$121,162	\$123,585	\$126,057	\$128,578
Director- Federal Program	\$102,962	\$103,991	\$105,030	\$106,081	\$107,144	\$108,214	\$109,295
Principal- High School	\$119,736	\$120,932	\$122,143	\$123,363	\$125,829	\$128,348	\$130,915
Principal - Middle School	\$112,482	\$113,607	\$114,744	\$115,890	\$118,209	\$120,572	\$122,983
Principal - Elementary	\$103,738	\$104,776	\$105,824	\$106,882	\$109,021	\$111,200	\$113,424
Supervisor- Special Programs	\$103,738	\$104,776	\$105,824	\$106,882	\$109,021	\$111,200	\$113,424
Asst. Principal- High School	\$96,275	\$97,237	\$98,209	\$99,191	\$101,174	\$103,200	\$105,263
Asst. Principal- Middle School	\$93,741	\$94,679	\$95,626	\$96,583	\$98,516	\$100,485	\$102,494
Supervisor- Alternative Education	\$100,761	\$101,769	\$102,786	\$103,820	\$105,897	\$108,008	\$110,167
Athletic Director	\$91,651	\$92,568	\$93,493	\$94,428	\$96,317	\$98,243	\$100,207