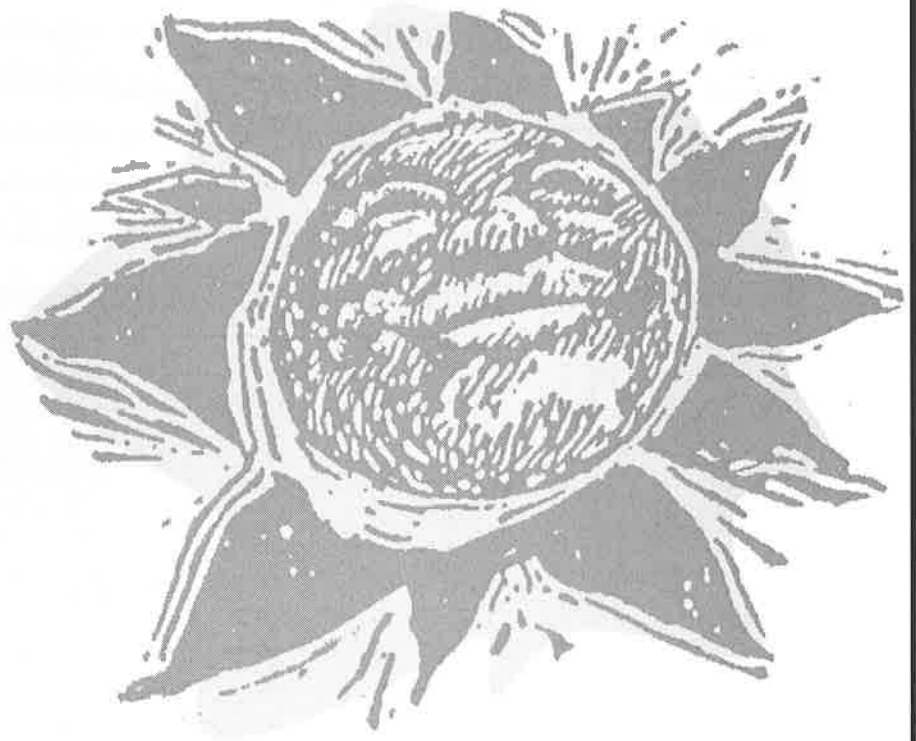


**KLAMATH FALLS CITY SCHOOLS
AND
KLAMATH FALLS
SCHOOL ADMINISTRATORS
CONTRACT AGREEMENT
July 1, 2015—June 30, 2018**



*Dedicated to students, families, and community
working together to realize individual dignity and
potential*

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ARTICLE 1
COMPENSATION

A. Base Salary

1. Base salary has been outlined in the Appendix. Eligible Administrators shall receive step increases each year of the contract.
2. For the 2015-2016 school year, members will receive a 2.3% COLA increase in accordance with the KFCS/KFSA salary schedule.
3. For the 2016-2017 school year, members will receive a 2.3% COLA increase in accordance with the KFCS/KFSA salary schedule.

For 2017-2018 the District and KFSA will re-open the Compensation Article before June 30, 2017.

B. Longevity

During each school year of this contract, each member who has been an administrator in the Klamath Falls City Schools for a period of seven years will be paid 1.5% of that year's High School assistant principal's base salary in a lump sum, separate check payment no later than June 1 of the 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 from the Superintendent/designee to attend a District directed event would be required for any additional work days.

ARTICLE 2
INSURANCE

- A. The District shall contribute up to the following amounts toward OEBB insurance premiums.
1. The District's contribution toward insurance premiums will increase by 5% over the 2014-2015 contribution beginning October 1, 2015 and ending September 30, 2016.
 2. The District's contribution toward insurance premiums will increase by 5% over the 2015-2016 contribution beginning October 1, 2016 and ending September 30, 2017.

Insurance Premiums 2015-2016 and 2016-2017 Maximum Contributions by District:

	<u>2015-2016</u>	<u>2016-2017</u>
Full Family Maximum Contribution	\$1,636	\$1,718
Employee/Spouse Maximum Contribution	\$1,152	\$1,210
Employee/Child Maximum Contribution	\$1,009	\$1,059
Employee Only Maximum Contribution	\$ 529	\$ 555

For 2017-2018 the District and KFSA will reopen the insurance Article before June 30, 2017.

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

ARTICLE 3
WORK YEAR

- A. Principals' work year will be 230 days, Directors will be 235 days, and Assistant Principals will be 225 days at the secondary level and 215 for elementary, unless other arrangements are made with the Superintendent. The Supervisor for Adult Education will be 235 days unless other arrangements are made with the Superintendent. The work days will include the following paid holidays: January 1st, Martin Luther King Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving Day, Christmas Eve, and Christmas Day. 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 contracts 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 work 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 given. Anticipated absences must always be arranged with the superintendent in writing at least 24 hours in advance. Leave will not be permitted during parent conference days. Up to two days of personal leave will be reimbursed for any personal leave days not used 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 means: 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 RETIREMENT 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 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).
- E. Resignations/retirements shall not be revocable.
- F. The early retirement plan terminates upon the death of the member.
- G. 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
Bill Feusahrens
Daymond Monteith
Shelly Hunt
Tony Swan
Ruth Krieger

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
DURATION OF AGREEMENT

The Agreement shall be effective as of July 1, 2015, and shall continue in effect until June 30, 2018.

The Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

In witness whereof the Klamath Falls School Administrators have signed this Agreement and the Board has caused this Agreement to be signed by its Chairperson.

IN WITNESS WHEREOF, the parties have 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 SCHOOLS

President

Chairperson

Date

Date

2015-2016 KFSA/KFCS Salary Schedule

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Director – Spec Services	96,429	98,648	101,902	105,163	107,267	109,412	111,600
Director - Personnel	104,980	106,030	107,091	108,161	110,324	112,531	114,782
Director – Federal Programs	90,274	91,177	92,088	93,009	93,940	94,879	95,827
Principal – High School	104,980	106,030	107,091	108,161	110,324	112,531	114,782
Principal – Junior High	98,621	99,607	100,604	101,610	103,643	105,715	107,829
Principal – Elementary	90,955	91,865	92,783	93,711	95,586	97,498	99,447
Supervisor – Special Programs	90,955	91,865	92,783	93,711	95,586	97,498	99,447
Asst Principal – High School	84,411	85,255	86,107	86,968	88,707	90,482	92,292
Asst Principal – Junior High	82,190	83,012	83,843	84,681	86,375	88,103	89,863
Athletic Director	80,357	81,161	81,972	82,791	84,448	86,137	87,859

2016-2017 KFSA/KFCS Salary Schedule

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Director – Spec Services	98,647	100,917	104,246	107,582	109,734	111,928	114,167
Director - Personnel	107,395	108,469	109,554	110,649	112,861	115,119	117,422
Director – Federal Programs	92,350	93,274	94,206	95,148	96,101	97,061	98,031
Principal – High School	107,395	108,469	109,554	110,649	112,861	115,119	117,422
Principal – Junior High	100,889	101,898	102,918	103,947	106,027	108,146	110,309
Principal – Elementary	93,047	93,978	94,917	95,866	97,784	99,740	101,734
Supervisor – Special Programs	93,047	93,978	94,917	95,866	97,784	99,740	101,734
Asst Principal – High School	86,352	87,216	88,087	88,968	90,747	92,563	94,415
Asst Principal – Junior High	84,080	84,921	85,771	86,629	88,362	90,129	91,930
Athletic Director	82,205	83,028	83,857	84,695	86,390	88,118	89,880

MEMORANDUM OF AGREEMENT (MOA) BETWEEN
KLAMATH FALLS SCHOOL ADMINISTRATORS
AND KLAMATH FALLS CITY SCHOOLS

Klamath Falls School Administrators (KFSA) and the Klamath Falls City Schools (KFCS) have reached an Agreement on our Financial Re-Opener for the 2017-18 school year. The Agreement reads as follows:

Article 1: Compensation

1. All employees who qualify will receive a step increase.
2. For the 2017-18 school year, unit members will receive a 3% COLA increase, salary schedule attached.
3. If the State School Fund comes in above \$8.2 billion, the two (2) proposed furlough days will be eliminated. KFSA will not dispute the additional revenue. The Board will consider how to best allocate any additional funds.
4. If the State School Fund comes in at \$8.2 billion or less, KFCS and KFSA will work together collaboratively to decide on the two (2) furlough days.

Article 2: Insurance

1. The 2016-17 insurance premiums will increase by 5% for the 2017-18 school year. The monthly rates are below:

	2016-17	2017-18
Full Family:	\$1,718	\$1,804
Employee/Spouse:	\$1,210	\$1,271
Employee/Child:	\$1,059	\$1,112
Employee Only	\$555	\$583

Klamath Falls
School Administrators



President

7/31/2017
Date

Klamath Falls City Schools
Board of Directors



Chairperson

8-17-17
Date

2017 - 2018 KFSA Salary Schedule

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Director - Special Services	\$ 101,606	\$ 103,945	\$ 107,373	\$ 110,809	\$ 113,026	\$ 115,286	\$ 117,592
Director - Human Resources	\$ 110,617	\$ 111,723	\$ 112,841	\$ 113,968	\$ 116,247	\$ 118,573	\$ 120,945
Director - Federal Programs	\$ 95,121	\$ 96,072	\$ 97,032	\$ 98,002	\$ 98,984	\$ 99,973	\$ 100,972
Principal - High School	\$ 110,617	\$ 111,723	\$ 112,841	\$ 113,968	\$ 116,247	\$ 118,573	\$ 120,945
Principal - Middle School	\$ 103,916	\$ 104,955	\$ 106,006	\$ 107,065	\$ 109,207	\$ 111,390	\$ 113,618
Principal - Elementary	\$ 95,838	\$ 96,797	\$ 97,765	\$ 98,742	\$ 100,718	\$ 102,732	\$ 104,786
Supervisor - Special Programs	\$ 95,838	\$ 96,797	\$ 97,765	\$ 98,742	\$ 100,718	\$ 102,732	\$ 104,786
Asst. Principal - High School	\$ 88,943	\$ 89,832	\$ 90,730	\$ 91,637	\$ 93,469	\$ 95,340	\$ 97,247
Asst. Principal - Middle School	\$ 86,602	\$ 87,469	\$ 88,344	\$ 89,228	\$ 91,013	\$ 92,833	\$ 94,688
Athletic Director	\$ 84,671	\$ 85,519	\$ 86,373	\$ 87,236	\$ 88,982	\$ 90,762	\$ 92,576

