

**PROPOSAL FROM
OROVILLE UNION HIGH SCHOOL DISTRICT TO THE
OROVILLE SECONDARY TEACHERS ASSOCIATION
December 7, 2022**

The collective bargaining proposal presented herein by the Oroville Union High School District to the Oroville Secondary Teachers Association is expressly made pursuant to the Education Employment Relations Act and the Collective Bargaining Contract between the parties. All components of this proposal are required to be accepted for it to take effect. If any portion of this proposal is rejected, all other portions of this proposal are deemed to have been rejected as well. The following articles shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

**ARTICLE XVIII
SALARIES**

- 18.1 The salary schedule and salary classification requirements of all Unit Members are set forth in Appendices A, B, and D of this Agreement.
- 18.2 Additional day's service before the regular calendar work year or after the calendar work year will be paid at the hourly rate designated in the Extra Duty Salary Schedule. (Appendix C)
- 18.3 Unit Members who serve for one (1) full semester shall receive one-half (1/2) the annual salary for their position.
- 18.4 Payment of Unit Members
- A. On an eleven (11) month payment schedule, salaries will be paid in eleven (11) equal installments, payable no later than the last day of the calendar month.
 - B. On a twelve (12) month payment schedule, salaries will be paid in twelve (12) equal installments, payable not later than the last day of the calendar month.
 - C. Unit Members who elect to change from an 11 or a 12 month payment schedule must notify the District in writing on or before August 1 of each school year.
- 18.5 For specific salary schedule, see Appendix B. Provisions stated in Appendix A are included as part of this master contract.

For ~~2021-2022-2023~~, each cell of the ~~2020-2021-2022~~ salary schedules Appendix B, C, and D shall be increased ~~by 3.25% in all cells by 7.0% 11.5%~~. The increases ~~for Appendix B and D will be in effect beginning July 1, 2021, for all Unit Members employed as of the date of ratification by the Board. The increases to Appendix C will become effective upon ratification by the Board.~~

- 18.6 An additional sixth class is .20 (1/5) of the Unit Member's regular salary. A full-time tenured Unit Member may volunteer for a one semester or one year assignment and may be selected by the District to teach an additional sixth class. The weekly class time for the additional sixth class will be equivalent in length to the weekly class time for the other classes at the school. The District reserves the right to terminate the class at its discretion. The Unit Member shall perform all additional work related to the additional sixth class. They must be qualified in the subject area through the credentialing process or the AB 1124 committee process. At the end of each semester/year other tenured Unit Members will be given the opportunity to apply for a vacancy to teach any additional open sixth class. All vacancies for these position(s) will be processed per

Article X, paragraph three (3) for the certificated contract. When the need within a subject area reaches 3/5, a Unit Member will be hired with the exception of Independent Study.

- 18.7 Any Unit Member hired for a 6/5 position will be paid 6/5 salary from the first day of teaching in that position.

ARTICLE XIX UNIT MEMBER BENEFITS

19.1 HEALTH INSURANCE (refer to paragraph 5 for part-time employees)

- A. The District shall fully pay the premiums to provide each full-time school certificated Unit Member and their eligible dependents, with a health insurance plan. California's Valued Trust (CVT) will be the vendor for all medical, dental and vision insurance. The health insurance plan offered will be CVT's Plan PPO 1 (or its equivalent).
- B. \$200 will be added to each step of the salary schedule as reimbursement for co-pays and deductibles established by the CVT. ~~This increase will be applied to the 2010-11 salary schedule as an ongoing adjustment.~~ The District shall not be held responsible for any Unit Members' co-pay and deductible payments in excess of \$200 per year.
- C. A \$200 reimbursement will be provided for each full-time Adult School Unit Members as an add-on to their annual salary. This increase will ~~be applied for the 2010-11 fiscal year, and each year thereafter, and will~~ be paid in two installments of \$100 (one in December, one in June). The District shall not be held liable for any Unit Members' co-pay and deductible payments in excess of \$200 per year.
- D. Unit Members who are absent on account of illness and who have exhausted their accumulated paid sick leave shall continue to have the health, dental and vision premiums paid by the District for the period of employment.
- E. Unit Members on Board approved unpaid leave of absence shall have the option to continue to receive health insurance coverage at their own expense.
- F. ~~For all employees hired prior to June 30, 2023,~~ The District shall provide fully paid health insurance coverage for Unit Members and eligible dependent(s) for Unit Members retiring after reaching their fifty-fifth (55) birthday, provided said employee has served ten (10) years of service in the District prior to retirement. Payment of such benefits shall continue until the retiree attains the age sixty-five (65).

~~For all employees hired on or after July 1, 2023, the District shall provide paid health insurance coverage for Unit Members and eligible dependent(s) for Unit Members retiring after reaching their fifty-fifth (55) birthday up to the maximum amount received by the employee on their date of retirement, provided said employee has served ten (10) years of service in the District prior to retirement. Payment of such benefits shall continue until the retiree attains the age sixty-five (65).~~

~~In the event the cost of the insurance purchased directly by District on behalf of the retiree exceeds the maximum amount received by the employee on their date of retirement, a monthly payment of the difference shall be owed by the retiree. If the monthly payment is not received by the due date, retiree coverage may be dropped by the District. The District will cease payment of medical insurance premiums when the employee reaches the age of 65.~~

~~Alternatively, retirees may elect pay in lieu of health and welfare insurance benefits. The District will pay to the retiree the amount of its required contribution for retiree health and welfare insurance benefits at the time the employee opts to take cash in lieu of benefits. The District will pay this amount annually to the employee for all the remaining years of eligibility until he/she reaches the age of sixty five (65). The District will process the first payment on the next payroll period following termination of benefits and will process subsequent year payments prior to October 1 of each succeeding year until the employee reaches age sixty five (65).~~

~~Once an employee chooses to receive pay in lieu of retiree health and welfare insurance benefits, his/her retiree benefits will cease at the end of the current month in which the employee makes his/her choice. Once the benefits are terminated, they cannot be reinstated.~~

~~These payments will be generated through the district payroll system and will be subject to all required statutory deductions. Should an employer contribution be required, the amount of that contribution will also be deducted from the pay.~~

19.2 DENTAL INSURANCE

- A. The District shall fully pay the premiums to provide each full-time certificated Unit Member and their eligible dependents with a basic benefit plan with a \$1,000 annual maximum and the 50/50 orthodontic coverage with a \$1,000 lifetime maximum. Effective October 1, 2005, the District will increase the dental coverage to unlimited coverage and the 50/50 orthodontic coverage to a \$3,000 lifetime maximum. Effective December 1, 2006, the District will add \$1,500 lifetime maximum coverage for dental implants. The increased cost over the basic benefit plan will be paid by the Unit Member.
- B. The District shall fully pay the premiums to provide each eligible retiree and their eligible dependents with the same plan provided full-time Unit Members, with the exception of the increased coverage for a \$3,000 lifetime maximum for orthodontics. The increased cost over the basic benefit plan (as described in paragraph 2(A) of this section) will be paid by the retiree.

19.3 VISION INSURANCE

The District shall fully pay the premiums to provide each full-time day school certificated Unit Member and their eligible dependents a fully paid optical insurance plan. The plan shall be Plan B, with California Vision Services.

19.4 DURATION OF BENEFITS

- A. The benefits provided in this Article shall remain in effect during the term of this Agreement; should an Unit Member's employment terminate during the school year, the Unit Member shall be entitled to continued coverage under the health and dental care plans for the duration of the school year if the Unit Member reimburses the District for the continued coverage on a month-to-month basis.
- B. Should a Unit Member's employment terminate in June of the school year coverage will continue through the month of August, with the Unit Member being able to exercise COBRA rights, if any after that.

19.5 PART-TIME UNIT MEMBER BENEFITS

- A. Current certificated Unit Members who request a part-time assignment or request continuation of a part-time assignment, and such request is approved by the Board of Trustees, shall

contribute through payroll deduction the pro rata share of monthly health, dental, and vision insurance premiums.

- B. If the District requests a probationary or tenured certificated Unit Member to work a reduced assignment, the Unit Member shall not suffer a loss in District paid benefits.
- C. Any new certificated Unit Member hired for less than a full-time assignment shall contribute through payroll deduction the pro rata share of monthly health, dental, and vision insurance premiums.
- D. Part-time Unit Members approved for any paid or unpaid leave of absence that provides for continuation of paid health and welfare benefits shall continue to receive such benefits provided the Unit Member remits the pro rata share of health, dental, and vision insurance premiums to the District each month.
- E. Part-time certificated Unit Members may elect to waive, in writing, health and welfare benefits.

APPENDIX "B"
OROVILLE UNION HIGH SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE
SALARY SCHEDULE 2021/2022*
with 3.25%

* 2021-2022 Rates, subject to 2022-2023 negotiated increases.

STEP	Class I BA OR BA + 15	Class II MA OR BA + 30	Class III MA + 15 OR BA + 45	Class IV MA + 30 OR BA + 60	STEP
1	51,586	53,500	55,407	57,320	
2	53,500	55,407	57,320	59,230	
3	55,407	57,320	59,230	61,141	
4	57,320	59,230	61,141	63,049	
5	59,230	61,141	63,049	64,957	
6	61,141	63,049	64,957	66,871	
7	63,049	64,957	66,871	68,777	
8	64,957	66,871	68,777	70,687	
9	66,871	68,777	70,687	72,597	
10	68,777	70,687	72,597	74,509	1
11	70,687	72,597	74,509	76,415	1
12	72,597	74,509	76,415	78,330	1
13		76,415	78,330	80,240	1
14			80,240	82,148	1
15			80,240	84,059	1
16/18			83,158	86,975	16
19/21			86,071	89,896	19
22/24			88,992	92,811	22
25/26			91,910	95,726	25
27+			97,744	101,562	2

Longevity: After 15th, 18th, 21st, 24th, 26th and 27th year for Classes III and IV

Clad Credential for those hired prior to September, 1995 and who earned and filed proof of certification in the Superintendents office by September 10, 2005 will receive \$300 per year. (Revision adopted 12-15-04)

Masters Degree: \$600 per year (Pay one only)

APPENDIX "C"
OROVILLE UNION HIGH SCHOOL
DISTRICT
EXTRA DUTY SALARY SCHEDULE

2021-2022
2022-2023*

EXTRA DUTY ASSIGNMENT	FACTOR	SALARY*	MONTH PAID
Base	\$51,586*		
Ag - 12 month activities	0.090	4,643*	Included in salary
Student Activity Director	0.055	2,837*	Dec - May
Subject Area Coordinators	0.040	2,063*	Dec - May
Head Teacher - Continuation	0.090	4,643*	Dec - May
Academic Decathlon	0.040	2,063*	Dec - May
Journalism	0.060	3,095*	Dec - May
Drama	0.055	2,837*	Dec - May
Music	0.090	4,643*	Dec - May
SkillsUSA Advisor	0.040	2,063*	Dec - May
FCCLA Advisor	0.040	2,063*	Dec - May
College Connection	0.040	2,063*	Dec - May
Yearbook	0.060	3,095*	Dec - May
FBLA Advisor	0.040	2,063*	Dec - May
Mock Trial	0.040	2,063*	Dec - May
Avid Coordinator	0.040	2,063*	Dec - May
Link Crew	0.040	2,063*	Dec - May
Reading Coordinator	0.040	2,063*	Dec - May
Athletic Director - two release period	0.100 0.150	5,159 7,738**	Included in Salary
Baseball, Varsity	0.085 0.135	4,385 6,964**	May
Baseball, Varsity Assistant	0.040 0.090	2,063 4,643**	May
Baseball, JV	0.070 0.120	3,611 6,190**	May
Baseball, Frosh	0.060 0.110	3,095 5,674**	May
Basketball, Varsity	0.085 0.135	4,385 6,964**	Mar
Basketball, JV	0.070 0.120	3,611 6,190**	Mar
Basketball, Frosh	0.060 0.110	3,095 5,674**	Mar
Cross Country, <u>Boys</u>	0.070 0.120	3,611 6,190**	Nov
<u>Cross Country, Girls</u>	0.070 0.120	3,611 6,190**	Nov
Field Hockey /Volleyball, Varsity	0.085 0.135	4,385 6,964**	Nov
Field Hockey /Volleyball, JV	0.070 0.120	3,611 6,190**	Nov
Volleyball, Frosh	0.060 0.110	3,095 5,674**	Nov
Football, Varsity Head	0.095 0.145	4,901 7,480**	Nov
Football, Varsity Assistant (2)	0.070 0.120	3,611 6,190**	Nov
<u>Football, Varsity Assistant</u>	0.070	3,611	Nov
Football, JV Head	0.070 0.120	3,611 6,190**	Nov
Football, JV Assistant	0.065 0.115	3,353 5,932**	Nov
Football, Frosh Head	0.065 0.115	3,353 5,932**	Nov
Football, Frosh Assistant	0.055 0.105	2,837 5,417**	Nov
Golf	0.070 0.120	3,611 6,190**	May
Soccer, Varsity <u>Boys</u>	0.085 0.135	4,385 6,964**	Mar
Soccer, JV Head <u>Boys</u>	0.070 0.120	3,611 6,190**	Mar
<u>Soccer, Varsity Girls</u>	0.085 0.135	4,385 6,964**	Mar
<u>Soccer, JV Head Girls</u>	0.070 0.120	3,611 6,190**	Mar

Softball, Varsity <u>Head</u>	0.085 0.135	4,385 6,964**	May
Softball, Varsity <u>Assistant</u>	0.040 0.090	2,063 4,643**	May
Softball, JV	0.070 0.120	3,611 6,190**	May
Softball, Frosh	0.060 0.110	3,095 5,674**	May
Swimming (<u>Only 1 Stipend</u>)	0.070 0.120	3,611 6,190**	Nov
Tennis, <u>Boys</u>	0.070 0.120	3,611 6,190**	May
Tennis, <u>Girls</u>	0.070 0.120	3,611 6,190**	Nov
Track, Head <u>Boys</u>	0.085 0.135	4,385 6,964**	May
Track, Assistant <u>Boys</u>	0.070 0.120	3,611 6,190**	May
Track, Head <u>Girls</u>	0.085 0.135	4,385 6,964**	May
Track, Assistant <u>Girls</u>	0.070 0.120	3,611 6,190**	May
Wrestling, Head	0.085 0.135	4,385 6,964**	Mar
Wrestling, Assistant	0.070 0.120	3,611 6,190**	Mar
Cheer, <u>Varsity</u>	0.080 0.130	4,127 6,706**	Dec-May
Cheer Coach, JV Head	0.060 0.110	3,095 5,674**	Dec-May
Percussion Director	0.040	2,063*	Dec - May
Flag Coordinator	0.040	2,063*	Dec - May

HOME & HOSPITAL \$31.39* Hourly

SUMMER SCHOOL	STEP 1	\$34.35*	Hourly
AND SATURDAY SCHOOL	STEP 2	\$36.05*	Hourly
	STEP 3	\$37.86*	Hourly
	STEP 4	\$39.72*	Hourly
	STEP 5	\$41.71*	Hourly

After school IEP or Section 504 Meeting \$65.80* Hourly
Class Coverage Rate \$65.80* Hourly

* **2021-2022 Rates, subject to 2022-2023 negotiated increases.**

** **Stipend factor increase effective upon date of ratification going forward. Assignments receiving this increase not subject to negotiated increase for 2022-2023, but will receive negotiated increase adjustments for 2023-2024 and 2024-2025.**

(3) School may participate in either sport, but not both

(4) Link Crew - Limited to two (2) employees per comprehensive site

DRAMA: Full program consists of at least two (2) major productions per year

MUSIC: Includes both instrumental and vocal

SUBJECT AREA COORDINATORS: Each comprehensive high school will pay nine (9) stipends. Subject Area Coordinators will be determined by Site Administration. (The subject areas that the State of California will hold districts responsible for (e.g., frameworks, state-mandated testing) will be included).

EXTRA DUTY: Hourly extra duty pay for all curriculum activities will be compensated at Step 3 of the existing summer school salary rate.

AVID & READING COORDINATOR: To be funded from categorical programs upon

APPENDIX "D"
 OROVILLE UNION HIGH SCHOOL DISTRICT
 ADULT ED SALARY SCHEDULE
 2021/2022
 with 3.25%

STEP	DS	PP, SE, GS, SS
1	33.30*	34.80*
2	34.31*	35.85*
3	35.38*	36.92*
4	36.40*	38.04*
5	37.47*	39.15*
6		40.37*
7		41.56*
8		42.81*

Adult School teachers must work a minimum of 35 hours per school year to move down the next step on the salary schedule. These movements shall be effective on July 1st of each school year.

Maximum placement for a new teacher - 3rd step

Substitute teacher pay rate - \$24.91*

CREDENTIALS

- DS Designated Subject (Vocational Education, Adult Education / Part-time or full-time)
- SS Standard Secondary
- GS General Secondary
- SE Standard Elementary
- PP Pupil Personnel

EFFECTIVE: July 1, 2021
 APPROVED: February 16, 2022

* 2021-2022 Rates, subject to 2022-2023 negotiated increases.

Signed and entered into this _____ day of _____, 2022.

FOR THE DISTRICT

FOR THE ASSOCIATION

**SECOND PROPOSAL FROM
OROVILLE UNION HIGH SCHOOL DISTRICT TO THE
OROVILLE SECONDARY TEACHERS ASSOCIATION
December 7, 2022**

The collective bargaining proposal presented herein by the Oroville Union High School District to the Oroville Secondary Teachers Association is expressly made pursuant to the Education Employment Relations Act and the Collective Bargaining Contract between the parties. The following article shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

- * **Global change of “his/her” or “his or her” to “their,” “him/her” or “him or her” to “them,” and “he/she” or “he or she” to “they.”**

**ARTICLE XVII
LEAVES**

17.1 Leave benefits, as provided in Sections 44963 through 44985 and 44800 through 44801 of the Education Code, are incorporated into this Agreement and supplemented as follows:

17.2 **SICK LEAVE**

- A. All regular day school Unit Members employed five (5) days a week in a ten (10) month position requiring certification qualifications shall be entitled to ten (10) days leave of absence with full pay for illness, quarantine, injury or accident. All adult education Unit Members shall accrue one (1) hour of sick leave for every eighteen (18) hours worked.
- B. A Unit Member holding an annual contract who is employed for less than five (5) full days a week shall be entitled to sick leave in the amount of the fractional part of the work week times ten (10).
- C. Unused sick leave shall accrue from school year to school year.
- D. At the beginning of each school year, every Unit Member shall receive a sick leave allotment credit, equal to ~~his/her~~**their** sick leave entitlement for the school year. A Unit Member may use credited sick leave at any time during the school year.
- E. For sick leave of more than three (3) days duration at any one time, the principal may require, at District expense, a doctor's certificate verifying the illness of the Unit Member and the necessity for the absence.
- F. The District shall notify in writing, on or before October 15, all Unit Members each year of their total number of days accumulated sick leave, including those to which they are entitled for the current school year.
- G. Employees may use sick leave provisions in accordance with the “Healthy Workplaces, Healthy Family Act of 2014” (Ch.317, 2014; AB 1522). Upon the oral or written request of an employee, the employer shall provide paid sick days for the following purposes:
 - 1) The diagnosis, care or treatment of an existing health condition of, or preventative care for, an employee or an employee's family member as defined in this section.

“Family member” means:

- a. Child (biological, adopted, foster, step, legal ward, or person for whom the employee serves in the capacity of in loco parentis).

- b. Parent of employee or spouse or registered domestic partner (biological, adoptive, foster, step, legal guardian, or one who served in the capacity of in loco parentis when the employee was a minor).
- c. Spouse
- d. Registered domestic partner
- e. Grandparent

- f. Grandchild
- g. Sibling (including brother-in-law; sister-in-law)
- h. Son-in-law, daughter-in-law
- i. Any relative living in the immediate household and any person who is dependent upon the employee as his/her sole provider

2) Time off from work for an employee who is a victim of domestic violence, sexual assault, or stalking, to obtain or attempt to obtain any relief, including, but not limited to, a temporary restraining order, restraining order, or other injunctive relief, to help ensure the health, safety, or welfare of the victim or his or her child.

H. If the need for paid sick leave is foreseeable, the employee shall provide reasonable advance notification. If the need for paid sick leave is unforeseeable, the employee shall provide notice of the need for the leave as soon as practicable.

17.3 EXTENDED ILLNESS LEAVE

A. If a Unit Member has utilized all of his/her accumulated sick leave and is still absent from his/her duties on account of illness, quarantine, injury or accident for a period of five (5) school months or less, then **he/she shall receive 50 percent or more of his regular salary during the period of such absence the amount of salary deducted in any school month shall not exceed half the sum which was actually paid a substitute.**
 [Educ. Code §§ 44977; 44983.]

B. When the Unit Member's absence is in excess of five (5) school months, the amount deducted from his/her salary shall be determined according to regulations established by the governing board of the District. (Ed. Code § 44978.)

C. Any Unit Member, while on leave of absence other than sick leave, shall maintain any prior sick leave rights which may have accumulated but shall not accumulate any additional sick leave rights during the period of absence.

17.4 INDUSTRIAL ACCIDENT AND ILLNESS LEAVE

Section 44984 of the Education Code is supplemented as follows:

A. A Unit Member shall be entitled to such leave for sixty (60) days during which time the schools of the District are required to be in session.

B. The total of the Unit Member's temporary disability indemnity and the portion of salary due him/her during this absence shall equal his/her full salary based upon the Unit Member's approved work year.

C. The District may ask for an examination at its expense by a District appointed physician.

D. An industrial accident or illness as used in the paragraph means any injury or illness whose cause can be directly attributable to the performance of services for the Board.

- E. The Board's report of an industrial accident or illness shall be kept on file in the Business Office.
- F. The benefits provided in this paragraph are in addition to sick leave benefits. Accordingly, the Board shall not deduct accumulated sick leave from the sick leave allotment of a Unit Member who is absent as the result of an industrial accident or illness.

17.5 SELF-CARE/FAMILY ILLNESS SICKNESS LEAVE

- A. Each full-time Unit Member shall be granted ~~three (3)~~ **five (5)** days leave with full pay in case of serious illness, surgery or accident to a member of ~~his/her~~ **their** immediate family. Members of ~~his/her~~ **their** immediate family as used in this section means the same as is defined in Section 2.G.1 above.

[Additional days not included in OSTA's proposal of 10/21/2022.]

- B. Upon application to the Superintendent or his representative, a Unit Member may be granted an additional two (2) days leave without loss of pay.
- C. The leave granted by virtue of this policy shall not be deducted from any other leave provided for by State law and/or this Agreement. However, the Unit Member can take additional days from sick leave to extend family sickness leave.
- D. Leave granted under this section is not cumulative from year to year.

17.6 BEREAVEMENT LEAVE

- A. Each Unit Member shall be granted three (3) days bereavement leave, five (5) days if out of state travel is required, with full pay in the case of the death of any member of ~~his/her~~ **their** immediate family. (See definition under "Sickness Leave," Section 2.G.1.)
- B. Upon application to the Superintendent or his representative, a Unit Member may be granted an additional two (2) days leave without loss of pay.
- C. The leave granted by virtue of this policy shall not be deducted from any other leave provided for by State law and/or this agreement. However, the Unit Member can take additional days from sick leave to extend bereavement leave under "Personal Necessity Leave."
- D. Leave granted under this section is not cumulative from year to year.

17.7 MILITARY LEAVE

- A. Upon presentation to the Board of a copy of the official document ordering him or her to active duty in a branch of the Reserve or National Guard, a certificated Unit Member shall be granted a temporary military leave.
- B. Payment of salary by the District to the Unit Member during a period of temporary military leave shall be in accordance with Section 395.01 of the Military and Veterans Code and Sections 44962 through 44963 of the Education Code.

17.8 IN-SERVICE LEAVE

- A. Each Unit Member shall be entitled to three (3) days of paid leave each school year for the purpose of improving ~~his/her~~ **their** professional competency. Additional days may be granted with the approval of the Superintendent or Principal.

- B. Unit Members will be required to utilize this leave in such a manner that it will not result in undue hardships on the functioning of the schools.
- C. When in-service leave is granted, the Superintendent or Principal may require the participating Unit Member to disseminate that information to pertinent staff.
- D. Such leave may include but not be limited to:
 - 1) Visiting classes in other schools;
 - 2) Attending local, state or national conferences of educational associations; or
 - 3) Attending professional workshops related to his/her teaching assignment.
- E. Travel and Expenses
 - 1) If the reason for absence is requested or initiated by the administration, such expenses shall be borne in full by the District (Ed. Code 44032-44033).
 - 2) If the absence is requested by the Unit Member, such expenses, including cost of substitute, in full or in part, may be allowed at the discretion of the Administration.
- F. The leave granted by virtue of this policy shall not be deducted from any other leave provided for by State law and/or this agreement. This leave is non-cumulative.

17.9 ASSOCIATION LEAVE

- A. Each Association representative shall be entitled to three (3) days of professional leave without loss of pay for conducting the business of, or representing, a recognized professional educational organization at a local, state or national conference.
- B. All expenses, in addition to substitute payment, shall be borne by the Association.
- C. The Association President or his or her designee shall notify the Superintendent and/or Principal at least three (3) days in advance which Unit Members will be on professional leave.
- D. The leave granted by virtue of this policy shall not be deducted from any other leave provided for by State law and/or this Agreement.
- E. Leave granted under this section is not cumulative from year to year.

17.10 SABBATICAL LEAVE

- A. For the purpose of permitting study or travel by a Unit Member which will benefit the pupils and the schools of the District, the Governing Board, upon the recommendation of the Superintendent, may grant a leave of absence not to exceed one (1) year to any Unit Member who has rendered service to the District for at least seven (7) consecutive years. (Ed. Code §§ 44966 through 44970.)
 - 1) Prior to requesting such leave from the Governing Board, the Unit Member shall be required to present in writing, not later than April 1, an outline of the proposed program of study or travel to the Superintendent. After returning from the Sabbatical Leave, a report of the study or travel shall be made as directed by the Superintendent.

- 2) In accordance with Education Code sections 44967, 44968, 44968.5, the Unit Member shall receive such compensation during the period of the leave as the Governing Board and the Unit Member may agree upon in writing. Compensation shall be no less than one-half ($\frac{1}{2}$) of what the salary of the Unit Member on leave would have been for the ensuing year. The Board may pay any additional amount up to and including the full salary of the Unit Member on leave.
- 3) In accordance with Education Code sections 44969 and 44970, the interests of the District shall be protected by the written agreement of the Unit Member to return to the service of the District and render at least two (2) years service following ~~his/her~~ their return from Sabbatical Leave. The Board, in its discretion, may require or waive the furnishing of bond and the Unit Member shall receive compensation while on leave in the same manner as if the Unit Member were teaching in the District, provided that the Unit Member performs services for the District as prescribed in a meeting of the Professional Ethics and Evaluation Committee of the Association jointly with the Principal(s) and the Superintendent.
- 4) Effects of Sabbatical Leave on Retirement:
 - a) Unit Member on Sabbatical Leave is entitled to retirement credit for this service; hence the retirement contributions must be collected. Service credit toward retirement is determined by the proportion that the salary paid bears to the full salary earnable by the Unit Member. (Ed. Code § 44968.)
- 5) Reinstatement Following Leave:
 - a) After expiration of the leave, the Unit Member shall, unless he/she otherwise agrees, be reinstated in the position held by him/her prior to the leave. (Ed. Code § 44973.)
 - b) Moreover, ~~his/her~~ their salary shall be that which he/she would have received for the ensuing year had he/she not been absent from the District.
 - c) If the Unit Member qualifies for a higher classification on the salary schedule, the advancement shall be made.

17.11 COURT LEAVE (ED. CODE §§ 44036 THROUGH 44037)

- A. Unit Members called for jury duty may so serve. The Governing Board shall grant paid leave for jury service up to the amount of the difference between the Unit Member's regular earnings and any amount he/she receives as juror's fees exclusive of all allowance for meals and travel.
- B. Unit Members called for jury duty whose absence would, in their opinion, tend to disrupt the normal operation of the School District or be detrimental to the classes for which they are responsible and who wish to be excused have the option of claiming an exemption with the Jury Commissioner.
- C. The leave granted by virtue of this policy shall not be deducted from any other leave provided for by State law and/or this Agreement.
- D. The leave provided for in this section is not cumulative from year to year.

17.12 MATERNITY LEAVE

- A. Maternity Leave

A female Unit Member who is pregnant shall notify the District as soon as the fact of her need for maternity leave is established with reasonable certainty and the expected date the leave shall commence (if known) and the estimated duration of the leave.

B. Pregnancy Disability Leave

- 1) A Unit Member whose doctor certifies it is medically necessary for her to be off work due to her pregnancy may take Pregnancy Disability Leave under the Pregnancy Disability provisions of Government Code section 12945 for up to four months. She shall use her accumulated sick leave during the period of pregnancy disability leave.
- 2) If the Unit Member has exhausted all of her accumulated sick leave, she may utilize extended illness leave (as provided in Section 3 of this Article) for the duration of the four months, so long as her doctor confirms her continued need for such leave. Leave provided under this section is not cumulative from year to year.
- 3) Pregnancy Disability leave ends at the earlier of either the end of the disability as determined by the Unit Member's doctor, or the end of the four months.
- 4) The District shall continue to pay the Unit Member's health benefits to the same extent as if the employee was not on leave. However, the District may recoup from the employee the cost of the premiums it paid on behalf of the employee if the Unit Member fails to return to work following the leave and the failure was not due to:
 - A. the Unit Member's health condition, or
 - B. circumstances beyond the control of the employee, or
 - C. taking CFRA leave, unless the employee chooses not to return to work following the CFRA leave.
- 5) Leave taken under this section runs concurrently with leave under FMLA (Family Medical Leave Act [federal law]), but is not a leave under CFRA (California Family Rights Act).
- 6) Upon conclusion of the pregnancy disability leave, the Unit Member may request parental leave as provided in section 13, Parental Leave below.

17.13 PARENTAL LEAVE

Unit Members may elect to utilize 12 workweeks of parental leave in any 12-month period. For purposes of this section, "parental leave" means leave for the purpose of the birth of a child of a Unit Member, or the placement of a child with a Unit Member in connection with the adoption or foster care of the child by the Unit Member as provided by the California Family Rights Act (CFRA) and Education Code 44977.5.

- A. Unit Members may elect to use sick leave during parental leave. If a Unit Member exhausts all available sick leave, including accumulated sick leave and continues to be absent under parental leave, ~~his/her~~ their shall be entitled to differential pay as defined in Education Code during the remainder of the 12 workweeks. Differential pay for parental leave is in addition to any other differential pay provided under existing law. The amount of salary received shall be no less than 50 percent of their regular salary for the remaining portion of the 12-workweek period of parental leave.
 - 1) For birthing mothers, the 12 workweeks of Parental Leave, within a 12-month period, shall commence the later of any pregnancy disability leave or the birth of the child.

- 2) For non-birthing parents, the 12 workweeks of Parental Leave, within a 12-month period, shall commence on the birth of the child or placement of the child in the Unit Member's family.
 - 3) Where both parents are employees of the district, the two parents are entitled to share a total of 12 workweeks of parental leave.
- B. Parental Leave may be taken intermittently during the 12-month period, but generally leave must be taken in two-week increments. Requests for leave of less than two-week periods shall be granted on two occasions, and may be granted on other occasions.
 - C. Under this section Unit Members are entitled to 12 workweeks of Parental Leave per 12-month period. However, if a school year terminates before 12-workweeks of Parental Leave are exhausted, the Unit Member may take the remainder of the 12-workweeks in the subsequent school year so long as it is taken with the 12-month period under section A above.
 - D. Unit Members may elect to use accumulated compensatory time during Parental Leave.
 - E. A Unit Member is not required to meet the 1,250-hour requirement of Government Code section 12945.2 in order to qualify for leave under this section.
 - F. The District shall continue to pay the Unit Member's health benefits to the same extent as if the employee was not on leave. However, if the Unit Member fails to return to work following the leave, and the failure was not due to the Unit Member's health condition or circumstances beyond the control of the employee, the District may recoup from the employee the cost of the premiums it paid on behalf of the employee.

17.14 PERSONAL NECESSITY LEAVE

- A. Any Unit Member may, at ~~his/her~~ their election, use seven (7) days of ~~his/her~~ their paid sick leave allotment during each school year in case of personal necessity. (Ed. Code § 44981.)
- B. A Unit Member shall not be required to secure advance permission to use Personal Necessity Leave, but the school principal and ~~his/her~~ their designee shall be notified 24 hours in advance if at all possible for the following:
 - 1) Death or illness of a member of the Unit Member's immediate family.
 - 2) Any situation which is serious in nature involving circumstances the Unit Member cannot reasonably be expected to disregard and which requires the attention of the Unit Member during assigned hours of service.
- C. All or part of the maximum seven (7) days of paid sick leave allotment during each school year in case of personal necessity shall be granted to each Unit Member for the purpose of attending to any business or civic endeavor or personal activity which cannot be done before or after the school day.

However, this leave is limited to no more than five percent (5%) of the school's Unit Members during one (1) school day or one (1) Unit Member whichever is greater of the staff being absent on personal leave at any given site.

The Unit Member will, in a timely manner, notify the immediate supervisor of the need for the leave.

17.15 PARTIAL ABSENCES

- A. A Unit Member who is absent for three (3) periods shall have deducted one-half (1/2) day from his/her-their accumulated sick leave or compensatory leave; and if the absence exceeds more than three (3) regular school periods, a full day shall be deducted.
- 1) A Unit Member who is absent two (2) periods or less shall have deducted from his/her-their sick leave or compensatory leave, one period of sick leave or compensatory leave for each period or partial period missed if the teacher's classes are covered by another teacher who is working for compensatory time off.
 - 2) A Unit Member who does not currently have teaching periods; i.e. counselors/librarians will have sick leave or compensatory leave deducted as on an hour-for-hour basis rounded to the quarter (1/4) hour.
 - 3) Except in emergencies and as in the case of 15.A.1 the Unit Member will be responsible for arranging the coverage for the classes missed. However, if a Unit Member is absent one (1) teaching period or less and a colleague voluntarily covers his/her-their class without accumulating compensation, as stated in Article VII, Section 7, no leave will be deducted from the Unit Member who is absent.
- B. All such arrangements are to be approved in advance by the school principal or his/her-their designee.

17.16 MILITARY VETERAN DISABILITY LEAVE

- A. In addition to any other entitlement for leave of absence for illness or injury with pay, a certificated employee hired on or after January 1, 2017, who is a military veteran with a military service-connected disability rated at thirty percent (30%) or more by the United States Department of Veterans Affairs shall be entitled to leave of absence for illness or injury with pay of up to ten (10) days for the purpose of undergoing medical treatment for his or her-their military service-connected disability.
- 1) Leave granted under this section is not cumulative from year to year.
 - 2) The bargaining Unit Member must submit proof that a leave of absence for illness or injury used under this subdivision is for treatment of the military service-connected disability that qualifies under this section.
 - 3) A bargaining Unit Member who qualifies for this leave and is employed less than 5 days per week is entitled to a pro-rata number of days of leave that his/her-their number of days of employment bears to ten (10).
 - 4) Leave granted by virtue of this policy shall not be deducted from any other leave provided for by state law and/or this agreement.

17.17 UNPAID LEAVES

A. CHILD REARING LEAVE

- 1) Upon request, the Board shall provide a male or female Unit Member, who is the natural or adopting parent, an unpaid leave of absence for the purpose of rearing his or her-their child. Such leave shall remain in effect as long as necessary or until the end of the semester following the birth or adoption of the child and no longer than the end of the second semester following the birth or adoption of the child. The Unit Member shall notify

the Board that he/she intends to take such leave at least four (4) weeks prior to the anticipated date on which the leave is to commence, if possible.

- 2) When returning to service, the Unit Member's salary shall be that to which he/she would have been entitled had he/she not been absent from service to the District, provided that the Unit Member had rendered service to the District for five (5) school months of the year in which he/she took the leave.

B. FAMILY CARE LEAVE

Unit Members may elect to take three (3) months of unpaid Family Care Leave during any 12- month period to care for a parent, a spouse or domestic partner who has a serious health condition.

Signed and entered into this _____ day of _____, 2022.

FOR THE DISTRICT

FOR THE ASSOCIATION

Draft Las Plumas and Oroville High School

2023-24 Bell Schedules

Consultation

Monday, Tuesday, Thursday & Friday

Consultation	8:00	8:24
Period 1	8:30	9:27
Period 2	9:33	10:30
Break	10:30	10:39
Period 3	10:45	11:42
Period 4	11:48	12:45
Lunch	12:45	1:24
Period 5	1:30	2:27
Period 6	2:33	3:30

Collaboration	8:00	9:00
Period 1	9:06	9:51
SEL	9:57	10:27
Period 2	10:33	11:18
Break	11:18	11:27
Period 3	11:33	12:18
Period 4	12:24	1:09
Lunch	1:09	1:48
Period 5	1:54	2:39
Period 6	2:45	3:30

Collaboration

Wednesday

8:00	9:00
9:06	9:51
9:57	10:27
10:33	11:18
11:18	11:27
11:33	12:18
12:24	1:09
1:09	1:48
1:54	2:39
2:45	3:30

Minimum Day 8/16 and 8/17

Consultation	8:00	8:24
Period 1	8:30	9:05
Period 2	9:11	9:46
Period 3	9:52	10:27
Break	10:27	10:36
Period 4	10:42	11:17
Period 5	11:23	11:58
Period 6	12:04	12:39

Mid Term Finals

Consultation	8:00	8:24
Period 1	8:30	10:13
Break	10:13	10:28
Period 2	10:34	12:17
Lunch	12:17	12:56
Period 3	1:02	2:45

Finals Schedule

Consultation	8:00	8:24
Period 1	8:30	10:30
Break	10:30	10:40
Period 2	10:46	12:46

Morning Assembly Schedule

Consultation	8:00	8:24
Period 1	8:30	9:22
Assembly	9:22	9:52
Period 2	9:58	10:50
Break	10:50	10:59
Period 3	11:05	11:57
Period 4	12:03	12:55
Period 5	1:40	2:32
Period 6	2:38	3:30

Afternoon Assembly Schedule

Consultation	8:00	8:24
Period 1	8:30	9:22
Period 2	9:28	10:20
Break	10:20	10:29
Period 3	10:35	11:27
Period 4	11:33	12:25
Lunch	12:25	1:04
Period 5	1:10	2:02
Period 6	2:08	3:00
Assembly	3:00	3:30

OSTA Counter to District Counter Proposal - 1:01 pm December 7, 2022

Article XVII, Leaves:

1. OSTA agrees with the proposed language for Parental and Extended Illness Leaves.
2. Reclassify Family Illness Leave to Self-Care/Family Illness Leave.
3. Add two (2) additional days to Self-Care/Family Illness Leave.
4. Extend COVID Leave as per language of MOU dated October 13, 2021 until June 30, 2023.

Article XVIII, Salaries:

1. Salary schedules Appendix B, C, and D shall be increased in all cells by 11%. These increases will be in effect beginning July 1, 2022.
2. Coaching Longevity Language
Increase in athletic stipend based on longevity as follows:
 - Years 5- 9, in addition to their stipend, will receive \$500
 - Years 10- 14, in addition to their stipend, will receive \$1000
 - Years 15- 19, in addition to their stipend, will receive \$1500
 - Years 20+, in addition to their stipend, will receive \$2000

**SECOND PROPOSAL FROM
OROVILLE UNION HIGH SCHOOL DISTRICT TO THE
OROVILLE SECONDARY TEACHERS ASSOCIATION
December 7, 2022**

The collective bargaining proposal presented herein by the Oroville Union High School District to the Oroville Secondary Teachers Association is expressly made pursuant to the Education Employment Relations Act and the Collective Bargaining Contract between the parties. All components of this proposal are required to be accepted for it to take effect. If any portion of this proposal is rejected, all other portions of this proposal are deemed to have been rejected as well. The following articles shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

**ARTICLE XVIII
SALARIES**

- 18.1 The salary schedule and salary classification requirements of all Unit Members are set forth in Appendices A, B, and D of this Agreement.
- 18.2 Additional day's service before the regular calendar work year or after the calendar work year will be paid at the hourly rate designated in the Extra Duty Salary Schedule. (Appendix C)
- 18.3 Unit Members who serve for one (1) full semester shall receive one-half (1/2) the annual salary for their position.
- 18.4 Payment of Unit Members
- A. On an eleven (11) month payment schedule, salaries will be paid in eleven (11) equal installments, payable no later than the last day of the calendar month.
 - B. On a twelve (12) month payment schedule, salaries will be paid in twelve (12) equal installments, payable not later than the last day of the calendar month.
 - C. Unit Members who elect to change from an 11 or a 12 month payment schedule must notify the District in writing on or before August 1 of each school year.
- 18.5 For specific salary schedule, see Appendix B. Provisions stated in Appendix A are included as part of this master contract.

For ~~2021-2022-2023~~, each cell of the ~~2020-2021-2022~~ salary schedules Appendix B, C, and D shall be increased ~~by 3.25% in all cells by 7.5% 11.0%~~. The increases ~~for Appendix B and D will be in effect beginning July 1, 2021, for all Unit Members employed as of the date of ratification by the Board. The increases to Appendix C will become effective upon ratification by the Board.~~

- 18.6 An additional sixth class is .20 (1/5) of the Unit Member's regular salary. A full-time tenured Unit Member may volunteer for a one semester or one year assignment and may be selected by the District to teach an additional sixth class. The weekly class time for the additional sixth class will be equivalent in length to the weekly class time for the other classes at the school. The District reserves the right to terminate the class at its discretion. The Unit Member shall perform all additional work related to the additional sixth class. They must be qualified in the subject area through the credentialing process or the AB 1124 committee process. At the end of each semester/year other tenured Unit Members will be given the opportunity to apply for a vacancy to teach any additional open sixth class. All vacancies for these position(s) will be processed per

Article X, paragraph three (3) for the certificated contract. When the need within a subject area reaches 3/5, a Unit Member will be hired with the exception of Independent Study.

- 18.7 Any Unit Member hired for a 6/5 position will be paid 6/5 salary from the first day of teaching in that position.

ARTICLE XIX UNIT MEMBER BENEFITS

19.1 HEALTH INSURANCE (refer to paragraph 5 for part-time employees)

- A. The District shall fully pay the premiums to provide each full-time school certificated Unit Member and their eligible dependents, with a health insurance plan. California's Valued Trust (CVT) will be the vendor for all medical, dental and vision insurance. The health insurance plan offered will be CVT's Plan PPO 1 (or its equivalent).
- B. \$200 will be added to each step of the salary schedule as reimbursement for co-pays and deductibles established by the CVT. ~~This increase will be applied to the 2010-11 salary schedule as an ongoing adjustment.~~ The District shall not be held responsible for any Unit Members' co-pay and deductible payments in excess of \$200 per year.
- C. A \$200 reimbursement will be provided for each full-time Adult School Unit Members as an add-on to their annual salary. This increase will ~~be applied for the 2010-11 fiscal year, and each year thereafter, and will~~ be paid in two installments of \$100 (one in December, one in June). The District shall not be held liable for any Unit Members' co-pay and deductible payments in excess of \$200 per year.
- D. Unit Members who are absent on account of illness and who have exhausted their accumulated paid sick leave shall continue to have the health, dental and vision premiums paid by the District for the period of employment.
- E. Unit Members on Board approved unpaid leave of absence shall have the option to continue to receive health insurance coverage at their own expense.
- F. The District shall provide fully paid health insurance coverage for Unit Members and eligible dependent(s) for Unit Members retiring after reaching their fifty-fifth (55) birthday, provided said employee has served ten (10) years of service in the District prior to retirement. Payment of such benefits shall continue until the retiree attains the age sixty-five (65).

19.2 DENTAL INSURANCE

- A. The District shall fully pay the premiums to provide each full-time certificated Unit Member and their eligible dependents with a basic benefit plan with a \$1,000 annual maximum and the 50/50 orthodontic coverage with a \$1,000 lifetime maximum. Effective October 1, 2005, the District will increase the dental coverage to unlimited coverage and the 50/50 orthodontic coverage to a \$3,000 lifetime maximum. Effective December 1, 2006, the District will add \$1,500 lifetime maximum coverage for dental implants. The increased cost over the basic benefit plan will be paid by the Unit Member.
- B. The District shall fully pay the premiums to provide each eligible retiree and their eligible dependents with the same plan provided full-time Unit Members, with the exception of the increased coverage for a \$3,000 lifetime maximum for orthodontics. The increased cost over the basic benefit plan (as described in paragraph 2(A) of this section) will be paid by the retiree.

19.3 VISION INSURANCE

The District shall fully pay the premiums to provide each full-time day school certificated Unit Member and their eligible dependents a fully paid optical insurance plan. The plan shall be Plan B, with California Vision Services.

19.4 DURATION OF BENEFITS

- A. The benefits provided in this Article shall remain in effect during the term of this Agreement; should an Unit Member's employment terminate during the school year, the Unit Member shall be entitled to continued coverage under the health and dental care plans for the duration of the school year if the Unit Member reimburses the District for the continued coverage on a month-to-month basis.
- B. Should a Unit Member's employment terminate in June of the school year coverage will continue through the month of August, with the Unit Member being able to exercise COBRA rights, if any after that.

19.5 PART-TIME UNIT MEMBER BENEFITS

- A. Current certificated Unit Members who request a part-time assignment or request continuation of a part-time assignment, and such request is approved by the Board of Trustees, shall contribute through payroll deduction the pro rata share of monthly health, dental, and vision insurance premiums.
- B. If the District requests a probationary or tenured certificated Unit Member to work a reduced assignment, the Unit Member shall not suffer a loss in District paid benefits.
- C. Any new certificated Unit Member hired for less than a full-time assignment shall contribute through payroll deduction the pro rata share of monthly health, dental, and vision insurance premiums.
- D. Part-time Unit Members approved for any paid or unpaid leave of absence that provides for continuation of paid health and welfare benefits shall continue to receive such benefits provided the Unit Member remits the pro rata share of health, dental, and vision insurance premiums to the District each month.
- E. Part-time certificated Unit Members may elect to waive, in writing, health and welfare benefits.

APPENDIX "B"
OROVILLE UNION HIGH SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE
SALARY SCHEDULE 2021/2022*
with 3.25%

* 2021-2022 Rates, subject to 2022-2023 negotiated increases.

STEP	Class I BA OR BA + 15	Class II MA OR BA + 30	Class III MA + 15 OR BA + 45	Class IV MA + 30 OR BA + 60	STEP
1	51,586	53,500	55,407	57,320	
2	53,500	55,407	57,320	59,230	
3	55,407	57,320	59,230	61,141	
4	57,320	59,230	61,141	63,049	
5	59,230	61,141	63,049	64,957	
6	61,141	63,049	64,957	66,871	
7	63,049	64,957	66,871	68,777	
8	64,957	66,871	68,777	70,687	
9	66,871	68,777	70,687	72,597	
10	68,777	70,687	72,597	74,509	1
11	70,687	72,597	74,509	76,415	1
12	72,597	74,509	76,415	78,330	1
13		76,415	78,330	80,240	1
14			80,240	82,148	1
15			80,240	84,059	1
16/18			83,158	86,975	16
19/21			86,071	89,896	19
22/24			88,992	92,811	22
25/26			91,910	95,726	25
27+			97,744	101,562	27

Longevity: After 15th, 18th, 21st, 24th, 26th and 27th year for Classes III and IV

Clad Credential for those hired prior to September, 1995 and who earned and filed proof of certification in the Superintendents office by September 10, 2005 will receive \$300 per year.
(Revision adopted 12-15-04)

Coaching Longevity:

- Years 5- 9, in addition to their stipend, will receive \$500
- Years 10- 14, in addition to their stipend, will receive \$1000
- Years 15- 19, in addition to their stipend, will receive \$1500
- Years 20+, in addition to their stipend, will receive \$2000

Masters Degree: \$600 per year (Pay one only)

APPENDIX "C"
OROVILLE UNION HIGH SCHOOL
DISTRICT
EXTRA DUTY SALARY SCHEDULE

2021-2022
2022-2023*

EXTRA DUTY ASSIGNMENT	FACTOR	SALARY*	MONTH PAID
Base	\$51,586*		
Ag - 12 month activities	0.090	4,643*	Included in salary
Student Activity Director	0.055	2,837*	Dec - May
Subject Area Coordinators	0.040	2,063*	Dec - May
Head Teacher - Continuation	0.090	4,643*	Dec - May
Academic Decathlon	0.040	2,063*	Dec - May
Journalism	0.060	3,095*	Dec - May
Drama	0.055	2,837*	Dec - May
Music	0.090	4,643*	Dec - May
SkillsUSA Advisor	0.040	2,063*	Dec - May
FCCLA Advisor	0.040	2,063*	Dec - May
College Connection	0.040	2,063*	Dec - May
Yearbook	0.060	3,095*	Dec - May
FBLA Advisor	0.040	2,063*	Dec - May
Mock Trial	0.040	2,063*	Dec - May
Avid Coordinator	0.040	2,063*	Dec - May
Link Crew	0.040	2,063*	Dec - May
Reading Coordinator	0.040	2,063*	Dec - May
Athletic Director - two release period	0.100 0.150	5,159 7,738**	Included in Salary
Baseball, Varsity	0.085 0.135	4,385 6,964**	May
Baseball, Varsity Assistant	0.040 0.090	2,063 4,643**	May
Baseball, JV	0.070 0.120	3,611 6,190**	May
Baseball, Frosh	0.060 0.110	3,095 5,674**	May
Basketball, Varsity	0.085 0.135	4,385 6,964**	Mar
Basketball, JV	0.070 0.120	3,611 6,190**	Mar
Basketball, Frosh	0.060 0.110	3,095 5,674**	Mar
Cross Country, <u>Boys</u>	0.070 0.120	3,611 6,190**	Nov
<u>Cross Country, Girls</u>	0.070 0.120	3,611 6,190**	Nov
Field Hockey /Volleyball, Varsity	0.085 0.135	4,385 6,964**	Nov
Field Hockey /Volleyball, JV	0.070 0.120	3,611 6,190**	Nov
Volleyball, Frosh	0.060 0.110	3,095 5,674**	Nov
Football, Varsity Head	0.095 0.145	4,901 7,480**	Nov
Football, Varsity Assistant (2)	0.070 0.120	3,611 6,190**	Nov
<u>Football, Varsity Assistant</u>	0.070	3,611	Nov
Football, JV Head	0.070 0.120	3,611 6,190**	Nov
Football, JV Assistant	0.065 0.115	3,353 5,932**	Nov
Football, Frosh Head	0.065 0.115	3,353 5,932**	Nov
Football, Frosh Assistant	0.055 0.105	2,837 5,417**	Nov
Golf	0.070 0.120	3,611 6,190**	May
Soccer, Varsity <u>Boys</u>	0.085 0.135	4,385 6,964**	Mar
Soccer, JV Head <u>Boys</u>	0.070 0.120	3,611 6,190**	Mar
<u>Soccer, Varsity Girls</u>	0.085 0.135	4,385 6,964**	Mar
<u>Soccer, JV Head Girls</u>	0.070 0.120	3,611 6,190**	Mar

Softball, Varsity <u>Head</u>	0.085 0.135	4,385 6,964**	May
Softball, Varsity <u>Assistant</u>	0.040 0.090	2,063 4,643**	May
Softball, JV	0.070 0.120	3,611 6,190**	May
Softball, Frosh	0.060 0.110	3,095 5,674**	May
Swimming (<u>Only 1 Stipend</u>)	0.070 0.120	3,611 6,190**	Nov
Tennis, <u>Boys</u>	0.070 0.120	3,611 6,190**	May
Tennis, <u>Girls</u>	0.070 0.120	3,611 6,190**	Nov
Track, Head <u>Boys</u>	0.085 0.135	4,385 6,964**	May
Track, <u>Assistant Boys</u>	0.070 0.120	3,611 6,190**	May
Track, <u>Head Girls</u>	0.085 0.135	4,385 6,964**	May
Track, <u>Assistant Girls</u>	0.070 0.120	3,611 6,190**	May
Wrestling, Head	0.085 0.135	4,385 6,964**	Mar
Wrestling, <u>Assistant</u>	0.070 0.120	3,611 6,190**	Mar
Cheer, <u>Varsity</u>	0.080 0.130	4,127 6,706**	Dec-May
Cheer Coach, JV Head	0.060 0.110	3,095 5,674**	Dec-May
Percussion Director	0.040	2,063*	Dec - May
Flag Coordinator	0.040	2,063*	Dec - May

HOME & HOSPITAL \$31.39* Hourly

SUMMER SCHOOL	STEP 1	\$34.35*	Hourly
AND SATURDAY SCHOOL	STEP 2	\$36.05*	Hourly
	STEP 3	\$37.86*	Hourly
	STEP 4	\$39.72*	Hourly
	STEP 5	\$41.71*	Hourly

After school IEP or Section 504 Meeting	\$65.80*	Hourly
Class Coverage Rate	\$65.80*	Hourly

* **2021-2022 Rates, subject to 2022-2023 negotiated increases.**

** **Stipend factor increase effective upon date of ratification going forward.**

Assignments receiving this increase not subject to negotiated increase for 2022-2023, but will receive negotiated increase adjustments for 2023-2024 and 2024-2025.

(3) School may participate in either sport, but not both

(4) Link Crew - Limited to two (2) employees per comprehensive site

DRAMA: Full program consists of at least two (2) major productions per year

MUSIC: Includes both instrumental and vocal

SUBJECT AREA COORDINATORS: Each comprehensive high school will pay nine (9) stipends. Subject Area Coordinators will be determined by Site Administration. (The subject areas that the State of California will hold districts responsible for (e.g., frameworks, state-mandated testing) will be included).

EXTRA DUTY: Hourly extra duty pay for all curriculum activities will be compensated at Step 3 of the existing summer school salary rate.

AVID & READING COORDINATOR: To be funded from categorical programs upon

APPENDIX "D"
OROVILLE UNION HIGH SCHOOL DISTRICT
ADULT ED SALARY SCHEDULE

2021/2022
with 3.25%

<u>STEP</u>	<u>DS</u>	<u>PP, SE, GS, SS</u>
1	33.30*	34.80*
2	34.31*	35.85*
3	35.38*	36.92*
4	36.40*	38.04*
5	37.47*	39.15*
6		40.37*
7		41.56*
8		42.81*

Adult School teachers must work a minimum of 35 hours per school year to move down the next step on the salary schedule. These movements shall be effective on July 1st of each school year.

Maximum placement for a new teacher - 3rd step

Substitute teacher pay rate - \$24.91*

CREDENTIALS

DS	Designated Subject (Vocational Education, Adult Education / Part-time or full-time)
SS	Standard Secondary
GS	General Secondary
SE	Standard Elementary
PP	Pupil Personnel

EFFECTIVE: July 1, 2021

APPROVED: February 16, 2022

*** 2021-2022 Rates, subject to 2022-2023 negotiated increases.**

Signed and entered into this _____ day of _____, 2022.

FOR THE DISTRICT

FOR THE ASSOCIATION

OSTA Second Counter to District Counter Proposal - December 7, 2022

Article XVII, Leaves:

1. OSTA agrees with the proposed language for Parental and Extended Illness Leaves.
2. Reclassify Family Illness Leave to Self-Care/Family Illness Leave.
3. Add one (1) additional day to Self-Care/Family Illness Leave.
4. Extend COVID Leave as per language of MOU dated October 13, 2021 until June 30, 2023.

Article XVIII, Salaries:

1. Salary schedules Appendix B, C, and D shall be increased in all cells by 11%. These increases will be in effect beginning July 1, 2022.