

## 2021-2022 ADDENDUM TO 2019-2022 COLLECTIVE BARGAINING AGREEMENT

This Addendum to the 2019-2022 Collective Bargaining Agreement ("CBA") is entered into by and between the Cascade Bargaining Council and Crook County School District (collectively the "Parties") to reflect agreements made between the parties as part of their 2021 reopener bargaining. This Addendum is effective July 1, 2021.

### RECITALS

- A. The Parties entered into a three-year CBA for the 2019-2022 time period. As part of that CBA, the Parties agreed to re-open the CBA in years two (2020) and three (2021) to negotiate salary, insurance, and up to three language items.
- B. As part of their year-three reopener bargaining, the Parties reached agreement on the subjects set forth below.
- C. The Parties desire that their year-three agreements be memorialized in this Addendum while leaving all other provisions of the CBA in full force and effect.

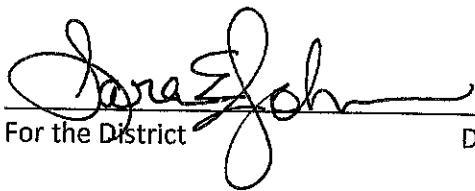
### AGREEMENT

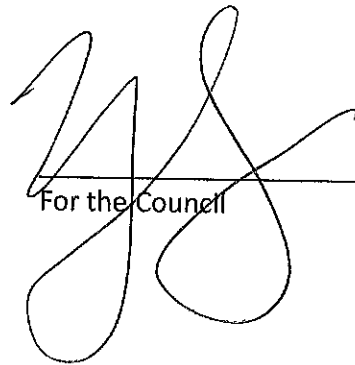
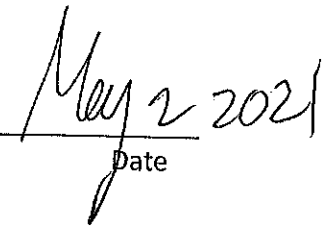
In consideration of the mutual covenants and promises exchanged by the Parties, the Parties agree to modify the 2019-2022 CBA as follows:

1. Article 8, Section A (Wages) - The salary schedule for fiscal year 2021-2022 is set forth in Appendix D to the CBA, as is the index for the schedule. The 2021-2022 schedule shall reflect an increase of 3.0% to the base of the 2020-2021 schedule. The index for Salary Schedule G17 will be adjusted to 1.8589. The 2021-2022 extra duty schedules are set forth in Appendix C and shall reflect an increase of 3.0% to the 2020-2021 extra duty schedules.
2. Article 8, Section I (Extra Duty Schedule) – Section I shall be revised to the following language: "The extra duty salary schedule for fiscal year 2021-2022 shall be the schedule set out in Appendix C, Sections 5 and 6."
3. Article 8, Section B.2 (Fringe Benefits) - For the 2021-2022 insurance year, the District will pay up to \$1,430 per employee per month toward the premium costs of the health insurance coverage indicated in Article 8, Section B.1 of the CBA.
4. Article 11, Section C (Involuntary Transfers) - Section C shall be revised to include "years of service to the District" and "an employee may request in writing what considerations the District used to make its decision."

The revised and complete language is, "An involuntary transfer shall be defined as a change in the teacher's assigned building or grade level. When a teacher is involuntarily transferred, the District shall take the training, experience, years of service to the District, specific achievements, wishes and convenience of the teacher into consideration when such considerations are not in conflict with the instructional requirements of the District. An employee who is involuntarily transferred may request in writing what considerations the District used to make its decision. Employees involuntarily transferred shall have first consideration for any vacancy for which certified. If the District denies the placement, the employee may request the reasons for the denial in writing and have a meeting to discuss the reasons."

5. Article 9, Section A (School Calendar) – The second paragraph of Section A shall be revised to reflect that the contract year shall include five (5) paid holidays instead of four (4) by adding Christmas Day as a paid holiday.
6. Article 9, Section A (Grading Days) – Beginning the 2021-22 school year, all District schools will switch to a trimester schedule, resulting in one extra grading day previously reserved for a semester schedule. The fifth paragraph of Section A shall be revised to reflect that three full days for calculating, documenting and reporting student summative performance (grades) will be assigned the last week of each trimester. The fourth full grading day will be converted to a student contact day as determined by the School Calendar Committee.
7. Article 10, Section A (Hours) – The first sentence of Section A shall be revised to reflect that the regular workday shall be seven and five-sixths (7.83) hours. All balances of accrued leave as of July 1, 2021 will be converted from a 7.25-hour basis to a 7.33-hour basis to reflect the change in the regular workday (or as appropriate for positions with non-standard hours).

  
For the District \_\_\_\_\_ Date

   
For the Council \_\_\_\_\_ Date