

Updated, December 9, 2024

ADDENDUM TO THE 2024-2025 AND 2025-2026 NEGOTIATED AGREEMENTS  
BETWEEN THE DISTRICT OR-1 SCHOOL DISTRICT AND THE DISTRICT OR-1 EDUCATION  
ASSOCIATION

THIS ADDENDUM to the 2024-2025 and 2025-2026 Negotiated Agreements is made by and between the Board of Education of District OR-1, hereinafter referred to as the "Board," and the District OR-1 Education Association, hereinafter referred to as "Association," as follows:

WHEREAS, the Board and Association entered into Negotiated Agreements, providing for the terms and conditions of compensation for members of the bargaining unit during the 2024-2025 and 2025-2026 school years; and

WHEREAS, the Board and Association jointly desire to amend said Negotiated Agreements to address an opportunity for current and future teachers in the District; and

NOW, THEREFORE, the Board and Association agree that the "Salary Schedule Advancement" paragraphs of both the 2024-2025 and 2025-2026 Negotiated Agreements should be and is hereby amended to the following language as if set forth fully in said Agreement:

**Salary Schedule Advancement:**

Teachers may advance to the ISC+18 level by taking appropriate graduate hours. To advance beyond the ISC+18 level, the hours must be in an approved Master's degree program or by specific approval of the Superintendent. Credit hours used for salary determination and for advancement in the ISC+ range must have been earned after the BA Degree was earned.

Credit hours for salary determination and for advancement in the MA+ range must have been earned after the MA Degree was earned, e.g., no hours earned prior to the date the MA Degree was earned will carry over from the BA level to be counted for MA+ hours.

Graduate credit must be issued by a college with regional or national accreditation.

- Staff below the ISC 27 level will be required to be in an approved Master's degree program for future advancement.

Transcripts of credits must be in the Office of the Superintendent of Schools by **September 1** for verification of where said teacher is on the salary schedule. If not presented to the office by this date, the teacher will remain on schedule coordinated with the hours that are on file.

Vertical advancement will be limited to one step each year. Staff members who do not move horizontally will reach a freezing point and remain there until additional credits are earned. At such time sufficient credits are acquired, members will move horizontally to the proper placement plus one step vertically.

These provisions shall apply during the 2024-2025 school year and subsequent school years.

All other provisions of both the 2024-2025 and 2025-2026 Negotiated Agreements shall continue in effect without alteration or change.

Signed by the Education Association President:

Date: 12/9/2024

Burke Brown

Signed by the Board of Education President:

Date: 12/9/24

Brandon Desk