

AGENDA

Southern Oregon Education Service District BOARD OF DIRECTORS REGULAR MEETING

6:00 PM – Wednesday, May 21, 2025

SOESD Administration Office

101 North Grape Street | Medford OR 97501



1. Preliminary

- A. Call to Order / Roll Call
- B. Land Acknowledgement
- C. Pledge of Allegiance
- D. Comments from Representatives of the Associations
- E. *Requests to Address Agenda Items

2. Consent Agenda

- A. Approval of Agenda
- B. Approval of Minutes
- C. Personnel Report
- D. Financial Report

3. Communications

- A. Board Member Reports
- B. Superintendent's Report

4. Administration

- A. Proposed 2025-2026 Board of Directors Meeting Schedule
- B. Conditions of Employment for Confidential Employees and Non-Licensed Administrators
- C. Conditions of Employment for Licensed Administrators
- D. Contract for Services with Laura Miltenberger

5. Business Services

- A. Bonds for Clerk and Deputy Clerk
- B. 2024-2025 SOESD Resolution #9: Appropriations Transfer
- C. SOESD Phoenix Campus Reconstruction Update

6. Miscellaneous

- A. SOESD Budget Hearing and Regular Meeting: **June 18, 2025**, 6:00 PM, SOESD Administration Office
- B. OSBA Summer Board Conference, **August 8-10, 2025**, Salem Convention Center

7. Adjournment

*Members of the community will have the opportunity to provide public comment regarding a specific agenda topic during the preliminary portion of the meeting. If you wish to speak to a specific agenda item, complete the request form provided at this link by 12:00 noon on Wednesday, May 21, 2025: <https://forms.gle/U4aeYRiwGan3WkQs7>

TO ATTEND VIRTUALLY:

Join by computer: <https://soesd.zoom.us/j/91948145151>
Join by phone: +1 669 900 6833
Meeting ID: 919 4814 5151

The meeting location is accessible to persons with disabilities. In accordance with the ADA, requests for accommodations should be made at least 48 hours before the meeting to: Liz Littleton, Southern Oregon ESD, 101 North Grape Street, Medford OR 97501
Phone: 541-776-8590 ext. 1116
Email: liz_littleton@soesd.k12.or.us

ANNOTATED AGENDA
Southern Oregon Education Service District Board of Directors Regular Meeting
SOESD Administration Office | 101 North Grape Street, Medford, Oregon
6:00 PM – Wednesday, May 21, 2025

1. Preliminary

- A. Call to Order / Roll Call
- B. Land Acknowledgement
Southern Oregon Education Service District and the areas in which we serve are located within the ancestral homelands of the Shasta, Takelma, Latgawa, Klamath, Modoc, and the Yahooskin-Paiute peoples who lived here since time immemorial. The full text of the land acknowledgement can be read on the SOESD website at this link:
<https://www.soesd.k12.or.us/equity/>
- C. Pledge of Allegiance
- D. Comments from Representatives of the Associations
- E. Requests to Address Agenda Items

2. Consent Agenda

- A. Approval of Agenda
- B. Approval of Minutes: April 16, 2025 Regular Meeting ([Pages 4-8](#))
- C. Personnel Report
New Licensed Hires for Approval
Administration recommends offers of employment contracts for the 2025-2026 academic year to:

- Celine Buczek, ASD Consultant (Rehire)
- Jeff Johnson, ASD Consultant (Rehire)
- Jody Conrad, School Psychologist (Rehire)
- Sarah Keppinger, Lead Speech Language Pathologist

Administration recommends the offer of an employment contract for the 2025-2026 fiscal year to:

- Jaime Banks, Student Services Coordinator (Student Services)
- Nicole Donnelly, Student Services Coordinator (Student Services)
- Sandra Stack, Student Services Coordinator (Student Services)

Resignations and Retirements for the Board's Information

There are no new resignations or retirements to report.

- D. Financial Report
The financial report for the period ending April 30, 2025, is included for your review. ([Pages 9-15](#))

PROPOSED ACTION: Move to approve the consent agenda as presented.

3. Communications

- A. Board Member Reports
Annie Valtierra-Sanchez will report on key takeaways from the OAESD Spring Conference.
- B. SOESD Superintendent's Report

4. Administration

- A. Proposed 2025-2026 SOESD Board of Directors Meeting Schedule
Administration recommends approval of the proposed SOESD Board of Directors meeting schedule for 2025-2026. ([Page 16](#))
PROPOSED ACTION: Move to approve the proposed 2025-2026 SOESD Board of Directors meeting schedule as [presented][revised].
- B. Conditions of Employment for Confidential Employees and Non-Licensed Administrators
Minor changes to the discretionary and vacation leave sections of conditions of employment for confidential employees and non-licensed administrators will clarify current payroll processes to

provide clarity for staff receiving benefits and staff responsible for processing payroll. Approving the changes prior to July 1st allows for smooth transition with annual rollover processes.

[\(Pages 17-23\)](#)

PROPOSED ACTION: Move to approve the 2025-2026 SOESD Conditions of Employment for Non-licensed Administrators and Confidential Staff as presented.

C. Conditions of Employment for Licensed Administrators

Minor changes to the personal/emergency and vacation leave sections of the conditions of employment for licensed administrators will clarify current payroll processes to provide clarity for staff receiving benefits and staff responsible for processing payroll. Approving the changes prior to July 1st allows for smooth transition with annual rollover processes. [\(Pages 24-30\)](#)

PROPOSED ACTION: Move to approve the 2025-2026 SOESD Conditions of Employment for licensed administrators as presented.

D. Contract for Services with Laura Miltenberger

Administration requests board approval for a contract to provide services that are part of the Student Success Act Comprehensive Support Plan included in the Local Service Plan, previously approved by the SOESD Board and component districts. Services provided thus far total \$88,400. Additional services requested of \$51,200 would be to provide additional training requested by districts, not inclusive of travel costs. The total exceeds \$100,000. The district specific, co-developed professional learning and onsite coaching that will be provided focuses on evidence-based report card revision support, standards-based instruction and lesson design, interpreting progress monitoring data to drive instruction, curriculum mapping based on state trend data and local assessment data, and planning for 25-26 school year professional learning and onsite coaching support to ensure it meets each individual district's needs. The districts and charter schools we are serving and supporting in this contract include Klamath Falls City Schools, Rogue River School District, Butte Falls School District, Prospect School District, Sunny Wolf Charter School/Three Rivers, Phoenix-Talent School District, Ashland School District, and REACH Charter School/Rogue River SD. This contract enables districts to receive the ongoing, in-person support needed to improve instruction and academic growth for students.

PROPOSED ACTION: Move to approve entering into an agreement with Laura Miltenberger not to exceed \$155,000.

5. Business Services

A. Bonds for Clerk and Deputy Clerk

The annual renewal of bonds for the Clerk and Deputy Clerk is approaching. This is an opportunity for the Board to determine if the bond amount set for the Clerk and Deputy Clerk is adequate. Administration recommends that the bonds for the Clerk and Deputy Clerk be renewed in the amount of \$50,000 each for the 2025/2026 fiscal year.

PROPOSED ACTION: Move to approve the bond amount for Clerk and Deputy Clerk at \$50,000 each for the 2025/2026 fiscal year.

B. 2024-2025 SOESD Resolution #9: Appropriations Transfer

Resolution #9 authorizes the transfer of appropriations for the 2025-2025 fiscal year related to the Full Faith and Credit loan for the SOESD Phoenix Campus reconstruction.

[\(Page 31\)](#)

C. SOESD Phoenix Campus Reconstruction Update

Director Angle-Hobson will provide an update on reconstruction of the SOESD Phoenix Campus that was destroyed in the Alameda Wildfire on September 8, 2020.

6. Miscellaneous

A. SOESD Budget Hearing and Regular Meeting: June 18, 2025, 6:00 PM, SOESD Administration Office

B. OSBA Summer Board Conference, August 8-10, 2025, Salem Convention Center.

Please let the board secretary know if you are interested in attending ASAP but no later than July 7, 2025 so that registration and lodging reservations can be made.

7. Adjournment

Minutes in Brief

SOUTHERN OREGON EDUCATION SERVICE DISTRICT
BOARD OF DIRECTORS REGULAR MEETING
WEDNESDAY, APRIL 16, 2025

Call to Order

A regular meeting of the Southern Oregon Education Service District Board of Directors was held Wednesday, April 16, 2025, at the SOESD's administration office in Medford, Oregon. Acting-Chair Valtierra- Sanchez called the meeting to order at 6:03 PM.

Attendance

Board members in attendance:

Rosie Converse (arrived at 6:11 pm)
Jessie Hecocta
Ana Mannenbach (arrived at 7:11 pm)
Mary Middleton
Robert Moore
Maud Powell
Annie Valtierra-Sanchez
Justin Wright

Board members absent:

Corbin Morell

SOESD staff members and guests in attendance:

Mark Angle-Hobson	Meghan Jones
Ryan Aydelotte	Lynette Kleespies
Mary Barton	Rhonda Lawrence
Scott Beveridge	Liz Littleton
Celine Buczek	Darci Mason
Brian Clark	Kevin Noreen
Nikki Donnelly	Susan Reynolds
Forest Evergreen	Karli Steuk
Isobel Evergreen	Ryan Swearingen
Lisa Gilman	Amy Szeliga

Comments from the Associations

Forest Evergreen, Vice President of the Classified Union, thanked the Board for its collaborative approach to the superintendent search and shared employees' input to consider time during the workday to meet finalists.

Amy Szeliga, President of the Licensed Association, thanked the board for the opportunity to participate in the superintendent screening and interview process, and hoped the community forum with finalists allows more public comment for the board to consider.

Amy highlighted the association's focus on Article 17 of the Collective Bargaining Agreement and desire to conclude bargaining, welcomed continued collaboration with the district, and invited board members to attend the May 6th bargaining session.

**Requests to
Address Agenda
Items**
Consent Agenda

There were no statements from the audience or requests to address an agenda item.

The consent agenda consisted of the following items:

- A. Approval of Agenda
- B. Approval of Minutes
- C. Personnel Report
- D. Financial Report

**IT WAS MOVED BY MEMBER MIDDLETON, SECONDED BY MEMBER POWELL
TO:**

Approve the consent agenda as presented.

MOTION CARRIED: 6 - 0

Member Hecocta had intermittent connectivity and did not vote.

Communications

Superintendent's Report

Cabinet Activities

Superintendent Beveridge thanked all staff for their work to support students during the busy spring period and noted Cabinet members' focus this the spring included continuing to meet with each school district across the three-county region to receive feedback on services this year, plan for service adjustments to align with district priorities, and finalize their Local Service Plan selections for next year.

Budgeting

The normal process of budget development has been occurring during this time, with a presentation in May to seek review and approval at the budget committee.

Bargaining

Negotiations continue on successor contracts with both the licensed and classified associations.

Oregon Recovery High Schools

ODE has released the grant application for expanding Oregon Recovery Schools. As previously shared with the Board, Director Kylee Harrison and Program Manager Stack, have developed plans with local districts and community partners to plan and launch a Southern Oregon location. The grant application is being finalized and will be submitted soon. If SOESD is not awarded the grant, students would be supported in alternative ways.

Southern Oregon Career Center

Rather than moving forward with the previously considered building purchase for the Southern Oregon Career Center, SOESD will proceed in partnership with Valley Immediate Care to use their existing facility for students to attend courses aligned with medical career pathways. The www.southernoregoncareercenter.org website and other informational

materials are available for the districts and charter schools planning to send students in the fall.

Administration

A. 2025 – 2026 Chamber Memberships

Chamber memberships will be coming due for 2025 – 2026. Administration recommended renewal of chamber memberships in SOESD's three-county service area.

IT WAS MOVED BY MEMBER POWELL, SECONDED BY MEMBER MIDDLETON TO:

Approve the renewal of chamber memberships for fiscal year 2025-2026.

MOTION CARRIED 6 -0

B. SOESD Employment Contract for Next Superintendent

OSBA Search Consultant Kevin Noreen facilitated discussion with the board regarding contract parameters for the next superintendent. The board previously approved a \$188,000–\$208,000 salary range. Member Middleton proposed an annual 360-degree review through OSBA be included in the contract, with Member Converse agreeing it would support a review that includes performance goals and other objectives.

C. SOESD Board Policy Review

Per SOESD Board Policy BF, a portion of at least one regular board meeting shall be designated for policy review/adoption. The Board is currently conducting a full rewrite of board policies and can consider a schedule for completing the work.

Superintendent Beveridge reviewed his recommendation and the Board's decision to transition to OSBA's index system and conduct a full policy review, which began in January 2022. In April 2024, the Board discussed a schedule to complete. While the superintendent search remains the priority, the Board plans to resume policy work in June. A recap will be provided to incoming board members and the new superintendent, outlining progress and remaining tasks. The Board Secretary will coordinate the June work sessions.

D. Budget and Legislative Update

The legislative session continues with bills being heard in the House and Senate. Key education bills advancing through the House and Senate include:

- Summer Learning initiatives with expedited funding release anticipated
- Accountability that would include ESDs that have students attending programs in performance measures
- Early Literacy
- Special education funding adjustments, including special education cap increases and high-cost disability grants

Funding decisions for Early Intervention/Early Childhood Special Education (EI/ECSE) and Regional Inclusive Services (RIS) remain pending likely until after the May 14, 2025 Oregon Economic and Revenue Forecast, though advocacy for budget increases continues.

SOESD budget development with legislative considerations is taking place, with the budget committee meeting in May to seek review and approval of the proposed 2025-26 budget.

Business Services

A. 2025-2026 Budget Committee Membership

- The following individuals are currently appointed to serve on the SOESD Budget Committee:

Zone 6 (District 549C) Bret Champion Term expires June 2025

- There are nine vacancies on the SOESD Budget Committee, as listed below:

Zone 1 (District 7 and Three Rivers)

Zone 2 (Three Rivers)

Zone 3 (Klamath County)

Zone 4 (Klamath Falls City)

Zone 5 (Districts 4, 5, 94)

Zone 7 (District 549C)

Zone 8 (Districts 6, 35)

Zone 9 (Districts 9, 59, 91)

At Large (At Large 1)

A memo was sent on January 10, 2025, to superintendents requesting nominations from their boards to serve on the committee. The following individuals have been nominated

to fill vacant seats:

Zone 5 (Districts 4, 5, 94) Emily Cozza

At Large (At Large 1) Phil Long

IT WAS MOVED BY MEMBER MIDDLETON, SECONDED BY MEMBER MOORE TO:

Appoint Emily Cozza and Phil Long to the 2025-2026 Southern Oregon ESD Budget Committee.

MOTION CARRIED: 6-0

Member Hecocta lost connection and was not present for the vote.

Discussion arose about vacant budget committee seats and whether candidates currently running uncontested for election to the SOESD Board could be appointed to those budget committee seats, pending Administration's investigation into the necessary requirements and qualifications. Member Hecocta rejoined the meeting with the discussion in progress.

IT WAS MOVED BY MEMBER MOORE, SECONDED BY MEMBER MIDDLETON TO:

Have future board candidates be appointed into vacant seats so long as they are uncontested and pending Administration's investigation into the necessary qualifications.

MOTION CARRIED: 5 - 1

Member Wright opposed.

Member Hecocta abstained due to intermittent connectivity to the meeting during the discussion.

At the conclusion of the meeting after executive session, Superintendent Beveridge returned to this topic and clarified that ORS 334.240 stipulates that members of the ESD budget committee “shall be members of component school district boards within the education service district or shall be designees of a school district board.” The SOESD board may not appoint individuals who have not been nominated by a component school district’s board to serve on the budget committee.

- B. SOESD Phoenix Campus Reconstructions Update
Director Angle-Hobson provided an update on the SOESD Phoenix Campus Reconstruction Project. Director Angle-Hobson reported the reconstruction is on schedule and within budget. The project has made significant progress, the entire second floor is now framed using prefabricated walls. Construction includes a contingency fund for unexpected costs. Substantial completion remains targeted for March 2026.

Executive Session	At 7:17 PM, Acting-Chair Valtierra-Sanchez announced the board would meet in executive session pursuant to ORS 192.660(2)(a) to consider the employment/hiring of a public officer.
Open Session	At 9:05 PM, Acting-Chair Valtierra-Sanchez reconvened the board into open session.
Miscellaneous	<ul style="list-style-type: none">A. OAESD Spring Conference: May 7- 9, 2025, Sunriver ResortB. Budget Committee Meeting: May 14, 2025, 6:00 PMC. Next Regular Meeting: May 21, 2025, 6:00 PM
Adjournment	Acting Chair Valtierra-Sanchez adjourned this meeting of the Southern Oregon ESD Board of Directors at 9:08 pm.

SOUTHERN OREGON EDUCATION SERVICE DISTRICT
BOARD OF DIRECTORS FINANCIAL REPORT
April 30, 2025

100	GENERAL FUND	BUDGET	EXPENDED	BALANCE	% SPT	REVENUE	% RECD
101	ADMIN/OPERATIONS	3,563,653.00	2,015,590.57	1,548,062.43	57%		
102	TECHNOLOGY MEDIA SERVICES	3,457,175.00	2,541,003.45	916,171.55	73%		
103	SPECIAL EDUC SERVICES	13,480,868.00	6,614,116.28	6,866,751.72	49%		
104	SPEECH	126,720.00	243,090.02	(116,370.02)	192%		
106	INTERPRETERS	2,115,506.00	1,143,327.57	972,178.43	54%		
107	PSYCHOLOGY	1,794,474.00	1,043,754.06	750,719.94	58%		
108	BRAILLIST	224,631.00	294,726.49	(70,095.49)	131%		
109	STEPS PLUS PROGRAM	2,211,220.00	1,212,287.46	998,932.54	55%		
110	OT / PT	552,860.00	529,146.03	23,713.97	96%		
113	REGIONAL/STATEWIDE INITIATIVES	308,319.00	218,893.58	89,425.42	71%		
114	CAREER/TECHNICAL ED	325,394.00	290,964.73	34,429.27	89%		
115	ENGLISH SECOND LANG	444,671.00	367,109.52	77,561.48	83%		
117	AUDIOLOGY	198,000.00	37,337.69	160,662.31	19%		
181	STUDENT BEHAVIORAL HEALTH & WELLNESS	595,500.00	457,760.37	137,739.63	77%		
192	CARE	868,780.00	774,372.72	94,407.28	89%		
TOTAL (100)		30,267,771.00	17,783,480.54	12484290.46	58.8%	30,240,496.09	99.9%
April 30, 2024		29,264,579.00	17,184,183.80	12080395.20	59%	28,655,575.73	98%
BOARD ACCOUNTS - 2310		BUDGET	EXPENDED	BALANCE	% SPT		
340-BOARD TRAVEL		19,652.00	3,488.60	16,163.40	18%		
351-TELEPHONE		562.00	-	562.00	0%		
381-AUDIT		31,500.00	29,200.00	2,300.00	93%		
382-LEGAL SERVICES		67,511.00	21,375.35	46,135.65	32%		
388-ELECTIONS		33,737.00	-	33,737.00	0%		
390-OTHER SERVICES		-	-	-	N/A		
410-SUPPLIES		869.00	-	869.00	0%		
640-DUES & FEES		49,974.00	44,216.75	5,757.25	88%		
651-LIABILITY INS		6,748.00	-	6,748.00	0%		
TOTAL BOARD ACCTS.		210,553.00	98,280.70	112272.30	46.7%		

210	SP REV -FEDERAL	BUDGET or AWARD EST	EXPENDED	BALANCE	% SPT	REVENUE	% RECD
0	SPECIAL REVENUE-FEDERAL	\$2,141,771.00			0%		N/A
204	PERKINS BASIC 23-24	59,106.00	28,760.76	30,345.24	49%	28,760.76	48.7%
205	PERKINS BASIC 24-25	727,784.00	614,817.74	112,966.26	84%	604,550.85	83.1%
206	MIG SUMMER SCHL	648,655.00	648,655.00	-	100%	648,655.00	100.0%
208	TITLE 1C MIG RSY 24-25	1,832,306.00	634,662.56	1,197,643.44	35%	561,849.17	30.7%
209	TITLE 1C MIG RSY 23-24	1,355,865.00	549,142.44	806,722.56	41%	538,032.77	39.7%
210	TITLE 1C-PRESCHL 23-24	265,709.00	153,150.93	112,558.07	58%	143,589.99	54.0%
211	TITLE 1C PRESCHL 24-25	215,823.00	43,768.45	172,054.55	20%	53,196.34	24.6%
212	DELINGUIENCY PREVENTION	150,000.00	86,978.74	63,021.26	58%	67,667.37	45.1%
214	IDEA REGIONAL	3,462,101.00	2,247,051.34	1,215,049.66	65%	1,171,658.23	33.8%
215	ESD TECHNICAL ASSISTANCE	5,250.00	-	5,250.00	0%	(306.75)	-5.8%
218	INDIAN EDUCATION SERVICES	71,452.00	47,840.66	23,611.34	67%	41,048.74	57.4%
220	ESDs For S E L	86,015.00	86,014.78	0.22	100%	86,014.78	100.0%
222	GEER - SSPS	21,656.00	21,655.63	0.37	100%	21,655.66	100.0%
223	COMPUTER SCIENCE - GEER	151,187.00	150,067.36	1,119.64	99%	150,067.36	99.3%
224	ED TECH CADRE	15,000.00	5,713.48	9,286.52	38%	5,306.45	35.4%
225	SOFRP	141,100.00	140,857.88	242.12	100%	137,836.33	97.7%
226	SOESD NATIVE ARTS LESSONS & PD	830,000.00	283,582.76	546,417.24	34%	202,334.27	24.4%
229	SPECIAL EDUCATIO-TECHNICAL ASSISTANCE	67,683.00	38,646.85	29,036.15	57%	34,624.09	51.2%
234	EARLY LEARNING - FPS	62,668.00	56,305.77	6,362.23	90%	56,305.77	89.8%
235	FAMILY SUPPORT SERVICES 23-25	83,664.00	33,838.40	49,825.60	40%	9,089.96	10.9%
247	TITLE III CONSORTIUM 23-24	-	2,183.92	(2,183.92)	N/A	2,172.44	
248	TITLE III CONSORTIUM 24-25	25,042.00	2,845.80	22,196.20	11%	1,028.81	4.1%
261	CHILD CARE RESOURCE NETWORK 23-25	694,556.00	630,127.42	64,428.58	91%	386,436.04	55.6%
262	FAMILY SUPPORT & CONNECTIONS	774,114.00	386,960.46	387,153.54	50%	267,386.68	34.5%
271	PDG-GEER DOUGLAS ESD	85,500.00	84,751.18	748.82	99%	84,751.18	99.1%
272	EI/ECSE	339,622.00	301,408.79	38,213.21	89%	158,807.44	46.8%
285	PERKINS RESERVE 23-24	140,826.00	1,312.89	139,513.11	1%	1,312.89	0.9%
289	PERKINS RESERVE 24-25	260,798.00	102,060.08	158,737.92	39%	100,605.55	38.6%
308	LTCT IDEA 619	102,434.00	23,730.93	78,703.07	23%	-	0.0%
311	MIECHV	38,859.00	34,514.30	4,344.70	89%	224.26	0.6%
312	LTCT ESSER III	66,958.00	66,958.27	-	100%	66,958.27	100.0%
313	OCDD	47,128.00	5,542.86	41,585.14	12%	5,542.86	11.8%

317	Title VI Native Education ESSER	29,504.00	29,503.62	-	100%	29,503.62	100.0%
319	ESSER A3	654,621.00	654,723.48	-	100%	654,723.48	100.0%
TOTAL (210)		15,654,757.00	8,198,135.53	7456621.47	52.4%	6,321,390.66	40.4%
April 30, 2024		15,877,039.00	9,348,566.53	6528472.47	59%	6,765,218.26	43%
290	SP REV -OTHER	BUDGET or AWARD EST	EXPENDED	BALANCE	% SPT	REVENUE	% RECD
0	SPECIAL REVENUE-OTHER	\$5,337,436.07					
700	SOAPP	\$18,561.00	105.86	18,455.14	1%	18,561.00	100.0%
701	ALUMBRA INNOVATION	\$50,000.00	24,998.09	25,001.91	50%	50,000.00	100.0%
703	SAFE SCHOOL CULTURE CONSTORTIUM	\$69,319.00	24,272.06	45,046.94	35%	24,092.50	34.8%
716	EL-PSP	\$316,630.00	364,218.07	(47,588.07)	115%	187,969.30	59.4%
718	GYO GRANT	\$316,508.00	242,181.19	74,326.81	77%	258,870.90	81.8%
719	REGIONAL PILOT - ONLINE COURSE DELIVERY	\$281,044.00	98,652.68	182,391.32	35%	29,257.31	10.4%
720	TEACHER APPRENTICESHIP - TSPC	\$191,400.00	168,627.54	22,772.46	88%	197,080.00	103.0%
740	Black Equity Movement Award	\$40,000.00	-	40,000.00	0%	40,000.00	100.0%
749	EDUCATOR ADVANCEMENT FUND	\$1,665,011.00	723,566.55	941,444.45	43%	585,945.44	35.2%
754	MEDIA LIBRARY SERVICES	\$157,500.00	88,694.81	68,805.19	56%	88,374.99	56.1%
755	EDUCATIONAL INSTRUCTION	\$298,147.00	164,983.11	133,163.89	55%	48,339.38	16.2%
756	SUMMER LEARNING GRANT	\$3,706.00	-	3,706.00	0%	3,705.68	100.0%
757	LONG TERM CARE TREATMENT	\$642,749.00	525,979.73	116,769.27	82%	-	0.0%
759	FCCN	\$52,498.00	4,019.05	48,478.95	8%	2,798.44	5.3%
760	CPDP	4,567.00	-	4,567.00	0%	6,566.43	143.8%
761	CCRN SUPPORT	\$7,983.00	-	7,983.00	0%	7,983.12	100.0%
765	SUPPORT - CTE CAREER PATHWAYS	\$18,000.00	7,781.71	10,218.29	43%	7,076.28	39.3%
767	SHA FAMILY SERVICES HUB	\$127,577.00	73,290.09	54,286.91	57%	55,063.06	43.2%
768	EMERGING REGIONAL STEM HUB	\$507,771.00	262,354.58	245,416.42	52%	241,129.31	47.5%
769	REGIONAL EDUCATOR NETWORK (SOREN)	\$507,316.00	297,341.59	209,974.41	59%	184,603.37	36.4%
770	LTCT ADDIONAL SERVICES	4,206.00	-	4,206.00	0%	4,502.82	107.1%
771	LGBTQ+SIA	135,667.00	816.64	134,850.36	1%	-	0.0%
774	PRESCHOOL PROMISE - COORDINATION	133,196.00	10,143.58	123,052.42	8%	133,195.36	100.0%
778	THREAT ASSESSMENT PROGRAM	\$-	-	-		(19,510.39)	
780	CCRR SSA PROFESSIONAL LEARNING	\$173,734.00	35,751.19	137,982.81	21%	17,690.60	10.2%
781	CCRR SSA PSP ADMIN	\$231,999.00	127,580.23	104,418.77	55%	92,394.47	39.8%
782	CCRR SSA PSP COACHING	\$697,644.00	237,696.43	459,947.57	34%	98,590.31	14.1%
783	SHARED SERVICES - SSA BUSINESS COACHING	\$7,486.00	265.12	7,220.88	4%	265.12	3.5%

801	OREGON COMMISSION FOR THE BLIND	\$63,250.00	-	63,250.00	0%	-	0.0%
802	PROVIDENCE INNOVATION GRANT	100,000.00	-	100,000.00	0%	100,000.00	100.0%
803	ELH GRANTS/DONATIONS	\$115,500.00	217,950.08	(102,450.08)	189%	445,652.57	385.8%
807	PERS VARIANCE ACCOUNT	17,300.00	-	17,300.00	0%	17,299.69	100.0%
808	LEAD LEARN EXCEL	15,000.00	-	15,000.00	0%	15,000.00	100.0%
810	SOTCE	\$37,650.00	8,000.00	29,650.00	21%	59,649.84	158.4%
811	ELP PARENT SUPPORT	\$326,250.00	404,556.34	(78,306.34)	124%	441,750.00	135.4%
815	SOESD-SPEC ED SERVICES	68.29	-	68.29	0%	68.29	100.0%
816	STUDENT SUCCESS ACT	\$1,826,145.00	1,597,993.41	228,151.59	88%	1,772,595.39	97.1%
820	HEARING SERVICES - CA	792.00	792.00	-	100%	-	0.0%
822	GILBERT CREEK PLAYGROUND	158.00	-	158.00	0%	157.94	100.0%
825	STATE - R A C	\$57,000.00	514,073.58	(457,073.58)	902%	77,340.00	135.7%
826	SORS FAMILY SUPPORT PLAN	600,000.00	-	600,000.00	0%	600,000.00	100.0%
829	MIGRANT/ELL WORKSHOP	\$27,440.00	27,440.00	-	100%	27,768.11	101.2%
831	CTE WORKSHOP ACCOUNT	3,885.00	0.00	3,885.00	0%	3,884.71	100.0%
836	INDIAN ED DONATION ACCOUNT	\$20,000.00	7,305.65	12,694.35	37%	37,372.36	186.9%
839	CC4A PROGRAM SUPPORT	25,106.00	25,106.00	-	100%	25,106.00	100.0%
840	SOBAASS	\$84,106.00	84,134.75	(28.75)	100%	84,105.24	100.0%
841	TRUANCY GRANT	\$41,930.00	41,930.00	-	100%	41,930.00	100.0%
842	FORD FAMILY FOUNDATION	\$8,000.00	8,000.00	-	100%	8,000.00	100.0%
843	STEM INNOVATION	304,160.00	208,719.23	95,440.77	69%	185,159.19	60.9%
850	WELLNESS GRANT	\$10,608.00	110.28	10,497.72	1%	10,608.62	100.0%
852	ZELZIE REED TRUST	\$15,370.00	-	15,370.00	0%	15,369.96	100.0%
853	MENTORING TEACHER	\$300,000.00	251,604.52	48,395.48	84%	99,963.67	33.3%
855	MIGRANT DONATIONS	\$4,000.00	-	4,000.00	0%	3,728.44	93.2%
857	SPEC ED WORKSHOP ACCT	\$40,000.00	-	40,000.00	0%	(12,951.22)	-32.4%
858	MEDIA LIBRARY - OVERDRIVE	\$13,000.00	14,875.00	(1,875.00)	114%	16,234.17	124.9%
859	ED TECH SUMMIT	\$4,000.00	-	4,000.00	0%	(8,903.36)	-222.6%
866	KINDERMUSIK	\$9,453.00	71.00	9,382.00	1%	9,453.10	100.0%
867	COW CREEK FOUNDATION	5,980.00	357.00	5,623.00	6%	5,980.00	100.0%
869	FOURWAY FOUNDATION	15,349.00	-	15,349.00	0%	15,348.65	100.0%
870	LICC	\$4,000.00	807.00	3,193.00	20%	4,419.38	110.5%
872	EI/ECSE	\$3,388,293.00	2,241,926.63	1,146,366.37	66%	1,162,983.26	34.3%
873	PROGRAM SUPPORT EI/ECSE	\$339,892.00	472,966.24	(133,074.24)	139%	498,621.44	146.7%
876	TRANSITION NETWORK FACILITATOR	\$266,396.64	166,770.01	99,626.63	63%	144,573.62	54.3%
882	EARLY LEARNING HUB	\$393,081.00	505,044.95	(111,963.95)	128%	620,284.02	157.8%

887	TNF STUDENT SUMMITS	\$1,369.00	1,027.74	341.26	75%	1,369.27	100.0%
888	CTE - EQUIPMENT REIMBURSEMENT	122,304.00	15,825.75	106,478.25	13%	122,304.07	100.0%
900	MATHWAYS - RPD	\$250,000.00	132,703.99	117,296.01	53%	122,825.36	49.1%
901	SOESD PROGRAM SUPPORT	\$980,000.00	367,556.92	612,443.08	38%	1,626,253.94	165.9%
903	SSPS	\$110,000.00	96,513.07	13,486.93	88%	46,389.13	42.2%
904	RETIRE/SABATICAL	20,000.00	16,388.52	3,611.48	82%	1,064,969.31	5324.8%
905	FMLA	63,124.00	-	63,124.00	0%	63,123.97	100.0%
906	HB4030	\$87,000.00	-	87,000.00	0%	-	0.0%
910	SUMMER SP-ED SERVICES	\$53,666.00	15,390.34	38,275.66	29%	(1,918.39)	-3.6%
911	CC4A - WORKSHOPS	\$28,336.00	29,911.53	(1,575.53)	106%	34,464.65	121.6%
912	SPECIAL PROJECTS	300.00	-	300.00	0%	300.00	100.0%
915	REGIONAL-LOCAL CONTRACTS	\$829,855.00	401,767.37	428,087.63	48%	(67,192.29)	-8.1%
916	STATE REGIONAL	\$2,850,273.00	1,720,944.82	1,129,328.18	60%	975,526.55	34.2%
917	AMBITIOUS MATH PRACTICES	\$67,018.00	67,017.81	0.19	100%	67,017.81	100.0%
918	K PARTNERSHIP INNOVATION	\$509,040.00	509,031.05	8.95	100%	135,994.64	26.7%
919	YDD REENGAGEMENT	\$14,482.00	6,538.97	7,943.03	45%	14,482.78	100.0%
920	R & B DONATIONS (Rice & Beans)	\$200.00	-	200.00	0%	192.63	96.3%
921	MEYER MEMORIAL	\$67,482.00	2,200.00	65,282.00	3%	67,482.27	100.0%
922	STATE SUMMER LEARNING	\$60,000.00	59,999.99	0.01	100%	59,999.99	100.0%
923	STATE MENTORING GRANT	\$1,000,000.00	295,036.87	704,963.13	30%	295,036.87	29.5%
926	AUTISM - PARENT PARTNER	\$3,000.00	925.50	2,074.50	31%	13,043.72	434.8%
931	BRAILLIST PRODUCTION	\$9,500.00	-	9,500.00	0%	9,515.32	100.2%
935	STAFF CONTRACTS	\$557,000.00	42,053.51	514,946.49	8%	93,400.38	16.8%
938	PD NETWORK SERVICES	\$78,000.00	-	78,000.00	0%	132,674.87	170.1%
942	FOLLETTE CONTRACT	\$75,000.00	67,653.42	7,346.58	90%	24,949.72	33.3%
943	YTP PROGRAM	\$320,995.00	601,007.77	(280,012.77)	187%	210,287.22	65.5%
945	ESD WORKSHOP	\$18,549.00	2,425.00	16,124.00	13%	20,974.95	113.1%
946	AURAL IMPRESSION	\$200,000.00	-	200,000.00	0%	301,976.08	151.0%
947	CURRICULUM WORKSHOP	\$1,500.00	-	1,500.00	0%	1,545.49	103.0%
948	WEB PD	\$6,800.00	-	6,800.00	0%	6,883.80	101.2%
949	BVIS FUNDING	\$17,385.00	6,867.90	10,517.10	40%	17,385.60	100.0%
952	INSURANCE RESERVE	23,693.00	-	23,693.00	0%	23,693.04	100.0%
953	FINGERPRINTING	\$33,634.00	-	33,634.00	0%	33,643.57	100.0%
955	INFRASTRUCTURE-SOESD	\$164,162.00	-	164,162.00	0%	164,162.17	100.0%
957	OR PROJECT	45,133.00	11,001.71	34,131.29	24%	55,835.30	123.7%
960	COOP PURCHASING	\$158,349.00	162,617.86	(4,268.86)	103%	156,437.77	98.8%

961	COOP PURCHASING SUPPORT	35,000.00	19,198.78	15,801.22	55%	-	0.0%
964	EMPLOYEE SERVICES	\$450.00	590.67	(140.67)	131%	607.30	135.0%
965	MIG PROGRAM SUPPORT	\$20,000.00	19,255.33	744.67	96%	2,835.51	14.2%
966	PDHH DONATIONS	\$3,000.00	1,255.65	1,744.35	42%	4,415.00	147.2%
967	BRAIN BOWL	\$6,000.00	3,064.95	2,935.05	51%	11,415.10	190.3%
969	STEPS/TRANSITION DONATIONS	\$400.00	93.72	306.28	23%	497.55	124.4%
972	PVI DONATIONS	\$6,000.00	-	6,000.00	0%	6,095.17	101.6%
978	SCHOOL IMPROVEMENT WORKSHOPS	\$156,000.00	-	156,000.00	0%	157,612.59	101.0%
981	INTERVENTION SPECIALIST-CARE OREGON	\$150,000.00	69,348.44	80,651.56	46%	207,558.24	138.4%
983	OREGON ONLINE	\$38,439.00	-	38,439.00	0%	38,439.71	100.0%
990	MEDICAID ADMN CLAIMING	\$-	234,592.72	(234,592.72)		130,509.20	
991	MAC DISTRICTS	\$-	70,802.35	(70,802.35)		335.37	
996	OREGON COMMUNITY FOUNDATION	\$60,000.00	1,956.94	58,043.06	3%	80,057.47	133.4%
998	COMPUTER REPLACEMENT	\$-	2,799.80	(2,799.80)		-	
999	INDIRECT COST POOL	\$1,130,000.00	1,581,431.76	(451,431.76)	140%	4,676,983.06	413.9%

TOTAL (290)
April 30, 2024

30,913,256.00 16,920,652.09 13992603.91 54.7% 15,428,507.65 49.9%

400	CAPITAL PROJECTS FUND	BUDGET	EXPENDED	BALANCE	% SPT	REVENUE	% RECD
000	CAPITAL PROJECTS FUND						
410	PHOEINIX FACILITY	22,000,000.00	5,236,464.10	16,763,535.90	23.8%	25,137,533.57	114.3%
	TOTAL (400)	22,000,000.00	5,236,464.10	16,763,535.90	23.8%	25,137,533.57	114.3%
	April 30, 2024	22,000,000.00	1,590,543.85	20,409,456.15	7%	10,568,780.08	48%

600	INTERNAL SERVICE	BUDGET		BALANCE	% SPT	REVENUE	% RECD
000	INTERNAL SERV BUDGET	-					
651	SUBSTITUTE SERVICES	4,373,538.00	2,745,624.66	1627913.34	63%	2,029,417.87	46.4%
655	WORKER'S COMP/MEDICAL	1,169,931.00	800,455.42	(1,575,693.66)	235%	2,600,434.73	222.3%
662	SB1049 - PERS	246,376.00	288.98	(554,079.42)	325%	167,177.17	67.9%
675	INTERNAL IT SUPPORT	277,900.00	-	277,611.02	0%	-	0.0%
694	PL OREGON	86,081.00	157,821.12	86,081.00	0%	213,250.19	247.7%
695	D P B	80,340.00	-	(77,481.12)	196%	-	0.0%
696	UNEMPLOYMENT ACCT	561,351.00	106,208.02	561,351.00	0%	1,224,701.65	218.2%
697	COPIES / FAX USAGE	156,976.00	54,327.12	50,767.98	68%	135,449.05	86.3%

698	ADA Services	185,680.00	29,428.24	131,352.88	29%	206,754.55	111.3%
TOTAL (600)		7,138,173.00	3,894,153.56	3244019.44	54.6%	6,577,185.21	92.1%
April 30, 2024		6,460,025.00	4,189,331.88	2270693.12	65%	6,080,546.37	94%
RECAP BY FUND		BUDGET or AWARD EST	EXPENDED	BALANCE	% SPT	REVENUE	% RECD
100	GENERAL FUND	30,267,771.00	17,783,480.54	12484290.46	59%	30,240,496.09	99.9%
210	SP REV - FEDERAL	15,654,757.00	8,198,135.53	7456621.47	52%	6,321,390.66	40.4%
290	SP REV - OTHER	30,913,256.00	16,920,652.09	13992603.91	55%	15,428,507.65	49.9%
400	CAPITAL PROJECTS FUND	22,000,000.00	5,236,464.10	16763535.90	24%	25,137,533.57	114.3%
600	INTERNAL SERVICE	7,138,173.00	3,894,153.56	3244019.44	55%	6,577,185.21	92.1%
TOTAL ALL FUNDS		105,973,957.00	52,032,885.82	53941071.18	49%	83,705,113.18	79.0%
April 30, 2024		104,143,899.00	45,463,939.86	58679959.14	44%	68,868,245.70	66.1%
FUND BAL -April 30, 2025		31,672,227.36					
April 30, 2024		23,404,305.84					

Southern Oregon ESD Board of Directors
Regular Meeting Schedule for 2025-2026

PROPOSED

All regular meetings are held on Wednesdays at 6:00 p.m.

**July 16, 2025
Organizational Meeting**

No regular meeting in August

September 17, 2025

October 15, 2025

November 19, 2025

No regular meeting in December

January 21, 2026

February 18, 2026

March 18, 2026

April 15, 2026

May 20, 2026

June 17, 2026

Location:

Southern Oregon ESD – Administration Office
101 North Grape Street
Medford OR 97501

CONFIDENTIAL EMPLOYEES AND NON-LICENSED ADMINISTRATORS
CONDITIONS OF EMPLOYMENT
July 1, 2025 - June 30, 2026

Sick Leave

Sick leave will be given in accordance with ORS 332.507. Sick leave shall be granted for personal illness or injury, or injury or illness within the employee's immediate family and shall be taken in not less than one-quarter hour increments.

The immediate family is defined as:

A spouse, child, parent, son- or daughter-in-law, father- or mother-in-law, brother, sister, grandparent, grandchild, brother- or sister-in-law, step-parent, step-children, and any other person living in the home.

Discretionary Leave

Discretionary leave shall be front-loaded to each employee who needs such leave, at the rate of three (3) normal work days per year, and is usable in not less half-hour portions after the first hour. Unused Discretionary Leave as of June 30th may be carried over to the next year to accumulate up to a maximum of four (4) days. If the employee begins employment after July 1, Discretionary Leave will be prorated the first year of employment. Discretionary Leave is prorated by FTE and work calendars of less than 260 days. If an employee leaves employment prior to June 30, the front-loaded leave shall be pro-rated based on the number of days worked during the year.

An employee utilizing discretionary leave provisions shall contact his/her immediate supervisor, the superintendent or his/her designee, in advance, so that the supervisor is aware of the absence.

Employees will not be eligible to take discretionary leave until they have been employed three months.

Bereavement Leave:

1. The District will grant up to five (5) normal work days during the year with full pay for bereavement leave under the following conditions:
 - a. Bereavement leave applies in the event of the death of:
 1. A member of the immediate family (spouse, child, parent, son or daughter-in-law, father or mother-in-law, brother, sister, grandparent, grandchild, brother or sister-in-law, step-parent, step-children, aunt, uncle cousin).
 2. Any other person living in the home.
 - b. Any leave in excess of five (5) days shall be charged to accrued sick leave and/or vacation leave.
2. Bereavement leave is noncumulative and will be prorated to the employee's start date.
3. For those employees on irregular work schedules, up to 40 hours that employees normally work in their weekly schedule will be available for bereavement, prorated for employees that work less than full time.
4. Upon returning to work following absence, under provisions of bereavement leave, the employee shall sign a form and state the nature of the bereavement.
5. An employee utilizing the bereavement leave provision shall contact his/her immediate supervisor, the superintendent or his designee, in advance, so that the supervisor is aware of the absence.

6. At the employee's supervisor's discretion, employees will be granted sufficient time off with pay to attend a local funeral of a friend, co-worker, or student.

Sabbatical Leave:

1. Eligibility after at least seven years of continuous service to the District.
2. Plan for sabbatical approved by the superintendent and considered worthwhile by the board.
3. Compensation during the sabbatical will be at 50% of regular salary with all regular required deductions, plus the fringe benefit package.
4. Upon returning from the sabbatical leave:
 - a. The employee is obligated to serve at least three years in the District.
 - b. A position fitting the employee's qualifications will be available.
 - c. The employee will receive one-year credit on the salary schedule for the sabbatical year.

Holidays/Office Closure

The following shall be holidays: Martin Luther King Day, Independence Day, Labor Day, Veterans Day (as observed by Oregon schools), Thanksgiving Day, the day after Thanksgiving Day, Christmas Day and the period December 26 through December 31, New Year's Day, two days of Spring Break, Memorial Day, and Juneteenth.

Employees who work less than 260 days shall be paid for holidays that fall during scheduled work days and are not paid for holidays that fall during non-scheduled work days.

Vacation

Employees assigned to work 260 days will accrue 13.34 hours of Vacation Leave per month. If the employee begins employment after July 1, Vacation Leave will be prorated the first year of employment. Vacation Leave is prorated by FTE and work calendars of less than 260 days. Vacation requests are to be pre-approved by the employee's supervisor.

The employee has until September 1 to use accumulated Vacation Leave so that on September 1 there is no more than 240 hours remaining. Up to 80 hours over the 240 hours on September 1 will be paid at the employees' current rate. Any additional hours shall be forfeited.

Employees who resign or retire before the end of the fiscal year will be paid for any vacation hours accrued.

Legal Leave

An employee called for jury duty, or who has received a subpoena to testify in a court proceeding or at a legislative hearing, will receive full pay for the length of the jury or other service, except those days served on non-scheduled work days. The compensation paid to an employee for the period of leave shall be reduced by the amount of compensation or witness fees received by the employee, excluding mileage reimbursement, for the services referred to above or the employee may turn such compensation directly over to the District without any consequent deduction in the employee's compensation. An employee called under the conditions listed under this paragraph and who is excused from duty, shall immediately return to work. Legal leave will not be provided for any cause of action brought by the employee against the District.

Professional Activities

SOESD administrators may undertake limited consultative work (teaching university classes, speaking engagements, writing and other professional activities) for honoraria and expenses, provided such activities are performed outside the work day or using vacation time and do not interfere with normal administrative duties. Before beginning outside consultative work, administrators will seek prior approval from their immediate supervisor.

If administrators are accepting compensation they will follow the requirements below:

- Will use vacation leave if consultative work occurs during office hours. Personal leave may not be used for consultative work.
- Are not required to use leave if consultative services are performed outside regular office hours.
- Materials used in presentations will be prepared and copied on administrator's own time and expense. Administrative assistant time cannot be used to help prepare materials.
- If materials are the intellectual property of SOESD, administrators will compensate SOESD for their use.

Non-Work Days

Employees assigned to work less than twelve months will be allowed to take their non-paid time off with approval of the supervisor. A leave slip or calendar will be turned in to the supervisor prior to the time off.

Compensation (Salary)

The salary schedule is attached as Appendix A.

Insurance Benefits

Insurance benefits will be provided to the employee assigned to work .5 FTE or more as follows:

- On October 1, 2022 through September 30, 2023, the District monthly contribution toward insurance premiums based on the insurance tier selected by the employee will be:

\$ 643	Employee Only
\$1,241	Employee and Children
\$1,400	Employee and Spouse
\$2,003	Family
- On October 1, 2023 through September 30, 2024 the District monthly contribution toward insurance premiums based on the insurance tier selected by the employee will be:

\$651	Employee Only
\$1,253	Employee and Children
\$1,415	Employee and Spouse
\$2,025	Family
- On October 1, 2024 through September 30, 2025, the District monthly contribution toward insurance premiums based on the insurance tier selected by the employee will be:

\$658	Employee Only
\$1,266	Employee and Children
\$1,430	Employee and Spouse
\$2,045	Family
- HSA Contributions: \$100 per month
- If the employee demonstrates that he/she has health insurance coverage under another employer-sponsored medical plan and does not elect dental and vision plans, he/she may participate in the Opt-out Program. If the employee is eligible and opts out of Medical, Dental and Vision insurance, the district will contribute \$385 a month toward any benefit under the Section 125 plan with a maximum \$500 per plan year going towards the Medical Expense Reimbursement plan. The employee may also choose to receive this contribution as taxable compensation. If the opt out language in any way violates the rules under the Affordable Health Care Act, IRS, or the insurance carrier, the parties agree the opt out provision shall be immediately corrected to an allowable amount.

Premium Service Pay

Premium Service Pay will be provided to employees who have experienced one year at the top of the salary schedule with no movement. Premium Service Pay will be calculated as follows:

- First year of eligibility:
1.5% of step 1 of employee's column on salary schedule
- Second year of eligibility:
2.5% of step 1 of employee's column on salary schedule
- Third year of eligibility and thereafter:
3.5% of step 1 of employee's column on salary schedule

The District will pay, as part of premium service benefits, \$480 toward the annual insurance benefit.

Early Retirement

The Early Retirement provision will not be applicable to employees hired on or after January 1, 2022.

Early retirement will be available to confidential, licensed administrators, and non-licensed administrators who have a minimum of ten (10) years of experience with the District and are 55 or older, or have ten (10) years' experience with the district and are PERS eligible. Experience with the district will be recognized for a current employee that fills a confidential, licensed administrator, or non-licensed administrator position if the employee was originally hired by the District in a:

- classified position prior to July 1, 2000, or
- licensed position prior to July 1, 2001, or
- confidential, licensed administrator, or non-licensed administrator position prior to January 1, 2022.

The District will pay the employee who opts for early retirement a \$325 monthly stipend paid to early retirees for a maximum of ten (10) years or until attainment of full social security eligibility, whichever occurs first, if the employee is willing and available* to return periodically to the ESD to work on curriculum or special projects until age 60. The number of days per year that the employee could be called in to work is determined by dividing total payments for the year (i.e. \$3,900) by the daily salary rate of the employee at time of retirement (i.e. yearly salary divided by contract length).

The District will contribute toward insurance premiums for medical, pharmacy, dental, and vision coverage based on the insurance tier selected by the retired employee. The District's contribution toward tiered insurance premiums will be the same as provided to non-retired employees. The District will contribute toward insurance premiums for a maximum of ten (10) years or until the retired employee becomes eligible for Medicare, whichever occurs first, if the District's insurer will provide the coverage.

**The retired employee will be deemed available for work except if:*

1. Ill, injured, or other similar emergency, or;
2. Attendance is required at another function or activity other than social or recreational, or;
3. Temporarily out of the immediate area.

Tax Deferred Savings Contribution

The District shall contribute annually an amount equal to 4.137% of the total salary to a tax deferred savings account beginning on January 1, 2022. The district contribution shall be distributed monthly.

Southern Oregon ESD
2022-2023 Salary Schedule
Confidential Employees and Non-Licensed Administrators

<u>2022-2023</u>	0	0	1	2	3	4	5	6	7	8	9
Step 1	\$48,236.34	\$52,577.60	\$57,309.58	\$62,467.28	\$68,089.52	\$74,217.90	\$80,897.59	\$88,178.48	\$96,115.20	\$104,768.37	\$114,197.39
Step 2	\$49,201.36	\$53,629.48	\$58,456.13	\$63,717.20	\$69,451.12	\$75,701.88	\$82,514.65	\$89,946.42	\$98,041.16	\$106,860.66	\$116,478.60
Step 3	\$50,185.38	\$54,702.07	\$59,625.25	\$64,992.07	\$70,841.22	\$77,216.77	\$84,166.16	\$91,744.06	\$100,001.58	\$109,000.49	\$118,810.92
Step 4	\$51,189.42	\$55,796.46	\$60,818.14	\$66,291.87	\$72,258.68	\$78,761.33	\$85,849.74	\$93,577.33	\$101,998.83	\$111,183.10	\$121,189.55
Step 5	\$52,213.43	\$56,912.65	\$62,034.80	\$67,617.83	\$73,703.44	\$80,336.78	\$87,566.58	\$95,449.84	\$104,041.22	\$113,403.72	\$123,609.78
Step 6	\$53,257.45	\$58,050.64	\$63,275.21	\$68,969.93	\$75,176.74	\$81,943.14	\$89,317.89	\$97,356.80	\$106,118.09	\$115,673.05	\$126,083.47
Step 7	\$54,322.50	\$59,211.54	\$64,540.56	\$70,349.35	\$76,680.91	\$83,582.77	\$91,104.85	\$99,304.14	\$108,241.28	\$117,987.53	\$128,605.87
Step 8	\$55,408.16	\$60,395.32	\$65,830.88	\$71,756.11	\$78,213.59	\$85,253.28	\$92,926.25	\$101,291.89	\$110,407.25	\$120,345.99	\$131,177.00
Step 9	\$56,516.33	\$61,603.22	\$67,147.50	\$73,192.54	\$79,779.56	\$86,959.45	\$94,785.69	\$103,316.47	\$112,613.61	\$122,753.14	\$133,800.40
Step 10	\$57,647.60	\$62,835.88	\$68,491.10	\$74,655.15	\$81,374.03	\$88,697.68	\$96,680.74	\$105,382.63	\$114,868.69	\$125,207.81	\$136,476.07
Step 11	\$58,801.62	\$64,093.78	\$69,862.22	\$76,149.82	\$83,002.96	\$90,472.76	\$98,615.02	\$107,491.57	\$117,165.35	\$127,711.21	\$139,205.21

4.5% Salary Increase from 2021-2022

2022-2023 with \$6,500 Stipend

<u>2022-2023</u>	0	0	1	2	3	4	5	6	7	8	9
Step 1	\$54,736.34	\$59,077.60	\$63,809.58	\$68,967.28	\$74,589.52	\$80,717.90	\$87,397.59	\$94,678.48	\$102,615.20	\$111,268.37	\$120,697.39
Step 2	\$55,701.36	\$60,129.48	\$64,956.13	\$70,217.20	\$75,951.12	\$82,201.88	\$89,014.65	\$96,446.42	\$104,541.16	\$113,360.66	\$122,978.60
Step 3	\$56,685.38	\$61,202.07	\$66,125.25	\$71,492.07	\$77,341.22	\$83,716.77	\$90,666.16	\$98,244.06	\$106,501.58	\$115,500.49	\$125,310.92
Step 4	\$57,689.42	\$62,296.46	\$67,318.14	\$72,791.87	\$78,758.68	\$85,261.33	\$92,349.74	\$100,077.33	\$108,498.83	\$117,683.10	\$127,689.55
Step 5	\$58,713.43	\$63,412.65	\$68,534.80	\$74,117.83	\$80,203.44	\$86,836.78	\$94,066.58	\$101,949.84	\$110,541.22	\$119,903.72	\$130,109.78
Step 6	\$59,757.45	\$64,550.64	\$69,775.21	\$75,469.93	\$81,676.74	\$88,443.14	\$95,817.89	\$103,856.80	\$112,618.09	\$122,173.05	\$132,583.47
Step 7	\$60,822.50	\$65,711.54	\$71,040.56	\$76,849.35	\$83,180.91	\$90,082.77	\$97,604.85	\$105,804.14	\$114,741.28	\$124,487.53	\$135,105.87
Step 8	\$61,908.16	\$66,895.32	\$72,330.88	\$78,256.11	\$84,713.59	\$91,753.28	\$99,426.25	\$107,791.89	\$116,907.25	\$126,845.99	\$137,677.00
Step 9	\$63,016.33	\$68,103.22	\$73,647.50	\$79,692.54	\$86,279.56	\$93,459.45	\$101,285.69	\$109,816.47	\$119,113.61	\$129,253.14	\$140,300.40
Step 10	\$64,147.60	\$69,335.88	\$74,991.10	\$81,155.15	\$87,874.03	\$95,197.68	\$103,180.74	\$111,882.63	\$121,368.69	\$131,707.81	\$142,976.07
Step 11	\$65,301.62	\$70,593.78	\$76,362.22	\$82,649.82	\$89,502.96	\$96,972.76	\$105,115.02	\$113,991.57	\$123,665.35	\$134,211.21	\$145,705.21

Confidential and Non-Licensed Administrators Conditions of Employment 2022-2025

Appendix A

Southern Oregon ESD
2023-2024 Salary Schedule
Confidential Employees and Non-Licensed Administrators

<u>2023-2024</u>	0	0	1	2	3	4	5	6	7	8	9
Step 1	\$49,345.77	\$53,786.88	\$58,627.70	\$63,904.03	\$69,655.58	\$75,924.91	\$82,758.23	\$90,206.58	\$98,325.85	\$107,178.04	\$116,823.93
Step 2	\$50,332.99	\$54,862.96	\$59,800.62	\$65,182.69	\$71,048.50	\$77,443.02	\$84,412.49	\$92,015.19	\$100,296.10	\$109,318.46	\$119,157.61
Step 3	\$51,339.65	\$55,960.22	\$60,996.63	\$66,486.89	\$72,470.57	\$78,992.76	\$86,101.98	\$93,854.17	\$102,301.61	\$111,507.50	\$121,543.57
Step 4	\$52,366.77	\$57,079.78	\$62,216.95	\$67,816.59	\$73,920.63	\$80,572.84	\$87,824.28	\$95,729.61	\$104,344.80	\$113,740.31	\$123,976.91
Step 5	\$53,414.34	\$58,221.65	\$63,461.60	\$69,173.04	\$75,398.62	\$82,184.53	\$89,580.61	\$97,645.19	\$106,434.17	\$116,012.00	\$126,452.80
Step 6	\$54,482.38	\$59,385.81	\$64,730.54	\$70,556.24	\$76,905.80	\$83,827.83	\$91,372.20	\$99,596.01	\$108,558.81	\$118,333.53	\$128,983.39
Step 7	\$55,571.92	\$60,573.40	\$66,024.99	\$71,967.38	\$78,444.57	\$85,505.18	\$93,200.26	\$101,588.14	\$110,730.83	\$120,701.25	\$131,563.81
Step 8	\$56,682.55	\$61,784.41	\$67,344.99	\$73,406.50	\$80,012.50	\$87,214.11	\$95,063.55	\$103,621.60	\$112,946.61	\$123,113.95	\$134,194.07
Step 9	\$57,816.20	\$63,020.10	\$68,691.89	\$74,875.97	\$81,614.49	\$88,959.52	\$96,965.76	\$105,692.75	\$115,203.73	\$125,576.46	\$136,877.80
Step 10	\$58,973.49	\$64,281.10	\$70,066.40	\$76,372.22	\$83,245.63	\$90,737.73	\$98,904.40	\$107,806.43	\$117,510.67	\$128,087.59	\$139,615.02
Step 11	\$60,154.06	\$65,567.94	\$71,469.05	\$77,901.27	\$84,912.03	\$92,553.63	\$100,883.17	\$109,963.88	\$119,860.15	\$130,648.57	\$142,406.93

2.3% Salary Increase from 2022-2023

2023-2024 with \$6,500 Stipend

<u>2023-2024</u>	0	0	1	2	3	4	5	6	7	8	9
Step 1	\$55,845.77	\$60,286.88	\$65,127.70	\$70,404.03	\$76,155.58	\$82,424.91	\$89,258.23	\$96,706.58	\$104,825.85	\$113,678.04	\$123,323.93
Step 2	\$56,832.99	\$61,362.96	\$66,300.62	\$71,682.69	\$77,548.50	\$83,943.02	\$90,912.49	\$98,515.19	\$106,796.10	\$115,818.46	\$125,657.61
Step 3	\$57,839.65	\$62,460.22	\$67,496.63	\$72,986.89	\$78,970.57	\$85,492.76	\$92,601.98	\$100,354.17	\$108,801.61	\$118,007.50	\$128,043.57
Step 4	\$58,866.77	\$63,579.78	\$68,716.95	\$74,316.59	\$80,420.63	\$87,072.84	\$94,324.28	\$102,229.61	\$110,844.80	\$120,240.31	\$130,476.91
Step 5	\$59,914.34	\$64,721.65	\$69,961.60	\$75,673.04	\$81,898.62	\$88,684.53	\$96,080.61	\$104,145.19	\$112,934.17	\$122,512.00	\$132,952.80
Step 6	\$60,982.38	\$65,885.81	\$71,230.54	\$77,056.24	\$83,405.80	\$90,327.83	\$97,872.20	\$106,096.01	\$115,058.81	\$124,833.53	\$135,483.39
Step 7	\$62,071.92	\$67,073.40	\$72,524.99	\$78,467.38	\$84,944.57	\$92,005.18	\$99,700.26	\$108,088.14	\$117,230.83	\$127,201.25	\$138,063.81
Step 8	\$63,182.55	\$68,284.41	\$73,844.99	\$79,906.50	\$86,512.50	\$93,714.11	\$101,563.55	\$110,121.60	\$119,446.61	\$129,613.95	\$140,694.07
Step 9	\$64,316.20	\$69,520.10	\$75,191.89	\$81,375.97	\$88,114.49	\$95,459.52	\$103,465.76	\$112,192.75	\$121,703.73	\$132,076.46	\$143,377.80
Step 10	\$65,473.49	\$70,781.10	\$76,566.40	\$82,872.22	\$89,745.63	\$97,237.73	\$105,404.40	\$114,306.43	\$124,010.67	\$134,587.59	\$146,115.02
Step 11	\$66,654.06	\$72,067.94	\$77,969.05	\$84,401.27	\$91,412.03	\$99,053.63	\$107,383.17	\$116,463.88	\$126,360.15	\$137,148.57	\$148,906.93

Confidential and Non-Licensed Administrators Conditions of Employment 2022-2025

Appendix A

Southern Oregon E
2024-2025 Salary Schedule
Confidential Employees and Non-Licensed Administrators

<u>2024-2025</u>	0	0	1	2	3	4	5	6	7	8	9
Step 1	\$50,480.73	\$55,023.98	\$59,976.14	\$65,373.82	\$71,257.66	\$77,671.19	\$84,661.67	\$92,281.33	\$100,587.34	\$109,643.13	\$119,510.88
Step 2	\$51,490.65	\$56,124.80	\$61,176.03	\$66,681.89	\$72,682.62	\$79,224.21	\$86,353.97	\$94,131.54	\$102,602.91	\$111,832.78	\$121,898.24
Step 3	\$52,520.46	\$57,247.30	\$62,399.56	\$68,016.08	\$74,137.39	\$80,809.59	\$88,082.33	\$96,012.82	\$104,654.55	\$114,072.17	\$124,339.07
Step 4	\$53,571.21	\$58,392.62	\$63,647.94	\$69,376.37	\$75,620.81	\$82,426.02	\$89,844.24	\$97,931.39	\$106,744.73	\$116,356.34	\$126,828.37
Step 5	\$54,642.87	\$59,560.74	\$64,921.21	\$70,764.02	\$77,132.79	\$84,074.77	\$91,640.97	\$99,891.03	\$108,882.16	\$118,680.28	\$129,361.22
Step 6	\$55,735.47	\$60,751.68	\$66,219.34	\$72,179.03	\$78,674.64	\$85,755.87	\$93,473.76	\$101,886.71	\$111,055.66	\$121,055.20	\$131,950.01
Step 7	\$56,850.08	\$61,966.59	\$67,543.57	\$73,622.63	\$80,248.79	\$87,471.79	\$95,343.86	\$103,924.66	\$113,277.64	\$123,477.38	\$134,589.78
Step 8	\$57,986.25	\$63,205.45	\$68,893.93	\$75,094.85	\$81,852.79	\$89,220.03	\$97,250.02	\$106,004.90	\$115,544.39	\$125,945.57	\$137,280.53
Step 9	\$59,145.98	\$64,469.56	\$70,271.80	\$76,598.12	\$83,491.62	\$91,005.59	\$99,195.97	\$108,123.68	\$117,853.41	\$128,464.72	\$140,025.99
Step 10	\$60,329.88	\$65,759.57	\$71,677.92	\$78,128.78	\$85,160.28	\$92,824.69	\$101,179.20	\$110,285.98	\$120,213.42	\$131,033.61	\$142,826.16
Step 11	\$61,537.60	\$67,076.00	\$73,112.84	\$79,693.00	\$86,865.00	\$94,682.37	\$103,203.48	\$112,493.04	\$122,616.94	\$133,653.49	\$145,682.29

2.3% Salary Increase from 2023-2024

2024-2025 with \$6,500 Stipend

<u>2024-2025</u>	0	0	1	2	3	4	5	6	7	8	9
Step 1	\$56,980.73	\$61,523.98	\$66,476.14	\$71,873.82	\$77,757.66	\$84,171.19	\$91,161.67	\$98,781.33	\$107,087.34	\$116,143.13	\$126,010.88
Step 2	\$57,990.65	\$62,624.80	\$67,676.03	\$73,181.89	\$79,182.62	\$85,724.21	\$92,853.97	\$100,631.54	\$109,102.91	\$118,332.78	\$128,398.24
Step 3	\$59,020.46	\$63,747.30	\$68,899.56	\$74,516.08	\$80,637.39	\$87,309.59	\$94,582.33	\$102,512.82	\$111,154.55	\$120,572.17	\$130,839.07
Step 4	\$60,071.21	\$64,892.62	\$70,147.94	\$75,876.37	\$82,120.81	\$88,926.02	\$96,344.24	\$104,431.39	\$113,244.73	\$122,856.34	\$133,328.37
Step 5	\$61,142.87	\$66,060.74	\$71,421.21	\$77,264.02	\$83,632.79	\$90,574.77	\$98,140.97	\$106,391.03	\$115,382.16	\$125,180.28	\$135,861.22
Step 6	\$62,235.47	\$67,251.68	\$72,719.34	\$78,679.03	\$85,174.64	\$92,255.87	\$99,973.76	\$108,386.71	\$117,555.66	\$127,555.20	\$138,450.01
Step 7	\$63,350.08	\$68,466.59	\$74,043.57	\$80,122.63	\$86,748.79	\$93,971.79	\$101,843.86	\$110,424.66	\$119,777.64	\$129,977.38	\$141,089.78
Step 8	\$64,486.25	\$69,705.45	\$75,393.93	\$81,594.85	\$88,352.79	\$95,720.03	\$103,750.02	\$112,504.90	\$122,044.39	\$132,445.57	\$143,780.53
Step 9	\$65,645.98	\$70,969.56	\$76,771.80	\$83,098.12	\$89,991.62	\$97,505.59	\$105,695.97	\$114,623.68	\$124,353.41	\$134,964.72	\$146,525.99
Step 10	\$66,829.88	\$72,259.57	\$78,177.92	\$84,628.78	\$91,660.28	\$99,324.69	\$107,679.20	\$116,785.98	\$126,713.42	\$137,533.61	\$149,326.16
Step 11	\$68,037.60	\$73,576.00	\$79,612.84	\$86,193.00	\$93,365.00	\$101,182.37	\$109,703.48	\$118,993.04	\$129,116.94	\$140,153.49	\$152,182.29

Confidential and Non-Licensed Administrators Conditions of Employment 2022-2025

Appendix A

**LICENSED ADMINISTRATOR
CONDITIONS OF EMPLOYMENT
July 1, 2025 – June 30, 2026**

Sick Leave:

Sick leave will be given in accordance with ORS 332.507. Sick leave shall be granted for personal illness or injury, or injury or illness within the employee's immediate family and shall be taken in not less than one-quarter hour increments.

The immediate family is defined as:

A spouse, child, parent, son- or daughter-in-law, father- or mother-in-law, brother, sister, grandparent, grandchild, brother- or sister-in-law, step-parent, step-children, and any other person living in the home.

Personal/Emergency Leave:

Personal/emergency leave must qualify within one of the following categories:

Personal Leave: To take care of necessary personal business which cannot be taken care of outside of normal working hours.

Emergency Leave: In cases of emergency such as:

1. Serious illness in the immediate or extended family or serious illness of any other person living in the home.
2. Unsafe travel conditions.
3. Automobile accident (not personal injury).

Personal/Emergency leave is non-cumulative and shall be front-loaded to each administrator who needs such leave at the rate of four (4) normal work days per year. Personal/Emergency leave is usable in not less than one-hour portions and may be used in half-hour portions when the half-hour is in conjunction with the use of one or more hours. If the employee begins employment after July 1, Personal/Emergency Leave will be prorated the first year of employment. Personal/Emergency Leave is prorated by FTE and work calendars of less than 260 days. If an employee leaves employment prior to June 30, the front-loaded leave shall be pro-rated based on the number of days worked during the year.

Administrators will not be eligible to take Personal/Emergency leave until they have been employed three months.

Bereavement Leave:

1. The District will grant up to five (5) normal work days during the year with full pay for bereavement leave under the following conditions:
 - a. Bereavement leave applies in the event of the death of:
 1. A member of the immediate family (spouse, child, parent, son or daughter-in-law, father or mother-in-law, brother, sister, grandparent, grandchild, brother or sister-in-law, step-parent, step-children, aunt, uncle, cousin).
 2. Any other person living in the home.
 - b. Any leave in excess of five (5) days shall be charged to accrued sick leave and/or vacation leave.
2. Bereavement leave is noncumulative and will be prorated to the employee's start date.
3. For those employees on irregular work schedules, up to 40 hours that employees normally work in their weekly schedule will be available for bereavement, prorated for employees that work less than full time.

4. Upon returning to work following absence, under provisions of bereavement leave, the employee shall sign a form and state the nature of the bereavement.
5. An employee utilizing the bereavement leave provision shall contact his/her immediate supervisor, the superintendent, or his designee in advance so that the supervisor is aware of the absence.
6. Employees will be granted sufficient time off with pay to attend a local funeral of a friend, co-worker or student.

Sabbatical Leave:

1. Eligibility after at least seven years of continuous service to the District.
2. Plan for sabbatical approved by the superintendent and considered worthwhile by the board.
3. Compensation during the sabbatical will be at 50% of regular salary with all regular required deductions, plus the fringe benefit package.
4. Upon returning from the sabbatical leave:
 - a. The administrator is obligated to serve at least three years in the District.
 - b. A position fitting the administrator's qualifications will be available.
 - c. The administrator will receive one-year credit on the salary schedule for the sabbatical year.

Holidays/Office Closures

The following shall be holidays: Martin Luther King Day, Independence Day, Labor Day, Veterans Day (as observed by Oregon schools), Thanksgiving Day, the day after Thanksgiving Day, Christmas Day and the period December 26 through December 31, New Year's Day, two days of Spring Break, Memorial Day, and Juneteenth.

Administrators who work less than 260 days shall be paid for holidays that fall during contracted days and are not paid for holidays that fall during non-contracted days.

Vacation

Licensed administrators contracted for 260 days will accrue 13.34 hours of Vacation Leave per month. If the administrator begins employment after July 1, Vacation Leave will be prorated the first year of employment. Vacation Leave is prorated by FTE and work calendars of less than 260 days. Vacation requests are to be pre-approved by the administrator's supervisor.

The administrator has until September 1 to use accumulated vacation so that on September 1 there is no more than 240 hours remaining. Up to 80 hours over the 240 hours on September 1 will be paid at the employee's current rate. Any additional hours shall be forfeited.

Administrators who resign or retire before the end of the fiscal year will be paid for any vacation hours accrued.

Legal Leave

An administrator called for jury duty, or who has received a subpoena to testify in a court proceeding or at a legislative hearing, will receive full pay for the length of the jury or other service, except those days served on non-contract days. The compensation paid to an administrator for the period of leave shall be reduced by the amount of compensation or witness fees received by the administrator, excluding mileage reimbursement, for the services referred to above or the administrator may turn such compensation directly over to the District without any consequent deduction in the administrator's compensation. An administrator called under the conditions listed under this paragraph and who is excused from duty, shall immediately return to work. Legal leave will not be provided for any cause of action brought by the administrator against the District.

Professional Activities

SOESD administrators may undertake limited consultative work (teaching university classes, speaking engagements, writing and other professional activities) for honoraria and expenses, provided such activities are performed outside the work day or using vacation time and do not interfere with normal administrative duties. Before beginning outside consultative work, administrators will seek prior approval from their immediate supervisor.

If administrators are accepting compensation they will follow the requirements below:

- Will use vacation leave if consultative work occurs during office hours. Personal leave may not be used for consultative work.
- Are not required to use leave if consultative services are performed outside regular office hours.
- Materials used in presentations will be prepared and copied on administrator's own time and expense. Administrative assistant time cannot be used to help prepare materials.
- If materials are the intellectual property of SOESD, administrators will compensate SOESD for their use.

Non-Contract Days

Administrators employed less than twelve months will be allowed to take their non-paid time off with approval of supervisor. A leave slip will be turned in to their supervisor prior to the time off.

Compensation (Salary)

The salary schedule is attached as Appendix A.

Insurance Benefits

Insurance benefits will be provided to the employee assigned to work .5 FTE or more as follows:

- On October 1, 2022 through September 30, 2023, the District monthly contribution toward insurance premiums based on the insurance tier selected by the employee will be:

\$ 643	Employee Only
\$1,240	Employee and Children
\$1,400	Employee and Spouse
\$2,003	Family
- On October 1, 2023 through September 30, 2024 the District monthly contribution toward insurance premiums based on the insurance tier selected by the employee will be:

\$651	Employee Only
\$1,253	Employee and Children
\$1,415	Employee and Spouse
\$2,025	Family.
- On October 1, 2024 through September 30, 2025, the District monthly contribution toward insurance premiums based on the insurance tier selected by the employee will be:

\$658	Employee Only
\$1,266	Employee and Children
\$1,430	Employee and Spouse
\$2,045	Family.
- HSA Contributions: \$100 per month
- If the employee demonstrates that he/she has health insurance coverage under another employer-sponsored medical plan and does not elect dental and vision plans, he/she may participate in the Opt-out Program. If the employee is eligible and opts out of Medical, Dental and Vision insurance, the district will contribute \$385 a month toward any benefit under the Section 125 plan with a maximum \$500 per plan year going towards the Medical Expense Reimbursement plan. The employee may also choose to receive this contribution as taxable compensation. If the opt out language in any way violates the rules under the Affordable Health Care Act, IRS, or the insurance carrier, the parties agree the opt out provision shall be immediately corrected to an allowable amount.

Premium Service Pay

Premium Service Pay will be provided to administrators who have experienced one year at the top of the salary schedule with no movement. Premium Service Pay will be calculated as follows:

- First year of eligibility
1.5% of step 1 of administrator's column on salary schedule
- Second year of eligibility
2.5% of step 1 of administrator's column on salary schedule
- Third year of eligibility and thereafter
3.5% of step 1 of administrator's column on salary schedule

The District will pay, as part of premium service benefits, \$480 toward the annual insurance benefit.

Early Retirement

The Early Retirement provision will not be applicable to employees hired on or after January 1, 2022.

Early retirement will be available to confidential, licensed administrators, and non-licensed administrators who have a minimum of ten (10) years of experience with the District and are 55 or older, or have ten (10) years' experience with the district and are PERS eligible. Experience with the district will be recognized for a current employee that fills a confidential, licensed administrator, or non-licensed administrator position if the employee was originally hired by the District in a:

- o classified position prior to July 1, 2000, or
- o licensed position prior to July 1, 2001, or
- o confidential, licensed administrator, or non-licensed administrator position prior to January 1, 2022.

The District will pay the administrator who opts for early retirement a \$325 monthly stipend paid to early retirees for a maximum of ten (10) years or until attainment of full social security eligibility, whichever occurs first, if the administrator is willing and available* to return periodically to the ESD to work on curriculum or special projects until age 60. The number of days per year that the administrator could be called in to work is determined by dividing total payments for the year (i.e. \$3,900) by the daily salary rate of the administrator at time of retirement (i.e. yearly salary divided by contract length).

The District will contribute toward insurance premiums for medical, pharmacy, dental, and vision coverage based on the insurance tier selected by the retired employee. The District's contribution toward tiered insurance premiums will be the same as provided to non-retired administrators. The District will contribute toward insurance premiums for a maximum of ten (10) years or until the retired administrator becomes eligible for Medicare, whichever occurs first, if the District's insurer will provide the coverage.

**The retired administrator will be deemed available for work except if:*

1. Ill, injured, or other similar emergency, or;
2. Attendance is required at another function or activity other than social or recreational, or;
3. Temporarily out of the immediate area.

Tax Deferred Savings Contribution

The District shall contribute annually an amount equal to 4.137% of the total salary to a tax-deferred savings account beginning on January 1, 2022. The district contribution shall be distributed monthly.

Southern Oregon ESD
2022-2023 Salary Schedule
Licensed Administrators

<u>2022-2023</u>	Manager	Supervisor	Coordinator	Director
Step 1	\$88,178.48	\$96,115.20	\$104,768.37	\$114,196.20
Step 2	\$89,946.42	\$98,041.16	\$106,860.66	\$116,477.42
Step 3	\$91,744.06	\$100,001.58	\$109,000.49	\$118,807.34
Step 4	\$93,577.33	\$101,998.83	\$111,183.10	\$121,183.61
Step 5	\$95,449.84	\$104,041.22	\$113,403.72	\$123,607.41
Step 6	\$97,356.80	\$106,118.09	\$115,673.05	\$126,079.90
Step 7	\$99,304.14	\$108,241.28	\$117,987.53	\$128,603.50
Step 8	\$101,291.89	\$110,407.25	\$120,345.99	\$131,174.63
Step 9	\$103,316.47	\$112,613.61	\$122,753.14	\$133,798.03
Step 10	\$105,382.63	\$114,868.69	\$125,207.81	\$136,473.69
Step 11	\$107,491.57	\$117,165.35	\$127,711.21	\$139,204.03

4.5% Salary Increase from 2021-2022

22-23 Salary with \$6,500 Stipend

<u>2022-2023</u>	Manager	Supervisor	Coordinator	Director
Step 1	\$94,678.48	\$102,615.20	\$111,268.37	\$120,696.20
Step 2	\$96,446.42	\$104,541.16	\$113,360.66	\$122,977.42
Step 3	\$98,244.06	\$106,501.58	\$115,500.49	\$125,307.34
Step 4	\$100,077.33	\$108,498.83	\$117,683.10	\$127,683.61
Step 5	\$101,949.84	\$110,541.22	\$119,903.72	\$130,107.41
Step 6	\$103,856.80	\$112,618.09	\$122,173.05	\$132,579.90
Step 7	\$105,804.14	\$114,741.28	\$124,487.53	\$135,103.50
Step 8	\$107,791.89	\$116,907.25	\$126,845.99	\$137,674.63
Step 9	\$109,816.47	\$119,113.61	\$129,253.14	\$140,298.03
Step 10	\$111,882.63	\$121,368.69	\$131,707.81	\$142,973.69
Step 11	\$113,991.57	\$123,665.35	\$134,211.21	\$145,704.03

Southern Oregon ESD
2023-2024 Salary Schedule
Licensed Administrators

<u>2023-2024</u>	Manager	Supervisor	Coordinator	Director
Step 1	\$ 90,206.58	\$ 98,325.85	\$ 107,178.04	\$ 116,822.71
Step 2	\$ 92,015.19	\$ 100,296.10	\$ 109,318.46	\$ 119,156.40
Step 3	\$ 93,854.17	\$ 102,301.61	\$ 111,507.50	\$ 121,539.91
Step 4	\$ 95,729.61	\$ 104,344.80	\$ 113,740.31	\$ 123,970.83
Step 5	\$ 97,645.19	\$ 106,434.17	\$ 116,012.00	\$ 126,450.38
Step 6	\$ 99,596.01	\$ 108,558.81	\$ 118,333.53	\$ 128,979.73
Step 7	\$ 101,588.14	\$ 110,730.83	\$ 120,701.25	\$ 131,561.38
Step 8	\$ 103,621.60	\$ 112,946.61	\$ 123,113.95	\$ 134,191.65
Step 9	\$ 105,692.75	\$ 115,203.73	\$ 125,576.46	\$ 136,875.39
Step 10	\$ 107,806.43	\$ 117,510.67	\$ 128,087.59	\$ 139,612.59
Step 11	\$ 109,963.88	\$ 119,860.15	\$ 130,648.57	\$ 142,405.72

2.3% Salary Increase from 2022-2023

22-23 Salary with \$6,500 Stipend

<u>2023-2024</u>	Manager	Supervisor	Coordinator	Director
Step 1	\$96,706.58	\$104,825.85	\$113,678.04	\$123,322.71
Step 2	\$98,515.19	\$106,796.10	\$115,818.46	\$125,656.40
Step 3	\$100,354.17	\$108,801.61	\$118,007.50	\$128,039.91
Step 4	\$102,229.61	\$110,844.80	\$120,240.31	\$130,470.83
Step 5	\$104,145.19	\$112,934.17	\$122,512.00	\$132,950.38
Step 6	\$106,096.01	\$115,058.81	\$124,833.53	\$135,479.73
Step 7	\$108,088.14	\$117,230.83	\$127,201.25	\$138,061.38
Step 8	\$110,121.60	\$119,446.61	\$129,613.95	\$140,691.65
Step 9	\$112,192.75	\$121,703.73	\$132,076.46	\$143,375.39
Step 10	\$114,306.43	\$124,010.67	\$134,587.59	\$146,112.59
Step 11	\$116,463.88	\$126,360.15	\$137,148.57	\$148,905.72

Southern Oregon ESD
2024-2025 Salary Schedule
Licensed Administrators

<u>2024-2025</u>	Manager	Supervisor	Coordinator	Director
Step 1	\$ 92,281.33	\$ 100,587.34	\$ 109,643.13	\$ 119,509.63
Step 2	\$ 94,131.54	\$ 102,602.91	\$ 111,832.78	\$ 121,896.99
Step 3	\$ 96,012.82	\$ 104,654.55	\$ 114,072.17	\$ 124,335.33
Step 4	\$ 97,931.39	\$ 106,744.73	\$ 116,356.34	\$ 126,822.16
Step 5	\$ 99,891.03	\$ 108,882.16	\$ 118,680.28	\$ 129,358.74
Step 6	\$ 101,886.71	\$ 111,055.66	\$ 121,055.20	\$ 131,946.27
Step 7	\$ 103,924.66	\$ 113,277.64	\$ 123,477.38	\$ 134,587.29
Step 8	\$ 106,004.90	\$ 115,544.39	\$ 125,945.57	\$ 137,278.06
Step 9	\$ 108,123.68	\$ 117,853.41	\$ 128,464.72	\$ 140,023.52
Step 10	\$ 110,285.98	\$ 120,213.42	\$ 131,033.61	\$ 142,823.68
Step 11	\$ 112,493.04	\$ 122,616.94	\$ 133,653.49	\$ 145,681.06

2.3% Salary Increase from 2023-2024

24-25 Salary with \$6,500 Stipend

<u>2023-2024</u>	Manager	Supervisor	Coordinator	Director
Step 1	\$98,781.33	\$107,087.34	\$116,143.13	\$126,009.63
Step 2	\$100,631.54	\$109,102.91	\$118,332.78	\$128,396.99
Step 3	\$102,512.82	\$111,154.55	\$120,572.17	\$130,835.33
Step 4	\$104,431.39	\$113,244.73	\$122,856.34	\$133,322.16
Step 5	\$106,391.03	\$115,382.16	\$125,180.28	\$135,858.74
Step 6	\$108,386.71	\$117,555.66	\$127,555.20	\$138,446.27
Step 7	\$110,424.66	\$119,777.64	\$129,977.38	\$141,087.29
Step 8	\$112,504.90	\$122,044.39	\$132,445.57	\$143,778.06
Step 9	\$114,623.68	\$124,353.41	\$134,964.72	\$146,523.52
Step 10	\$116,785.98	\$126,713.42	\$137,533.61	\$149,323.68
Step 11	\$118,993.04	\$129,116.94	\$140,153.49	\$152,181.06

May 21, 2025

2024-2025 SOUTHERN OREGON ESD
RESOLUTION #9

BE IT RESOLVED by the Board of Directors of Southern Oregon Education Service District that the following increased amount is adopted and appropriated for the 2024-2025 fiscal year:

Special Revenue Fund (290):

5110 – Long Term Debt	<u>2,396,610.00</u>
Total Special Revenue Fund (290) Budget Change	<u>2,396,610.00</u>

The above change will result in an increased Special Revenue Fund (290-5110) total budget to \$2,626,096. In connection with the district’s \$12 million Full Faith and Credit loan on the Phoenix re-build, \$1,364,082 from the loan proceeds is being used to retire the remaining loan balance on the Ramsey Building in Grants Pass. Additionally, the Board is approving an appropriation of \$1,032,528 to cover the first scheduled principal and interest payment on the Full Faith and Credit obligation, which is set to be made in June 2025.

Justin Wright, Chair

Scott Beveridge, Superintendent-Clerk