

**MEMORANDUM OF AGREEMENT  
BETWEEN THE BOARD OF EDUCATION OF ORLAND SCHOOL DISTRICT 135  
AND THE ORLAND COUNCIL OF EDUCATORS**

**Extension of Collective Bargaining Agreement**

This Memorandum of Agreement (MOA) is between the Board of Education of Orland School District 135 (the "Board") and the Orland Council of Educators, AFT Local 943, AFT (the "Union"). The Board and Union are parties to a collective bargaining agreement effective through 2025-2026 (the "CBA").

**Background:**

- A. The Parties believe that it is beneficial to extend the term of the current CBA.
- B. The Parties have met and come to an agreement on the extension terms as set forth in this MOA.
- C. The Union has held a vote of its members, which has ratified this extension and the Board has approved the extension.

NOW, THEREFORE, the Board and the Union agree to the following:

1. The CBA shall be extended by 2 years through 2027-2028. Article 21.5 of the CBA is hereby amended to reflect this extension.
2. **Peer Coaching** (In addition to Article 4.4 of the contract):
  - Beginning with the 2024-2025 school year, the administration will schedule at least three (3) half days each school year or the time equivalent of nine (9) hours.
3. Article 6.19 is amended as follows:

The Council President shall be granted release time equivalent to the length of one junior high instructional period based on the eight (8) period day used for the ~~2015-2016~~ 2024-2025 schedule within the teaching day to tend to Council matters and responsibilities. The Administration and the Council President shall collaborate on an appropriate schedule. Release time shall be at least twenty (20) minute blocks of time. The cost shall be shared equally between the Board and the Council.

4. Article 10.1.3 is amended as follows:

Primary teachers (K-3) will receive 260 minutes of planning time per week, intermediate teachers (4-5) will receive 230 minutes of planning time per week, and junior high teachers (6-8) will receive one instructional period of planning time per day based on the eight (8) period day used for the ~~2015-2016~~ 2024-2025 schedule. Non-student contact time is considered planning time for Early Childhood (At-Risk) teachers and for Early Childhood Special Education teachers. Early Childhood teachers are not required to remain with students during scheduled Physical Education classes. For the 2015-2016 school year, primary and intermediate teachers shall have planning time scheduled with a minimum of 30-minute increments when possible. Beginning in the 2016-2017 school year, the Administration will schedule at least one (1) block of planning time of at least twenty (20) minutes each day for primary and intermediate teachers and periods of time of five (5) minutes, or less shall not count toward total planning time. All junior high (6-8)

teachers instructing students for six (6) periods shall receive a zero-hour stipend.

5. A new Article 10.9 is added and shall read as follows:

10.9 Junior High Advisory Period

10.91 All teachers will be assigned to a 25-minute advisory period that will meet as part of the regular daily class schedule between the 1st and 2nd period. This period will not extend the school day beyond the normal scope of a work day of seven (7) hours and eight (8) minutes and a student day of six (6) hours and forty-three (43) minutes. Advisory is not considered a sixth (6th) period receiving a zero-hour stipend. Daily and weekly schedules for advisory will be provided by the administration and may be flexible depending on a week's schedule, events, and needs.

10.92 Advisory will take place on full student attendance days. Advisory will not occur on early release days for students or days when classes are shortened for reasons such as assemblies.

10.93 Each student shall be assigned a different advisory teacher each of the three years. The purpose of advisory time is to provide an opportunity for students to build and maintain a relationship with a staff member and for, but not limited to,

- Students to build and maintain appropriate relationships with other students
- Social-Emotional Curriculum
- Homework, Classwork, and Assessment Study and Support
- School Expectations
- Interventions
- Advisory lessons, content, and materials will be provided to Certified staff.

Announcements shall take place during this time. Other building functions taken from content time and drills may be done during this time. The Advisory period will not be graded.

10.94 All Certified Staff will be utilized during advisory time to support the goals and curriculum of the advisory program. All Certified Staff will be scheduled to support students during the advisory period.

10.95 Advisory period class size will be balanced based on enrollment, Certified Staff, and student needs.

10.96 At the start of the 1st year of advisory, a 10-member committee of equal representation of Certified Staff and Administration shall be formed. The OCE and Administration will each choose their committee representatives. This committee will meet at least once a year to evaluate advisory period changes and improvements as necessary.

\*The table below reflects an example of an advisory week schedule.

| Monday  | Tuesday  | Wednesday              | Thursday  | Friday                    |
|---|--|------------------------|---|---------------------------|
| Executive Functioning<br>Goal Setting<br>Organization<br>Time Management<br>Note Taking<br>Studying | Circle Discussion/<br>Writing Prompts<br><br>Team Building | Homework/<br>Classwork | Teacher/Student Choice<br><br>PBIS<br><br>Building Expectations | Social Emotional Learning |

6. Article 17.2 and Appendix A shall be increased as follows:

2024-2025 Step 2.6% + Base Increase of 2.9% for a total of 5.5%  
 2025-2026 Step 2.6% + Base Increase of 2.9% for a total of 5.5%  
 2026-2027 Step 2.6% + Base Increase of 2.9% for a total of 5.5%  
 2027-2028 Step 2.6% + Base Increase of 2.9% for a total of 5.5%


An increase of 3% each year to all extra duties and Supplemental pay rates set forth in Articles 4, 8, 10, 17, 18, 20 and PT & OT stipend.

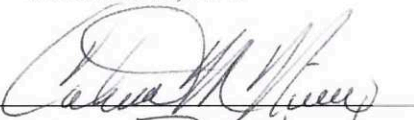
7. Article 16.10 shall be amended to include the following as 16.10B:

Those teachers at the junior high school level who submit their intent to retire letter to the administration on or before June 30, 2024, with an intent to retire in one, two, three, or four years, shall receive \$250 per year for up to 4 years, which shall be paid into a 403(b) account by August 30 following the teacher's retirement date.

BOARD OF EDUCATION OF ORLAND  
SCHOOL DISTRICT 135

ORLAND COUNCIL OF EDUCATORS  
LOCAL 943, AFT

By:   
 Its: Board President  
 Date: 6/10/24

By:   
 Its: OCE President  
 Date: 6/10/24

**Salary Schedule****2024-2025**

| Lane | BA     | BA-15  | MA     | MA-15  | MA-30   | MA-45   |
|------|--------|--------|--------|--------|---------|---------|
| Step |        |        |        |        |         |         |
| 1    | 46,014 | 48,318 | 50,731 | 53,267 | 55,933  | 0       |
| 2    | 47,208 | 49,570 | 52,050 | 54,650 | 57,383  | 0       |
| 3    | 48,435 | 50,856 | 53,399 | 56,068 | 58,873  | 0       |
| 4    | 49,691 | 52,178 | 54,785 | 57,525 | 60,399  | 0       |
| 5    | 50,979 | 53,529 | 56,207 | 59,018 | 61,969  | 0       |
| 6    | 52,307 | 54,917 | 57,664 | 60,548 | 63,577  | 0       |
| 7    | 53,662 | 56,343 | 59,162 | 62,119 | 65,227  | 0       |
| 8    | 55,054 | 57,808 | 60,699 | 63,732 | 66,919  | 0       |
| 9    | 56,481 | 59,307 | 62,271 | 65,386 | 68,655  | 0       |
| 10   | 57,950 | 60,845 | 63,886 | 67,082 | 70,435  | 73,960  |
| 11   | 57,950 | 62,424 | 65,547 | 68,825 | 72,265  | 75,878  |
| 12   | 57,950 | 64,046 | 67,247 | 70,611 | 74,140  | 77,848  |
| 13   | 57,950 | 65,709 | 68,992 | 72,444 | 76,064  | 79,868  |
| 14   | 57,950 | 67,414 | 70,784 | 74,322 | 78,038  | 81,940  |
| 15   | 57,950 | 69,163 | 72,621 | 76,251 | 80,063  | 84,067  |
| 16   | 57,950 | 69,163 | 74,505 | 78,230 | 82,143  | 86,249  |
| 17   | 57,950 | 69,163 | 76,438 | 80,260 | 84,274  | 88,487  |
| 18   | 57,950 | 69,163 | 78,424 | 82,344 | 86,460  | 90,782  |
| 19   | 57,950 | 69,163 | 80,460 | 84,479 | 88,704  | 93,140  |
| 20   | 57,950 | 69,163 | 82,546 | 86,672 | 91,006  | 95,558  |
| 21   | 57,950 | 69,163 | 84,689 | 88,921 | 93,367  | 98,037  |
| 22   | 57,950 | 69,163 | 86,884 | 91,229 | 95,791  | 100,581 |
| 23   | 57,950 | 69,163 | 89,140 | 93,598 | 98,276  | 103,191 |
| 24   | 57,950 | 69,163 | 91,454 | 96,025 | 100,827 | 105,869 |
| 25   | 57,950 | 69,163 | 93,829 | 98,517 | 103,444 | 108,617 |

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**Salary Schedule****2025-2026**

| Lane | BA     | BA-15  | MA     | MA-15   | MA-30   | MA-45   |
|------|--------|--------|--------|---------|---------|---------|
| Step |        |        |        |         |         |         |
| 1    | 47,349 | 49,717 | 52,202 | 54,812  | 57,555  | 0       |
| 2    | 48,577 | 51,008 | 53,559 | 56,235  | 59,047  | 0       |
| 3    | 49,839 | 52,331 | 54,947 | 57,694  | 60,581  | 0       |
| 4    | 51,132 | 53,691 | 56,374 | 59,193  | 62,151  | 0       |
| 5    | 52,458 | 55,081 | 57,837 | 60,730  | 63,767  | 0       |
| 6    | 53,824 | 56,509 | 59,336 | 62,304  | 65,420  | 0       |
| 7    | 55,218 | 57,977 | 60,878 | 63,920  | 67,119  | 0       |
| 8    | 56,651 | 59,485 | 62,459 | 65,580  | 68,860  | 0       |
| 9    | 58,119 | 61,027 | 64,077 | 67,282  | 70,646  | 0       |
| 10   | 59,630 | 62,609 | 65,739 | 69,027  | 72,478  | 76,105  |
| 11   | 59,630 | 64,235 | 67,448 | 70,821  | 74,360  | 78,079  |
| 12   | 59,630 | 65,903 | 69,197 | 72,659  | 76,291  | 80,106  |
| 13   | 59,630 | 67,614 | 70,993 | 74,545  | 78,270  | 82,184  |
| 14   | 59,630 | 69,369 | 72,837 | 76,477  | 80,301  | 84,317  |
| 15   | 59,630 | 71,169 | 74,727 | 78,462  | 82,385  | 86,505  |
| 16   | 59,630 | 71,169 | 76,665 | 80,498  | 84,525  | 88,750  |
| 17   | 59,631 | 71,169 | 78,655 | 82,587  | 86,718  | 91,053  |
| 18   | 59,631 | 71,169 | 80,699 | 84,732  | 88,967  | 93,415  |
| 19   | 59,631 | 71,169 | 82,793 | 86,929  | 91,276  | 95,841  |
| 20   | 59,631 | 71,169 | 84,940 | 89,185  | 93,645  | 98,329  |
| 21   | 59,631 | 71,169 | 87,145 | 91,500  | 96,075  | 100,880 |
| 22   | 59,631 | 71,169 | 89,403 | 93,875  | 98,569  | 103,497 |
| 23   | 59,631 | 71,169 | 91,725 | 96,312  | 101,126 | 106,184 |
| 24   | 59,631 | 71,169 | 94,107 | 98,810  | 103,751 | 108,939 |
| 25   | 59,631 | 71,169 | 96,550 | 101,374 | 106,444 | 111,767 |

**Salary Schedule****2026-2027**

| Lane | BA     | BA-15  | MA     | MA-15   | MA-30   | MA-45   |
|------|--------|--------|--------|---------|---------|---------|
| Step |        |        |        |         |         |         |
| 1    | 48,722 | 51,161 | 53,716 | 56,402  | 59,225  | 0       |
| 2    | 49,986 | 52,487 | 55,113 | 57,866  | 60,760  | 0       |
| 3    | 51,285 | 53,849 | 56,541 | 59,367  | 62,337  | 0       |
| 4    | 52,615 | 55,248 | 58,009 | 60,910  | 63,953  | 0       |
| 5    | 53,979 | 56,678 | 59,514 | 62,491  | 65,616  | 0       |
| 6    | 55,385 | 58,148 | 61,057 | 64,111  | 67,318  | 0       |
| 7    | 56,820 | 59,658 | 62,644 | 65,774  | 69,065  | 0       |
| 8    | 58,294 | 61,210 | 64,270 | 67,482  | 70,857  | 0       |
| 9    | 59,805 | 62,797 | 65,935 | 69,233  | 72,695  | 0       |
| 10   | 61,360 | 64,425 | 67,646 | 71,029  | 74,580  | 78,312  |
| 11   | 61,360 | 66,097 | 69,404 | 72,874  | 76,517  | 80,343  |
| 12   | 61,360 | 67,815 | 71,204 | 74,766  | 78,503  | 82,429  |
| 13   | 61,360 | 69,575 | 73,052 | 76,706  | 80,539  | 84,567  |
| 14   | 61,360 | 71,381 | 74,949 | 78,695  | 82,630  | 86,762  |
| 15   | 61,360 | 73,233 | 76,894 | 80,738  | 84,774  | 89,014  |
| 16   | 61,360 | 73,233 | 78,889 | 82,833  | 86,976  | 91,324  |
| 17   | 61,360 | 73,233 | 80,936 | 84,983  | 89,233  | 93,693  |
| 18   | 61,360 | 73,233 | 83,039 | 87,189  | 91,547  | 96,124  |
| 19   | 61,360 | 73,233 | 85,194 | 89,450  | 93,923  | 98,620  |
| 20   | 61,360 | 73,233 | 87,403 | 91,771  | 96,361  | 101,181 |
| 21   | 61,360 | 73,233 | 89,672 | 94,153  | 98,861  | 103,806 |
| 22   | 61,360 | 73,233 | 91,996 | 96,597  | 101,427 | 106,499 |
| 23   | 61,360 | 73,233 | 94,385 | 99,105  | 104,058 | 109,263 |
| 24   | 61,360 | 73,233 | 96,836 | 101,675 | 106,759 | 112,098 |
| 25   | 61,360 | 73,233 | 99,350 | 104,314 | 109,531 | 115,008 |

**Salary Schedule****2027-2028**

| Lane |        |        |         |         |         |         |  |
|------|--------|--------|---------|---------|---------|---------|--|
| Step |        |        |         |         |         |         |  |
| 1    | 50,135 | 52,644 | 55,274  | 58,037  | 60,942  | 0       |  |
| 2    | 51,436 | 54,009 | 56,711  | 59,544  | 62,522  | 0       |  |
| 3    | 52,772 | 55,410 | 58,181  | 61,089  | 64,145  | 0       |  |
| 4    | 54,141 | 56,850 | 59,691  | 62,676  | 65,808  | 0       |  |
| 5    | 55,545 | 58,322 | 61,240  | 64,303  | 67,519  | 0       |  |
| 6    | 56,991 | 59,834 | 62,828  | 65,970  | 69,270  | 0       |  |
| 7    | 58,468 | 61,388 | 64,460  | 67,681  | 71,068  | 0       |  |
| 8    | 59,985 | 62,985 | 66,134  | 69,439  | 72,911  | 0       |  |
| 9    | 61,540 | 64,618 | 67,847  | 71,241  | 74,803  | 0       |  |
| 10   | 63,139 | 66,293 | 69,607  | 73,089  | 76,742  | 80,583  |  |
| 11   | 63,139 | 68,014 | 71,417  | 74,988  | 78,736  | 82,673  |  |
| 12   | 63,139 | 69,781 | 73,269  | 76,934  | 80,780  | 84,819  |  |
| 13   | 63,139 | 71,593 | 75,170  | 78,931  | 82,875  | 87,020  |  |
| 14   | 63,139 | 73,451 | 77,122  | 80,977  | 85,026  | 89,278  |  |
| 15   | 63,139 | 75,357 | 79,124  | 83,079  | 87,233  | 91,595  |  |
| 16   | 63,139 | 75,357 | 81,176  | 85,235  | 89,499  | 93,972  |  |
| 17   | 63,139 | 75,357 | 83,283  | 87,447  | 91,821  | 96,411  |  |
| 18   | 63,139 | 75,357 | 85,447  | 89,717  | 94,202  | 98,912  |  |
| 19   | 63,139 | 75,357 | 87,665  | 92,044  | 96,647  | 101,480 |  |
| 20   | 63,139 | 75,357 | 89,938  | 94,433  | 99,155  | 104,115 |  |
| 21   | 63,139 | 75,357 | 92,272  | 96,884  | 101,728 | 106,816 |  |
| 22   | 63,139 | 75,357 | 94,664  | 99,398  | 104,368 | 109,587 |  |
| 23   | 63,139 | 75,357 | 97,122  | 101,979 | 107,076 | 112,432 |  |
| 24   | 63,139 | 75,357 | 99,644  | 104,624 | 109,855 | 115,349 |  |
| 25   | 63,139 | 75,357 | 102,232 | 107,339 | 112,708 | 118,344 |  |

| <b>Certified Additional Pay Rates</b> |                         |                  |                             |                  |                  |  |
|---------------------------------------|-------------------------|------------------|-----------------------------|------------------|------------------|--|
|                                       | <b>2024-2028</b>        |                  | <b>3% Increase annually</b> |                  |                  |  |
| <b>Description</b>                    | <b>Contract section</b> | <b>2024-2025</b> | <b>2025-2026</b>            | <b>2026-2027</b> | <b>2027-2028</b> |  |
| Institute Day Committee               | 4.1                     | \$27.79          | \$28.62                     | \$29.48          | \$30.37          |  |
| Curriculum Development                | 4.22                    | \$36.45          | \$37.55                     | \$38.67          | \$39.83          |  |
| Staff Development Workshops           | 4.32                    | \$24.01          | \$24.73                     | \$25.47          | \$26.24          |  |
| Staff Development Instructors         | 4.33                    | \$58.04          | \$59.78                     | \$61.58          | \$63.42          |  |
| Conference Attendance                 | 4.35                    | \$134.82         | \$138.86                    | \$143.03         | \$147.32         |  |
| Category I - Mentor                   | 4.36                    | \$1,140.22       | \$1,174.43                  | \$1,209.66       | \$1,245.95       |  |
| Category II - Mentor                  | 4.36                    | \$784.31         | \$807.84                    | \$832.08         | \$857.04         |  |
| Category III - Mentor                 | 4.36                    | \$662.08         | \$681.95                    | \$702.40         | \$723.48         |  |
| Nurse Peer Coaching                   | 4.4.4                   | \$26.69          | \$27.49                     | \$28.31          | \$29.16          |  |
| Involuntary Transfer                  | 8.3.1                   | \$119.84         | \$123.44                    | \$127.14         | \$130.95         |  |
| Internal Substitute                   | 10.4                    | \$37.88          | \$39.02                     | \$40.19          | \$41.40          |  |
| Summer School                         | 17.1                    | \$37.73          | \$38.86                     | \$40.03          | \$41.23          |  |
| Team Leader                           | 18.2                    | \$7,123.32       | \$7,337.01                  | \$7,557.13       | \$7,783.84       |  |
| Cross Country                         | 18.2                    | \$2,109.86       | \$2,173.16                  | \$2,238.35       | \$2,305.50       |  |
| Softball                              | 18.2                    | \$2,251.71       | \$2,319.27                  | \$2,388.84       | \$2,460.51       |  |
| Soccer                                | 18.2                    | \$2,251.71       | \$2,319.27                  | \$2,388.84       | \$2,460.51       |  |
| Girls' Basketball                     | 18.2                    | \$3,302.15       | \$3,401.21                  | \$3,503.25       | \$3,608.35       |  |
| Girls' Volleyball                     | 18.2                    | \$5,051.74       | \$5,203.29                  | \$5,359.39       | \$5,520.17       |  |
| Track                                 | 18.2                    | \$2,675.04       | \$2,755.30                  | \$2,837.95       | \$2,923.09       |  |
| Boys' Basketball                      | 18.2                    | \$5,051.74       | \$5,203.29                  | \$5,359.39       | \$5,520.17       |  |
| Boys' Volleyball                      | 18.2                    | \$3,302.15       | \$3,401.21                  | \$3,503.25       | \$3,608.35       |  |
| Club Level A                          | 18.2                    | \$2,778.63       | \$2,861.99                  | \$2,947.85       | \$3,036.29       |  |
| Club Level B                          | 18.2                    | \$1,390.44       | \$1,432.16                  | \$1,475.12       | \$1,519.37       |  |
| Club Level C                          | 18.2                    | \$694.66         | \$715.50                    | \$736.96         | \$759.07         |  |
| Club Level D                          | 18.2                    | \$347.88         | \$358.32                    | \$369.07         | \$380.14         |  |
| Additional Activities                 | 18.2                    | \$27.79          | \$28.62                     | \$29.48          | \$30.37          |  |
| Staffings (After 3 required)          | 18.2                    | \$36.45          | \$37.55                     | \$38.67          | \$39.83          |  |
| Lunchroom                             | 18.3                    | \$16.25          | \$16.74                     | \$17.24          | \$17.76          |  |
| Bus AM                                | 18.3                    | \$9.67           | \$9.96                      | \$10.26          | \$10.57          |  |
| Bus PM                                | 18.3                    | \$5.68           | \$5.85                      | \$6.02           | \$6.20           |  |
| Bus AM/PM                             | 18.3                    | \$15.35          | \$15.81                     | \$16.28          | \$16.77          |  |
| Overload                              | 18.4                    | \$9,478.61       | \$9,762.96                  | \$10,055.85      | \$10,357.53      |  |
| Tuition                               | 20.2                    | \$1,500.76       | \$1,545.78                  | \$1,592.16       | \$1,639.92       |  |
| PT/OT Stipend                         |                         | \$4,029.06       | \$4,149.93                  | \$4,274.43       | \$4,402.66       |  |