

REGULAR BOARD OF DIRECTORS MEETING

Wednesday, April 1, 2026 6:15 PM

South Umpqua School District, 558 Chadwick Ln, Myrtle Creek, OR 97457

1. **Call to Order/Roll Check**

2. **Flag Salute**

3. **Adoption or Adjustment of Agenda**

4. **Citizens Request of the Board**

5. **Superintendent Communication**

5.1. Enrollment Report

6. **Financial Report**

7. **Facilities Update**

8. **Teaching and Learning Update**

8.1. Social Studies Textbooks

8.2. Revised 2026/2027 instructional calendar

9. **Foundation Communication**

10. **Consent Agenda** *(All items may be adopted by a single motion unless pulled for special consideration.)*

10.1. Approve board minutes from March 04, 2026, board meeting

10.2. Approve resignation of Susan Yates, Math Teacher at South Umpqua High School

11. **Action Items**

11.1. Approve revised 2026.2027 instructional calendar

11.2. Approve the 2026-2029 Superintendent Contract

11.3. Approve the 2026-2029 Supervisory Staff Agreement

11.4. Appoint Jennifer Reid to the South Umpqua SD budget Committee Seat Zone 1, Position 2.

12. **Announcements**

13. **Board Member Comments**

14. **Board chair closing comments**

15. **Adjourn Meeting**



SOUTH UMPQUA SCHOOL DISTRICT

Unlocking Unlimited Potential in Every Student

Superintendent's Reports

April 1, 2026

To: Board of Directors
From: Superintendent, Erika Bare
Subject: Superintendent Reports
Date: April 1, 2026

Summary:

Superintendent Erika Bare will provide announcements/reports to the Board on items of interest.

Choice School Update: Michelle and team have been busy planning for the new choice program. The program will be called Waypoint, the tag line Flexible Learning. Local Support. Joe has been working hard to ensure the facility is ready and will begin the actual work as soon as possible. Cody Morse is also doing work to ensure the infrastructure is ready. We have finalized our promotional materials, and family outreach is just getting underway.

I.R.R.E. Survey Preview: Students and staff completed the I.R.R.E. survey results just prior to the break. I am pouring over the results now and will bring a report to you in June.

Board Training Opportunities:

- OSBA school board training – July 16th 9:00 am-3:30 pm. Lane Community College.
- OSBA Annual Convention- November 12th-14th in Portland

SUSD Enrollment Report

21-22	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
Cberry (309)	282	281	282	282	282	288	285	289	281	277
Cville (172)	155	159	159	160	164	162	164	166	164	164
HS (398)	420	404	406	407	402	408	405	399	399	396
MCE (264)	303	292	291	286	291	285	283	295	294	293
TCE (282)	260	265	267	264	264	264	261	263	268	267
SU OLA	58	56	45	42	36	35	32	30	30	30
Total (1425)	1478	1457	1450	1441	1439	1442	1430	1442	1436	1427

22-23	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
Cberry (301)	286	288	286	284	286	281	277	272	264	265
Cville (164)	172	170	173	174	179	175	170	169	166	166
HS (398)	449	442	444	442	434	426	428	415	414	414
MCE (286)	274	279	284	285	283	287	285	287	290	290
TCE (268)	293	286	285	286	286	283	282	283	282	281
SU OLA (25)	12	13	13	13	13	13	13	12	12	12
Total (1442)	1486	1478	1485	1484	1481	1465	1455	1438	1428	1428

23-24	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
Cberry	288	283	282	284	285	278	273	268	263	260
Cville	165	165	166	169	170	166	168	168	168	168
HS	453	444	438	438	433	427	425	415	409	405
MCE	273	272	270	270	280	280	277	270	267	261
TCE	273	275	272	271	269	271	268	270	269	269
SU OLA	11	11	11	11	9	14	12	12	12	12
Total (1465)	1463	1450	1439	1443	1446	1436	1423	1403	1388	1375

24-25	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
Cberry	270	273	275	273	274	269	263	262	264	264
Cville	186	184	180	188	187	190	190	189	187	190
HS	444	447	447	441	439	427	414	407	399	400
MCE	268	259	256	258	257	258	253	255	261	256
TCE	250	251	252	256	255	257	251	250	249	249
SU OLA	0	0	0	0	0	0	0	0	0	0
Total (1431)	1418	1414	1410	1416	1412	1401	1371	1363	1360	1359

25-26	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
Cberry	273	270	266	264	259	254	249			
Cville	203	205	207	200	196	190	193			
HS	437	427	413	409	415	411	410			
MCE	256	248	248	250	242	243	239			
TCE	243	241	241	243	243	241	243			
Total	1412	1391	1375	1366	1355	1339	1334			



SOUTH UMPQUA SCHOOL DISTRICT

Unlocking Unlimited Potential in Every Student

Board Reports

April 1st, 2026

To: Board of Directors

From: Superintendent, Erika Bare
Director of Fiscal Services, Shy Chapman

Subject: Superintendent Reports – Fiscal Responsibility (Board Goal)

Date: March 19, 2026

Summary:

Superintendent Erika Bare and Director of Fiscal Services Shy Chapman will provide announcements/reports to the Board on Fiscal Responsibility.

Financial Report: Attached is the District's Revenue and Expenditure Report, reflecting financial activity through March 19th, 2026. The projected ending fund balance for the fiscal year ending June 30, 2026, is currently \$3,737,986

Food Service Management Company RFP Scoring Committee: School Food Authorities must establish a committee to evaluate the RFPs received and score them based on the evaluation criteria stated in the RFP. We will be meeting on April 14th from 12:30pm -2:00 PM to score proposals. We would like to have a board member as part of the committee.

South Umpqua School District #19
Estimated 2025-2026 Revenues and Expenditures
As of March 19, 2026

2025-2026 Fiscal Year

	<i>Prior Year Actual Audited</i>	2025-26 Budget	Actual YTD 3/19/26	Total Projected for the Year	Net Difference
REVENUE					
Taxes, Current & Prior	4,163,716	4,273,234	4,228,442	4,273,234	-
Interest on Investments	705	700	-	700	-
Student Activities	56,960	55,000	58,354	58,354	3,354
Miscellaneous Local Sources	170,229	147,150	69,438	147,150	-
County School Fund	20,314	20,000	-	20,000	-
Other Intermediate Sources	3,638	4,555	2,758	4,555	-
ESD Flow Through	123,720	124,521	41,507	124,521	-
State School Support Fund	13,995,191	15,203,421	12,439,651	14,584,280	(619,141)
Common School Fund	195,515	195,520	190,476	195,520	-
Other State Grants In Aid	9,795	1,100	-	1,100	-
Prior YR Forster Child Transportation Reimb	4,557	-	4,335	4,335	4,335
Federal Forest Fees	22,027	25,000	-	25,000	-
TOTAL REVENUE	18,766,368	20,050,201	17,034,962	19,438,749	(611,452)
ESTIMATED BEGINNING FUND BALANCE	5,076,392	3,503,807	4,540,219	4,540,219	1,036,412
TOTAL REVENUE & BEG. FUND BALANCE	23,842,760	23,554,008	21,575,181	23,978,968	424,960
EXPENDITURES					
Instruction					
Salaries	5,295,429	5,619,953	3,299,450	5,447,590	172,363
Associated Payroll Costs	2,975,879	3,880,475	1,814,009	3,015,599	864,876
Purchased Services	508,683	488,924	377,644	488,924	-
Supplies & Materials	399,452	202,859	81,462	202,859	-
Capital Outlay			-	-	-
Other Objects	27,420	17,850	13,349	17,850	-
Total Instruction	9,206,863	10,210,061	5,585,914	9,172,822	1,037,239
Support Services					
Salaries	3,319,620	3,594,336	2,323,442	3,559,347	34,989
Associated Payroll Costs	1,740,030	2,560,202	1,354,697	2,052,088	508,114
Purchased Services	2,449,888	3,146,793	1,752,935	3,146,793	-
Supplies & Materials	755,640	971,711	627,116	971,711	-
Capital Outlay	72,044	113,717	29,735	113,717	-
Other Objects	292,362	396,206	372,858	396,206	-
Total Support Services	8,629,583	10,782,965	6,460,784	10,239,862	543,103
Community and Enterprise Services					
Associated Payroll Costs	5,210	14,286	10,710	14,286	-
Transfers to Other Funds	1,416,196	810,000	814,012	814,012	(4,012)
TOTAL EXPENDITURES	19,257,852	21,817,312	12,871,420	20,240,982	1,576,330
ESTIMATED ENDING FUND BALANCE	4,584,908	1,736,696	8,703,762	3,737,986	2,001,290

Board

April 1st, 2026



SOUTH UMPQUA
SCHOOL DISTRICT

Unlocking Unlimited Potential in Every Student

Reports

To: Board of Directors
From: Superintendent, Erika Bare
Facility Manager, Joseph Motta

Subject: Facility Updates

Date: March 17th, 2026

Summary:

Superintendent Erika Bare and Facilities Manager Joe Motta will provide the Board with district facility updates and reports.

- Proposed Capital Project Budget
- TAP Grant Award

Future HVAC	\$200,000.00
Emergencies	\$50,000.00
HS ADA Restroom Conversion	\$400,000.00
CMS Floors & Doors (Tiles rm 14)	\$18,000.00
High School Floors & Doors	\$18,000.00
Tri City Floors & Doors	\$18,000.00
Myrtle Creek Elem Floors (Carpet or Tiles) Not both	\$18,000.00
CMS lower parking lot	\$30,000.00
Used Grounds Truck	\$30,000.00
CMS Basketball Court	\$50,000.00
HS Lighting upgrades (LED conversion)	\$50,000.00
Renew America Required Match	\$212,121.00
Community System Solutions - For Renew Project	\$16,500.00
Safety Fencing	\$352,000.00
CV Demo Holding	
Irrigation repairs throughout district	\$5,000.00
HS safety upgardes (fire line repairs)	\$5,000.00
CV Resurface Basketball Court	\$20,000.00
CV repair front walkway/Add ADA Ramp	\$200,000.00
District wide painting projects	\$20,000.00
CV Redesign the classroom add Principles Office design/engineering fees	\$10,000.00
TCE Fire System Upgrades	\$10,000.00
MCE resurface courtyard	\$30,000.00
Choice Program Building Upgrades	\$100,000.00
Intercom & front alarm panel	\$10,000.00
Reader Boards outside of what SUSF covers (Single Sided for TCE) More in future	\$45,000.00
Water Fountains at MCE & CV -MCE Parent Group help - electric only	\$7,000.00
Truss Inspection	\$50,000.00
TOTAL COST FOR FY 26/27	\$1,974,621.00

Action Item

April 1, 2026

To: Board of Directors
From: Superintendent, Erika Bare
Director of Student Services, Emily Veale

Subject: Action Item – Update on Social Studies Curriculum Adoption

Date: April 1, 2025

Summary:

Curriculums Reviewed:
Teachers Curriculum Institute (TCI)
National Geographic Learning
Houghton Mifflin Harcourt (HMH)

Team:
Director of Teaching and Learning
Middle School Social Studies Teachers (3)
High School Social Studies Teacher (3)

Process:
The review team evaluated instructional materials using the Oregon Social Science Instructional Materials Evaluation criteria. The process included publisher presentations, independent review of materials, collaborative discussion among the review team, and analysis of standards alignment, instructional design, assessment quality, and usability for teachers and students.

The team also reviewed digital platform features, differentiation supports, and opportunities for inquiry-based instruction and student engagement.

Brief Curriculum Summaries

Teachers Curriculum Institute (TCI)

TCI is a highly engaging, inquiry based social studies program that emphasizes active learning through simulations, role playing, and collaborative activities. It is especially strong at the elementary level, where its interactive approach helps students build foundational understanding of history, geography, and civics in a meaningful and memorable way. The platform is user



friendly for teachers and
in support for differentiation and engagement.

accessible for students, with built

National Geographic Learning

National Geographic Learning offers a visually rich and content driven approach to social studies, with a strong emphasis on geography, global awareness, and real-world connections. The program leverages high quality images, videos, and storytelling to engage students and broaden their understanding of the world. While highly engaging from a content perspective, it provides fewer built in assessment tools and instructional supports compared to other programs.

Houghton Mifflin Harcourt (HMH)

HMH provides a comprehensive and well-structured social studies program that balances content knowledge with inquiry and skill development. It includes strong alignment to standards, robust assessment systems, and extensive support for differentiation, making it particularly effective at the secondary level. The program supports teachers with clear pacing, instructional guidance, and data tools to monitor student progress and adjust instruction.

We will have a two week period in which the public can view the curriculums and provide their feedback. April 16-27th, 2026.

A final recommendation will be made to the Board at our June 3, 2026, meeting. We plan to purchase after July 1 and have the curriculum in our buildings in the fall of 2027.



SOUTH UMPQUA SCHOOL DISTRICT

Unlocking Unlimited Potential in Every Student

Board Reports

April 1, 2026

To: Board of Directors

From: Superintendent, Erika Bare
Director of Student Teaching and Learning, Ryan Savage

Subject: 26-27 Instructional Calendar update

Date: March 19, 2026

Summary:

Instructional Calendar Update

The proposed 2026 to 2027 instructional calendar meets all state required instructional hour requirements while protecting maximum classroom learning time. The update added one more student/teacher contact day to meet the 192-day licensed contract requirement. The added date: September 4, 2026.

REGULAR BOARD OF DIRECTORS MEETING

Wednesday, March 4, 2026 6:15 PM

South Umpqua School District, 558 Chadwick Ln, Myrtle Creek, OR 97457

Greg Bicondoa: Present
William Hill: Present
Jeff Johnson: Present
Randy Richardson: Absent
David Stevens: Present
Anandita Tiwari: Present

1. Call to Order/Roll Check

Discussion: Meeting was called to order at 6:15 pm.

2. Flag Salute

3. Adoption or Adjustment of Agenda

Action(s):

I motion to approve the agenda for March 04, 2026. This motion, made by Jeff Johnson and seconded by William Hill, Carried.

Voting Detail:

Greg Bicondoa: Yea
William Hill: Yea
Jeff Johnson: Yea
Randy Richardson: Absent
David Stevens: Yea
Anandita Tiwari: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

4. Citizens Request of the Board

Discussion: None

5. Coffenberry Middle School Presentation

Discussion: Michelle Lind, Chris Lofton and Wyatt were present to share an update on Coffenberry Middle School.

Speaker(s):

Coffenberry Middle School Principal, Michelle Lind

6. Superintendent Communication

Discussion: Superintendent Bare shared that the district will be moving forward with implementing the choice program. Michelle Lind will be taking over the planning and will be the principal for the new program. Starting after spring break we will be sharing the information on the program. Emily Veale will be stepping into the middle school principal role at Coffenberry Middle School. Student Services has been led by a senior director in most recent history. As we start looking at where we can find efficiencies to match our current enrollment, this is an area that we have decided to fill with a coordinator role. This is a role that can only be filled by an administrator but will have less responsibility in comparison to a senior

Speaker(s):

Superintendent Erika Bare

director. I will act as the executive leader that oversees student services.

Superintendent Bare recognized classified staff in honor of Classified Appreciation Week and thanked them for all the work they do.

6.1. Enrollment Report

Discussion: Superintendent Bare presented the enrollment report. Enrollment is at 1339- CMS-254, CVS-190, SUHS-411, MCE-243, TCE-241.

7. Financial Report

Discussion: Erika Bare presented the financial report reflecting financial activity through February 25, 2026. The projected ending fund balance for the fiscal year ending June 30, 2026, is currently \$3,814,496. The current Food Service contract is up for renewal and the district is required to conduct a formal RFP process. The RFP public notice will be posted on March 9th for the 30-day advertising period. A committee will evaluate and then bring forward a recommendation to the board. After ODE approves, then it will come to the board for approval in June.

Speaker(s): Director of Fiscal Services
Shy Chapman

8. Student Services Update

Discussion: Emily Veale shared SWIS data from each school with the board. Mrs. Veale also shared that Ryan Jephson will be working on promoting SafeOregon in the district and in the community after spring break.

Speaker(s): Director of Student Services,
Emily Veale

8.1. SWISS Data

9. Foundation Communication

Discussion: Jeff Johnson reported that the frenzy item at the auction was to raise money for digital reader boards that were selected as a way to connect with the community and parents. The specific school has been notified and will continue to get them to all the schools.

Jeff Johnson shared that a subcommittee under the foundation has been formed with a focus on extracurricular capital improvements. The first meeting went well, and he committed to foundation members, parents and business partners, alumni or people who have kids in the school who want to see the area be better. Would benefit youth sports and middle schools.

10. Consent Agenda *(All items may be adopted by a single motion unless pulled for special consideration.)*

Action(s):

Approve the consent agenda for March 04, 2026. This motion, made by Jeff Johnson and seconded by William Hill, Carried.

Voting Detail:

Greg Bicondoa: Yea

William Hill: Yea
Jeff Johnson: Yea
Randy Richardson: Absent
David Stevens: Yea
Anandita Tiwari: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

10.1. Approve board minutes from February 04, 2026, board meeting and February 18, 2026 work session.

10.2. Second reading and approval of board policy IIA-Instructional Materials

10.3. Approve employment of Beau Shelby, Counselor at South Umpqua High School

10.4. Approve Employment of Natalee Dold, DLC Teacher at Tri City Elementary

10.5. Approve Employment of Shaylene Graham, ELA/Interventionist Teacher at Canyonville School

11. Action Items

11.1. Approve SUSD Substance use and prevention plan

Action(s):

Approve SUSD Substance use and prevention plan. This motion, made by Jeff Johnson and seconded by William Hill, Carried.

Voting Detail:

Greg Bicondoa: Yea
William Hill: Yea
Jeff Johnson: Yea
Randy Richardson: Absent
David Stevens: Yea
Anandita Tiwari: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

11.2. Approve the 2026/27 District calendar

Action(s):

Approve the 2026/27 District calendar. This motion, made by Jeff Johnson and seconded by William Hill, Carried.

Voting Detail:

Greg Bicondoa: Yea
William Hill: Yea
Jeff Johnson: Yea
Randy Richardson: Absent
David Stevens: Yea
Anandita Tiwari: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

11.3. Approve Resolution 2026-04, Classified Employee Appreciation Week Resolution

Action(s):

Approve Resolution 2026-04, Classified Employee Appreciation Week Resolution. This motion, made by William Hill and seconded by Jeff Johnson,

Carried.

Voting Detail:

Greg Bicondoa: Yea
William Hill: Yea
Jeff Johnson: Yea
Randy Richardson: Absent
David Stevens: Yea
Anandita Tiwari: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

11.4. Approve Resolution 2026-05, Probationary Teacher contract renewals

Action(s):

Approve Resolution 2026-05, Probationary Teacher contract renewals. This motion, made by Jeff Johnson and seconded by William Hill, Carried.

Voting Detail:

Greg Bicondoa: Yea
William Hill: Yea
Jeff Johnson: Yea
Randy Richardson: Absent
David Stevens: Yea
Anandita Tiwari: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

11.5. Approve Resolution 2026-06, Contract teacher contract extensions

Action(s):

Approve Resolution 2026-06, Contract teacher contract extensions. This motion, made by William Hill and seconded by Jeff Johnson, Carried.

Voting Detail:

Greg Bicondoa: Yea
William Hill: Yea
Jeff Johnson: Yea
Randy Richardson: Absent
David Stevens: Yea
Anandita Tiwari: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

11.6. Approve Resolution 2026-07, Granting Contract Status to Eligible Probationary Teachers

Action(s):

Approve Resolution 2026-07, Granting Contract Status to Eligible Probationary Teachers. This motion, made by William Hill and seconded by Jeff Johnson, Carried.

Voting Detail:

Greg Bicondoa: Yea
William Hill: Yea
Jeff Johnson: Yea
Randy Richardson: Absent
David Stevens: Yea

Anandita Tiwari: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

11.7. Approve Resolution 2026-08, Contract Administrators Contract Extensions

Action(s):

Approve Resolution 2026-08, Contract Administrators Contract Extensions. This motion, made by Jeff Johnson and seconded by William Hill, Carried.

Voting Detail:

Greg Bicondoa: Yea
William Hill: Yea
Jeff Johnson: Yea
Randy Richardson: Absent
David Stevens: Yea
Anandita Tiwari: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

11.8. Approve Resolution 2026-09, Probationary Administrator Contract Renewals

Action(s):

Approve Resolution 2026-09, Probationary Administrator Contract Renewals. This motion, made by William Hill and seconded by Jeff Johnson, Carried.

Voting Detail:

Greg Bicondoa: Yea
William Hill: Yea
Jeff Johnson: Yea
Randy Richardson: Absent
David Stevens: Yea
Anandita Tiwari: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

11.9. Approve 2026-10, Probationary Administrator to move to Contract Status

Action(s):

Approve 2026-10, Probationary Administrator to move to Contract Status. This motion, made by Jeff Johnson and seconded by William Hill, Carried.

Voting Detail:

Greg Bicondoa: Yea
William Hill: Yea
Jeff Johnson: Yea
Randy Richardson: Absent
David Stevens: Yea
Anandita Tiwari: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

11.10. Approve Resolution 2026-11, Non-Renewal of Temporary Teacher Contracts

Action(s):

Approve Resolution 2026-11, Non-Renewal of

Temporary Teacher Contracts. This motion, made by William Hill and seconded by Jeff Johnson, Carried.

Voting Detail:

Greg Bicondoa: Yea
William Hill: Yea
Jeff Johnson: Yea
Randy Richardson: Absent
David Stevens: Yea
Anandita Tiwari: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

11.11. Approve the 2026-2029 Administrative Agreement

Action(s):

Approve the 2026-2029 Administrative Agreement. This motion, made by Jeff Johnson and seconded by William Hill, Carried.

Voting Detail:

Greg Bicondoa: Yea
William Hill: Yea
Jeff Johnson: Yea
Randy Richardson: Absent
David Stevens: Yea
Anandita Tiwari: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

12. **Announcements:**

13. **Board Member Comments**

14. **Board chair closing comments**

15. **Adjourn Meeting**

Discussion: Meeting was adjourned at 7:09 pm.

Board Secretary



2026-27

SOUTH UMPQUA SCHOOL DISTRICT INSTRUCTIONAL CALENDAR

Adopted by the board: _____

July

S	M	T	W	T	F	S
			1	2	3 H	4 H
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24 I	25 I	26 I	27 I	28 I	29
30	31 1st Day					

September

S	M	T	W	T	F	S
		1	2	3	4	5
6	7 H	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9 I	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26 Q1	27 PC	28 PC	29 PC	30 I	

November

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11 H	12	13	14
15	16	17	18	19	20	21
22	23 N	24 N	25 N	26 H	27 N	28
29	30					

December

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21 N	22 N	23 N	24 N	25 H	26
27	28 N	29 N	30 N	31 N		

January

S	M	T	W	T	F	S
					1 H	2
3	4 PD/I	5	6	7	8	9
10	11	12	13	14	15	16
17	18 H/N	19	20	21	22	23
24	25	26	27	28	29 Q2	30

February

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15 H	16	17	18	19	20
21	22	23	24	25	26	27
28						

March

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18 PC	19 PC	20
21	22 N	23 N	24 N	25 N	26 N	27
28	29	30	31			

April

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9 Q3	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24 H	25	26	27	28	29
30	31					

June

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11 Q4	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

LEGEND

H Holiday

N Non-Contract Days

I Inservice Days

PC Parent Conferences

**EMPLOYMENT CONTRACT
BETWEEN
ERIKA BARE
AND
THE GOVERNING BOARD OF
SOUTH UMPQUA SCHOOL DISTRICT #19
OF DOUGLAS COUNTY, OREGON**

THIS EMPLOYMENT CONTRACT made and entered into between South Umpqua School District #19, hereinafter referred to as District, and Erika Bare, hereinafter referred to as Superintendent.

WITNESSETH:

WHEREAS, Superintendent is desirous of serving as the chief executive officer of the District and performing all duties required by that office; and

WHEREAS, the District is desirous of securing a Superintendent of Schools to supervise and direct the schools and the educational program of the District under the general supervision of the District's Board of Directors ("Board"); and,

WHEREAS, the District and Superintendent believe that a written employment contract is necessary to describe specifically their relationship and to serve as the basis of effective communication between them as they fulfill their governance and administrative functions in the operation of the educational program of the schools;

NOW THEREFORE, in consideration of the mutual promises contained herein, the District hereby employs Superintendent as Superintendent of Schools in and for said District, and Superintendent hereby accepts such employment upon the terms and conditions following:

1. TERM.

The District hereby employs Superintendent for a period of three (3) years. Said employment is for the period commencing July 1, 2026, and ending June 30, 2029. This Employment Contract may not be extended beyond a term of three (3) years. This Employment Contract shall automatically expire at the end of its stated term. However, the Board may elect to issue a subsequent or a new contract for up to an additional three (3) years at any time. Any such notice shall be in writing and given to Superintendent by March 15 of the particular year.

Should this contract continue through its term without the extension of a new employment contract, then this contract shall serve as notice to Superintendent of the non-renewal of her contract, effective June 30, 2028.

2. SALARY.

For the period July 1, 2026, through June 30, 2027, Superintendent's annual base salary will be \$185,657.50. The annual base salary rate increase for subsequent year of this contract will be a 5% increase for 2027-2028 and shall reflect a 3% increase for the 2028-2029 school years.

3. SUPERINTENDENT AND BOARD RESPONSIBILITY.

Superintendent shall be the chief executive officer of the District. As such, Superintendent shall have the primary responsibility for execution of Board policy, whereas the Board shall retain the primary responsibility for formulating and adopting that policy.

4. DUTIES.

As chief executive officer of the District, Superintendent shall perform the duties of Superintendent as prescribed by the laws of the State of Oregon. In addition to the powers and duties set forth in the Oregon Revised Statutes and Oregon Administrative Rules, Superintendent shall have the powers and duties set forth in the position description of Superintendent, as may be clarified from time to time by way of Board(s) adopted goals and objectives.

Superintendent shall devote full time, skill, labor, and attention to the operation of the District.

Superintendent shall have responsibility, within Board policy, to organize, reorganize, and arrange the administrative staff, including instruction and business affairs; which, in Superintendent's judgment, best serves the District. Superintendent shall have the responsibility for all personnel matters, including selection, assignment, transfer, and termination of classified personnel and recommendation for non-extension, renewal, non-renewal, and dismissal of licensed personnel subject to the approval of the Board. Superintendent shall have the authority to accept the resignation of any licensed staff member and, on behalf of the Board, to waive the 60-day notice provision set forth in ORS 342.553.

Superintendent shall:

- A. Periodically evaluate all District employees as provided for by Oregon law and Board policy;
- B. Establish and maintain an appropriate community relations program;
- C. Endeavor to maintain and improve Superintendent's professional competence by all available means, including subscribing to and reading appropriate periodicals, joining appropriate professional associations, and participating in activities of such associations; and
- D. Be entitled to:
 - 1. Present Superintendent's recommendation to the Board on any subject under consideration by the Board prior to action taken on the subject by the Board;
 - 2. Attend each meeting of the Board, unless excused by the Board; and
 - 3. Serve as an *ex officio* member of each committee established by the Board.

5. PROFESSIONAL GROWTH OF SUPERINTENDENT.

The District encourages the continuing professional growth of Superintendent through participation, as Superintendent might decide in light of the duties of Superintendent, in:

- A. The operations, programs, and other activities conducted or sponsored by local, state, and national school administrator and school board associations;
- B. Seminars and courses offered by public or private educational institutions; and
- C. Informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of Superintendent to perform Superintendent's professional responsibilities for the District.

In its encouragement, the District shall permit a reasonable amount of release time for Superintendent, as Superintendent deems appropriate, to attend to such matters; and the District shall pay for the necessary membership, tuition, travel, and subsistence expenses. Such professional growth expenses shall be limited to amounts budgeted for that purpose in Superintendent's budget. Superintendent will prepare, no later than July 31 of each school year, and share with the Board Chair, a tentative calendar indicating planned travel and vacation time, and will alert the Chair to any subsequent changes. The Board shall be notified in advance of any national travel planned. Superintendent shall report to the Board on Superintendent's activities upon return to the District.

The District will pay Superintendent's professional dues to three state and national professional associations and to one local service organization.

6. SUPERINTENDENT'S LICENSE.

Superintendent shall maintain throughout the life of this Employment Contract a valid and appropriate license to act as Superintendent of Schools as required by the State of Oregon. Should Superintendent fail to maintain such a license in good standing, the District may terminate this Employment Contract without recourse.

7. EVALUATION.

The Board shall devote a portion of at least two (2) meetings annually, one before January 30, to discuss the working relationship between Superintendent and the Board. The Board shall evaluate and assess in writing, using a mutually agreed upon format, the performance of Superintendent at least once a year, prior to March 1. The evaluation and assessment shall be related to the goals and objectives of the District for the year in question and Superintendent's leadership and administrative abilities.

8. PROFESSIONAL ACTIVITIES.

With prior written or documented approval of the Board, Superintendent may undertake consultative work, speaking engagements, writing, and other professional activities for honoraria and expenses, provided such activities do not interfere with Superintendent's normal duties.

9. CONTRACT DAYS.

Superintendent shall be required to render 260 days of full and regular service to the District during the life of this Agreement. Superintendent shall be entitled to twenty four (24) days of vacation in addition to the ten (10) paid holidays normally observed by the District each contract year. Superintendent has the option to cash up to ten (10) days at the end of each year at per diem rate. Five (5) days of vacation can be carried over each year not to exceed thirty (30) days. **Upon termination of the contract, up to ten (10) vacation days will be paid out at the per diem rate.**

If in the event the Board finds it necessary to reduce days from the school calendar for budgeting reasons, the Superintendent's contract will be reduced accordingly.

10. FRINGE BENEFITS.

A. *PERS.* The District shall pay the Superintendent's six (6%) percent employee contribution to OPSRP.

B. *Cell Phone Stipend.* The superintendent shall have the choice of two options:

a. \$75 per month stipend to be used towards a cell phone plan, or

b. District-issued cell phone and a cell phone plan chosen by the District. Administrators are responsible for any damage they cause to this phone. Phones \$300 per will be replaced by the District every three years.

The Superintendent shall be required to have their cell phone number on file with the District office and are expected to be available on that phone at all times unless coverage is not available in their area or reasonable circumstances prohibit them from being contacted.

C. *Insurance.* The Superintendent will be allowed to take insurance with a District paid insurance cap equal to the amount provided other administrators. If the Superintendent chooses to opt out of insurance, the Superintendent will be provided contributions equivalent to 50% of the district provided premium for any given year as contained in the certified CBA. If the law does not allow for opt-out language in the future this portion of the contract will be reopened for negotiations.

D. *Life Insurance.* District shall, during the term of this Agreement, provide Superintendent with a \$50,000 life insurance and accidental death policy.

E. *Long-Term Disability Insurance.* The District shall, during the term of this Agreement, provide Superintendent with a long-term disability plan, if available. The Superintendent will bear the cost of that policy.

F. *TSA.* The District shall, during the term of this Agreement and in accordance with applicable state and federal laws, contribute into a tax-sheltered annuity (TSA) of the Superintendent's choosing. For the 2026-2027 school year the District will contribute \$700. For each subsequent year of the Agreement, the contribution will increase by \$50.

G. *Leaves:* Superintendent shall be entitled to the following leaves:

1. *Sick Leave* with pay of twelve (12) days shall be granted per year to be accumulated from year to year in accordance with ORS 332.507.
2. *Family Emergency/Bereavement Leave* with pay shall be allowed up to five days (5) per year for emergency leave. Additional days may be granted at the discretion of the School Board. Such leave shall not accumulate from year to year.
3. *Personal Leave* of six days (6) with pay shall be granted during any school year. Such leave shall not accumulate from year to year.
4. *Jury Duty* shall be paid leave. Any monies reimbursed Superintendent shall be returned to the District.

11. **TERMINATION OF EMPLOYMENT CONTRACT.**

- A. *Termination For Cause.* Termination for cause shall be for conduct which is in material breach of Superintendent's duties and responsibilities as set forth in the job description for Superintendent and as set forth by the policies of the Board.

In the event the District intends to act to terminate this Employment Contract for cause, Superintendent shall be entitled to a due process hearing before the Board prior to the occurrence of any purported act of termination. Due process shall include at least a written notice of the reasons why the District is considering termination of this Employment Contract, the right to appear before the Board in closed executive meeting or public hearing, at the option of Superintendent, the right to be represented at the hearing by a representative of Superintendent's choice, and the right to a written decision describing the results of the hearing. The District shall give Superintendent no less than ten (10) days' written notice in advance of termination. This provision does not constitute a waiver of any rights the District or Superintendent may have to enforce this Employment Contract in the courts under contract or other applicable law.

- B. **No Cause Termination:** The District may dismiss Superintendent as Superintendent and terminate this Agreement without any showing of cause upon twelve (12) months' written notice. In the event the District elects to terminate this Employment Contract without any showing of cause, the District will make a severance payment of twelve (12) months of Superintendent's salary and insurance benefits or the balance of such payments due under this Agreement, whichever are less, for the Superintendent to provide consulting services to the District during the term of payment. Thereupon, Superintendent will exercise reasonable due diligence to secure comparable replacement employment. Should Superintendent find comparable employment after commencement of the District's twelve (12) month's salary and insurance benefit obligation, the District's obligation to continue the insurance benefit shall cease on the first of the month following the commencement of Superintendent's new employment.

- C. *Termination at the Request of Superintendent.* In the event Superintendent intends to act to terminate this Employment Contract prior to its termination day, Superintendent will notify the Board immediately when Superintendent intends to resign and shall give the District no less than sixty (60) days written notice in advance of the date of resignation. It is agreed that such a resignation will be accepted by the District. Superintendent will be paid for days actually worked and holidays that occur prior to contract termination.

- D. *Disability.* Should Superintendent be unable to perform the essential functions of this position, with or without an accommodation, because of illness, accident, or other causes, the District may, at its option and only as such is consistent with state and federal law, terminate this Employment Contract, whereupon the respective duties, rights, and obligations of the parties shall terminate. If such an event should occur, the District will utilize all best efforts to assist Superintendent in obtaining medical disability status and related payments.

12. PROFESSIONAL LIABILITY.

The District shall hold harmless and indemnify Superintendent from any and all demands, claims, suits, and legal proceedings, of any name, nature or kind, brought against Superintendent in Superintendent's individual capacity or in Superintendent's official capacity as agent and employee of the District, provided the incident arose while Superintendent was acting within the scope of employment. In no case will individual Board members be considered personally liable for indemnifying Superintendent against such demands, claims, suits, actions, and legal proceedings.

13. EXPENSES.

The District shall reimburse Superintendent for all actual and necessary expenses incurred by Superintendent within the scope of Superintendent's employment and within amounts budgeted for such purposes. Reimbursement will be contingent upon receipts provided and amounts in accordance with Board policy. The Superintendent shall be entitled to a monthly stipend to be used towards travel cost associated with travel within Douglas County in lieu of having to keep track of and be reimbursed for travel costs. For the 2026-2027 school year the District will pay a monthly stipend of \$400. For each subsequent year of the Agreement, the contribution will increase by \$50.

14. CRITICISMS/COMPLAINTS.

The Board, individually and collectively, agrees that any criticism or complaint about an employee other than Superintendent, or about a program of the District, that the Board is made aware of, shall be promptly forwarded to Superintendent for investigation and resolution. Any complaints made individually or collectively or for which the Board is made aware of regarding the Superintendent shall be communicated by the Board to the Superintendent so that such matter can be addressed, corrected or clarified.

15. BREACH OF AGREEMENT.

Failure by Superintendent to fulfill the obligations set forth in this Employment Contract shall be considered a breach of this contract and will terminate the contract immediately.

16. APPLICABLE LAW.

This Employment Contract is subject to all applicable laws of the State of Oregon.

17. SAVINGS CLAUSE.

If it is found that any specific clause of this Employment Contract is or becomes illegal under either federal or state law, such illegal clause will be excised from this Employment Contract, with all remaining clauses to remain in full force and effect.

18. NOTICES.

Any notices that are required under the terms of this Employment Contract shall be first class mailed or hand-delivered to the parties at the following addresses:

District:

South Umpqua School District
558 SW Chadwick Lane
Myrtle Creek OR 97457

Superintendent:

Erika Bare

19. MODIFICATION.

This Employment Contract supersedes all prior agreements and understanding between the parties. The parties may, during the term of this Employment Contract, mutually agree to modify any of its terms. Any modifications will be in writing, signed by both parties, and attached to this document.

20. ATTORNEY FEES.

In the event of any suit or action hereon, the prevailing party in such suit or action shall be entitled to reasonable attorney fees to be fixed by the trial court, and, if any appeal is taken from the decision of the trial court, such further sum as may be fixed by the appellate court as reasonable attorney fees in the appellate court, together with the prevailing party's costs and disbursements incurred therein.

IN WITNESS WHEREOF, the District, pursuant to the authority of its Board of Directors, has caused two originals of this Agreement to be signed in the name of the District by the Chairperson, and Superintendent has hereunto affixed Superintendent's hand and seal the day and year herein above mentioned.

South Umpqua School District #19

By _____
Chair, Board of Directors

Date _____

By _____
Erika Bare, Superintendent of Schools

Date _____



SOUTH UMPQUA SCHOOL DISTRICT

Unlocking Unlimited Potential in Every Student

Board Reports

April 1, 2026

To: Board of Directors
From: Superintendent, Erika Bare
Subject: Supervisory Agreement
Date: April 1, 2026

Summary:

I am very pleased to share with you the attached agreement. We are grateful to the hardworking and skilled supervisory staff that serve SUSD. The significant changes include:

- An additional personal day and increased payout for unused personal days to match the licensed contract
- Increase in Salary: The Director and Supervisor line by 5% in year one and 3% in years two and three. On the manager line, we dropped 6 steps and added 5% in years one and 3% in years two and three.

Financial Implications:

The total cost of the new contract over the next three years is \$140,441. The salary increase is necessary to make us competitive with like districts in our area. This agreement puts our supervisory salaries in the middle range of like districts in Douglas County.

Staff Recommendation:

Staff recommends approval of the 2026-2029 Supervisory Staff Agreement

School Board Action:

Motions: I move the board (approve) the 2026-2029 Supervisory Staff Agreement

AGREEMENT BETWEEN

**SOUTH UMPQUA SCHOOL DISTRICT
SUPERVISORY STAFF**

AND

SOUTH UMPQUA SCHOOL BOARD OF DIRECTORS

2026-2029

1. SALARIES

STARTING SALARY

Newly hired employees will be granted one year credit on the salary schedule for each year of similar experience.

2026-2027 Salary Schedule (represents a 5% salary increase)

Category	Description	1	2	3	4	5	6	7
Supv A	Director	\$99,303.	\$101,290	\$103,316	\$105,381	\$107,490	\$109,638	\$111,832
Supv B	Manager	\$86,839	\$88,541	\$90,277	\$92,047	\$93,852	\$95,692	\$97,568
Supv C	Supervisor	\$42,663	\$43,941	\$45,260	\$46,620	\$48,015	\$49,456	\$50,941

2027-2028 Salary Schedule (represents a 3% salary increase)

Category	Description	1	2	3	4	5	6	7
Supv A	Director	\$102,282	\$104,329	\$106,415	\$108,542	\$110,715	\$112,927	\$115,187
Supv B	Manager	\$89,444	\$91,197	\$92,985	\$94,808	\$96,668	\$98,563	\$100,495
Supv C	Supervisor	\$43,943	\$45,259	\$46,618	\$48,019	\$49,455	\$50,940	\$52,469

2028-2029 Salary Schedule (represents a 3% salary increase)

Category	Description	1	2	3	4	5	6	7
Supv A	Director	\$105,350	\$107,459	\$109,607	\$111,798	\$114,036	\$116,315	\$118,643
Supv B	Manager	\$92,127	\$93,933	\$95,775	\$97,652	\$99,568	\$101,520	\$103,510
Supv C	Supervisor	\$45,261	\$46,617	\$48,017	\$49,460	\$50,939	\$52,468	\$54,043

2. INSURANCE BENEFITS

For the 2026-2027 school year, District will use a tiered insurance rate structure and agrees to provide up to \$1,655 per month towards the premiums for medical, dental, and vision plans for those employees choosing Employee Only, Employee and Child/Children, or Employee and Spouse/Partner coverage. For those employees choosing the Employee plus Spouse/Domestic Partner and Children option (also referred to as Family), the District agrees to provide up to \$2,090 per month towards the premiums for medical, dental and vision plans.

For the 2027-2028 school year the District will use a tiered insurance rate structure and agrees to provide up to \$1,680 per month towards the premiums for medical, dental, and vision plans for those employees choosing Employee Only, Employee and Child/Children, or Employee and Spouse/Partner coverage. For those employees choosing the Employee plus Spouse/Domestic Partner and Children option (also referred to as Family), the District agrees to provide up to \$2,115 per month towards the premiums for medical, dental and vision plans.

For the 2028-2029 school year the District will use a tiered insurance rate structure and agrees to provide up to \$1,705 per month towards the premiums for medical, dental, and vision plans for those employees choosing Employee Only, Employee and Child/Children, or Employee and Spouse/Partner coverage. For those employees choosing the Employee plus Spouse/Domestic Partner and Children option (also referred to as Family), the District agrees to provide up to \$2,140 per month towards the premiums for medical, dental and vision plans.

Opt Out: In conjunction with the District Section 125 plan, effective with the October 1, 2023, insurance year and during open enrollment thereafter, administrative staff, including new staff, eligible for District premium contribution toward medical, dental, vision, and life/AD&D insurance and who elect to opt out of insurance, may choose to receive additional pay of \$700 per month. Those electing to receive additional pay will have that pay taxed in accordance with state and federal regulations.

Employees also have the option of having \$700 per month applied to their spouse's out-of pocket insurance premiums costs if their spouse works for the District. Should the spouse's out of pocket premiums be less than \$700 per month, the remaining balance is considered forfeited and remains the District's to use at its discretion.

Employees who have chosen to opt out the previous insurance year may continue to do so as long as their employment causes them to be eligible for a District contribution toward their insurance premiums.

3. PAID HOLIDAYS

Twelve (12) month supervisory employees will be paid for the following holidays:

New Year's Day	Martin Luther King Jr. Day
President's Day	Memorial Day
Independence Day	Labor Day
Veteran's Day	Thanksgiving Day
Day After Thanksgiving	Christmas Day

4. LEAVES OF ABSENCE

"Personal Illness" Leave

The District shall comply with state and federal laws regarding sick leave. Supervisory staff who are absent because of personal illness, injury or non-emergency medical appointments shall receive compensation in accordance with the following provisions:

Supervisory Staff working twelve (12) months shall be granted twelve (12) sick leave days annually; supervisory employees working less than twelve (12) months shall be granted one (1) day of sick leave for each month worked in accordance with their regular scheduled daily hours of work and their number of months of work per fiscal year. "Day," as used in this section, means the regular number of hours an employee works per day for the District.

Sick leave shall accumulate without limit.

Personal Illness Leave Verification

- a. An employee claiming paid sick leave warrants that he/she was in fact personally ill on the days claimed, or at a medical appointment.
- b. When requested by the administration, any employee claiming more than five (5) consecutive workdays of paid leave shall furnish a medical practitioner's certificate that the illness or injury prevented the employee from working. An employee may be required to submit to a medical examination, at the Board's expense and with a doctor of the Board's choosing, prior to being allowed to return to work.
- c. Each employee will receive a written statement of his/her use and accumulation of sick leave once each year.

Personal Leave

Each employee shall be credited with three (3) days per year of personal leave, which may be accumulated to a maximum of six (6) such days. Personal leave shall be based on a written request at least one (1) day in advance to the administration. Employees may elect to receive \$150 for each unused personal leave day left at the end of the year. Any days for which an employee receives \$150 will then be considered used and ineligible for rollover. Payment shall occur in the last pay period of the school year.

Bereavement Leave. Each bargaining unit member shall be allowed three (3) days Bereavement Leave per year with pay. Bereavement Leave is allowed in accordance with state and federal laws.

Oregon Paid Leave:

Starting on July 1, 2023, Employer shall pay up to a maximum of one percent (1%) contributions to the Oregon Paid Family Medical Leave Insurance as an employer-provided benefit.

An Employee who receives a benefit under Workers' Compensation Insurance or Paid Family Medical Leave Insurance may elect to use accrued sick leave to make up the difference between their benefits and their normal salary/wage. Upon receiving written notice of such an election, Employer shall deduct and apply the number of accrued sick leave hours necessary to ensure that the employee receives their normal salary/wages.

5. VACATION BENEFITS

Upon completion of twelve (12) months of District employment, Supervisory Staff may begin taking earned vacation time.

Supervisory Staff will receive twenty (20) days of paid vacation once previously earned vacation is used or vacated. Supervisory Staff must use their vacation days earned by December 31 of the year following. Vacation days may not be accumulated; the maximum number of vacation days held after December 31 will be twenty (20) days.

In the event a Supervisory Staff member begins after July 1, of any given year vacation days will be prorated accordingly.

6. PUBLIC EMPLOYEES RETIREMENT SYSTEM

The District shall not withhold from employees' monthly salaries the contributions required by ORS 238.200; and shall "pick up," assume and pay a six (6%) percent employee contribution to the Public Employees Retirement Fund for the employee members then participating in the Public Employees Retirement System. Such "pick up" or payment of employee member monthly contributions to the system shall be made pursuant to ORS Chapter 238 and shall continue for the life of this Agreement. This section shall also be applicable to director/supervisory employees who first begin to participate in the system on and after the effective date of this Agreement to the termination of this Agreement.

7. PAYROLL DEDUCTIONS

The deductions permitted other employees shall also be available to director/supervisory employees.

8. TRAINING

Additional training and education are needed to remain competent. Opportunities for supervisory employees to improve their skills will be provided, as annual funding and budget allow. Participation in training or educational opportunities requires prior approval from the Superintendent.

9. REIMBURSEMENT

If a Supervisory Staff member uses his/her own automobile for District purposes he/she shall be compensated at the IRS rate in effect at the time of such use. Reimbursement shall occur only upon submission by the employee of a true statement of date, occasion, identity of the administration official making the request and beginning and ending mileage readings. When a director/supervisory employee is requested or given approval to attend a meeting, all approved expenses will be paid by the District. The employee will submit receipts for all reimbursable expenses.

10. CELL PHONE

Each Supervisory Staff member shall have the choice of two options:

- a. \$75 per month stipend to be used towards a cell phone plan, or
- b. District-issued cell phone and a cell phone plan chosen by the District. Supervisory Staff members are responsible for any damage they cause to this phone. Phones will be replaced by the District every three years.

Supervisory Staff members shall be required to have their cell phone number on file with the district office and are expected to be available on that phone at all times unless coverage is not available in their area or reasonable circumstances prohibit them being contacted.

11. WORKING HOURS

Supervisory employees will work eight (8) hours per day. Each Supervisory Staff member shall set regular hours with his/her immediate supervisor. In the event that the District determines

that it is necessary to reduce days from the school calendar for budgeting reasons, the Supervisory Staff member's contract will be reduced accordingly.

12. EARLY RETIREMENT

Supervisory Staff members will be eligible for early retirement benefits paid by the District at age 58 and completion of fifteen (15) years of service to the District. If approved early retirement will begin on July 1st following the employee's fifty-eighth (58) birthday or any subsequent month prior to reaching the age of sixty-two (62). Written notification of intent to take early retirement must be delivered to the Superintendent at least forty-five (45) days prior to the date retirement is requested to begin.

Benefits include fully funded employee only medical premiums until such time as any one of the following shall occur:

- a. the retiree reaches age 62
- b. or until the retiree becomes eligible for employer provided medical/dental insurance either by ways of his/her employment or coverage through his/her spouse.
- c. The retiree receives notification of eligibility for unemployment payments from the district (as filed with the State Employment Division).
- d. The spouse of a deceased retiree should remarry or the retiree meet either a, b, or c listed above.

DURATION OF AGREEMENT

This agreement shall be in effect as of July 1, 2026, and shall continue in effect until June 30, 2029.

The purpose of this agreement is to define the relationship between the South Umpqua School District and its Supervisory Staff and to assemble salary and related benefits.

Superintendent

Date

Board Chairman

Date