

## Article 20 - Compensation

20.1 Classified employee salary schedules are attached and are by this reference incorporated herein. Bargaining unit classifications are set forth in Appendix A.

The salary schedules for each year of the contract will be increased by 3.0% for all positions July 1 annually. **For the 2026-27 school year, the salary table will increase by 2.81%. For each subsequent year, the salary table will increase by 2%.** ~~In addition, Instructional Assistants and Bilingual Instructional Assistants will receive an additional 2.0% increase each year of the contract on July 1.~~

20.2 Step Movement

A. Those employees who are eligible for a step increase will receive a step increase as of July 1 of each year of the contract.

B. Under ORS 243.712(d), step increases on the salary scale are not "status quo" conditions and step increases will not be granted should this agreement expire without the completion of negotiations for a successor Agreement.

20.3 The employee pays the six percent (6%) employee contribution to the Public Employees Retirement System by way of payroll deduction. Subject to the Internal Revenue Code and IRS regulations, the ESD will give such contributions pretax treatment.

20.4 Temporary Work Out of Classification

Whenever an employee is required, on a temporary basis, to perform **all of the** duties which are equal to those of a classification with a higher pay range, the employee will receive the next higher rate of pay in the new classification for the time spent performing such temporary duties, commencing with the sixth (6<sup>th</sup>) consecutive workday.

20.5 Involuntary Transfers

Employees involuntarily transferred to a lower classification for non-disciplinary reasons shall be paid on the same step number of the salary schedule for the new classification as they were on at the time of the transfer.

20.6 Promotions

For the purpose of this Article, "promotion" shall mean assignment of an employee to a position of a higher salary classification than the position previously held by the employee. An employee who is promoted shall be placed on the salary schedule in accordance with the Oregon Pay Equity Law (ORS 652).

20.7 For purposes of advancement on the wage scale, any classified employee that is hired before January 1<sup>st</sup> of any given year shall be considered as having worked a full year at the end of that fiscal year. If the employee is hired after January 1<sup>st</sup>, that employee will not be considered as having worked one year until the end of the following fiscal year.

20.8 Employees, both current and new, who are hired into an open position, shall have relevant experience and training taken into consideration by management for placement on the salary schedule. New employees will be placed on the appropriate range of the salary

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schedule in accordance with the Oregon Pay Equity Law (ORS 652). The District will retain records of how salary placement is determined and will provide those records to the union upon request. When an employee is placed at a salary step above Step 4 on the applicable nine-step salary schedule, the Union will be notified. When these placements occur, the ESD will provide the Union with the rationale for the action.

#### 20.10 Mileage Reimbursement

Members required in the course of their work to drive personal automobiles will receive an allowance equal to the mileage rate recognized by the IRS. Mileage shall be paid for actual mileage driven during the workday, less the mileage from the employee's home to the assigned base and back to the employee's home. The base shall be a single designated regional office or classroom starting point. The employee and their supervisor will establish the office or classroom starting point during the first week of the new school year. Any change shall be proposed and agreed upon, with final approval by the **Executive Director or Chief of the department** Deputy Superintendent prior to the change.

#### 20.11 Longevity Bonus

A longevity bonus will be paid to employees following their anniversary hire date.

- 10 years will receive \$500
- 15 years will receive \$1000
- 20 years will receive \$1500
- 25 years will receive \$2000
- 30 years will receive \$2500

These are one time only benefits to be granted following completion of the defined anniversary years and will be paid out in the following way:

For anniversary dates that occur between July 1 and December 31 in a fiscal year, the longevity bonus will be paid out in the December paycheck.

For anniversary dates that occur between January 1 and June 30, the longevity bonus will be paid out in the June paycheck.

#### 20.12 ~~Second~~ **Multiple** Language Stipend Pay

The parties acknowledge the growing population of English learners in our region; ~~the parties further acknowledge that the ability to speak~~ **multiple** ~~a second~~ languages is a benefit in providing quality educational services to our diverse student population.

Annually, the District shall look at home language data from the 20 districts in the NWRESD service area to determine the three most spoken languages other than English. ~~Data for 2020-21 school year reflects that Spanish, Chinese, and~~

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~~Vietnamese are the three most spoken languages in our region.~~

OSEA members who are determined to be proficient in any of the identified three languages ~~and/or American Sign Language~~ shall receive a stipend of \$1000 in addition to their regular annual salary.

Proficiency shall be determined by a standardized test, arranged by the HR office and conducted by a qualified assessment service provider. Employees who speak one of the three identified languages shall request a proficiency test by the 1st of the month. Submission of passing language assessment needs to be submitted to the payroll department by the 10th of the month, in order to ~~be~~ added to the following payroll.

~~In subsequent years, t~~The \$1000 stipend shall be paid in ~~the October~~ paycheck to allow time for identification of members and for the conducting of proficiency testing. ~~In subsequent years, this shall be the September paycheck~~ annually.

Once proficiency is established for any member, ~~re~~assessment is not required ~~annually~~.