

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. 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 Range Restructure

~~(a) Ranges shall be adjusted as set forth in Appendix X2.~~

~~(b) No employee shall suffer a reduction in their hourly rate of pay as a result of this restructuring. Placement shall be at the step in the new range that meets or exceeds the employee's current hourly rate.~~

20.3 Step Index

~~(a) The salary schedule shall maintain a differential of four percent 4% between steps two (2) through nine (9).~~

20.4 Cost of Living Adjustment

~~(a) The base wages in the 2026-27 contract year shall be increased by eight percent (8%) effective, and retroactive to, July 1, 2026 (Appendix A)~~

20.5 Range Placement Adjustment

~~(a) The follow classifications shall have their range adjusted as provided:~~

~~(i) Courier, from Range A to Range C;~~

~~(ii) Support Technician 1, from Range H to Range J;~~

~~(iii) Technical Engineer 1, from Range P to Range R;~~

~~(iv) Youth Transition Specialist, from Range B to Range F; and~~

~~(v) Behavior Assistant, from Range E to Range F.~~

20.6 Step Placement

~~(a) All new hires shall be placed in accordance with state and federal law commensurate with their relevant experience and education.~~

~~(b) The ESD shall verify all years of experience and education regarding initial step placement. A statement regarding degrees and experience for initial placement shall be signed by the employee and superintendent, placed in the employee's personnel file, and sent to the chapter president.~~

~~(c) Employees hired prior to the ratification of this Agreement may request their step placement be reviewed by the ESD using the criteria set forth in this Article. The~~

employee may submit additional materials showing relevant experience or education prior to review. Within thirty (30) days of request, the ESD shall determine if an increase to step placement is required. Should an increase be awarded, the employee shall receive retroactive pay from the start of the fiscal year they submitted their request to the time of the determination, reflecting the total difference of pay between their previous rate and their new step placement rate, to be paid in the next available payroll cycle as a lump sum.

(d) The following matrix shall be used in determining step placement for initial hires.

<u>Degree/Experience</u>	<u>Step(s) Awarded</u>
<u>Associate degree or equivalent</u>	<u>1 Step</u>
<u>Bachelor’s degree</u>	<u>2 Steps</u>
<u>Graduate degree</u>	<u>3 Steps</u>
<u>Doctoral degree</u>	<u>4 Steps</u>
<u>Each one (1) year of equivalent experience</u>	<u>1 Step</u>

20.7 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.~~

20.8 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.

20.9 Temporary Work Out of Classification

Whenever an employee is required, on a temporary basis, to perform 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 (6th) consecutive workday.~~

20.10 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.

~~20.11 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).~~

20.12 For purposes of advancement on the wage scale, any classified employee that is hired before January 1st 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 1st, that employee will not be considered as having worked one year until the end of the following fiscal year.

~~20.13 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 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.~~

20.14 Travel Mileage Reimbursement

(a) ~~Members~~ Employees required in the course of their work to drive personal automobiles ~~will shall~~ receive an allowance equal to of forty percent (40%) above the mileage rate recognized by the Internal Revenue Service (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 ~~Deputy Superintendent Executive Director or Chief of the department~~ designee prior to the change.

(b) Employees required to regularly drive personal automobiles during the course of the work shall be provided an annual American Automobile Association "plus" (AAA) subscription.

20.15 Longevity Bonus

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

- (a) 10 years will receive \$500
- (b) 15 years will receive \$1000
- (c) 20 years will receive \$1500
- (d) 25 years will receive \$2000
- (e) 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.

20.16 ~~Second~~ **Multiple** Language Stipend Pay

- (a) The parties acknowledge the growing population of English learners in our region, ~~the parties further acknowledge and~~ that the ability to speak **multiple a second** languages is a benefit in providing quality educational services to our diverse student population.
- (b) 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 Vietnamese are the three most spoken languages in our region.~~
- (c) ~~OSEA members~~**Employees** who are determined to be proficient in any of the identified three languages **and/or American Sign Language** shall receive a stipend of ~~one thousand two hundred fifty dollars (\$1,250), or that provided in the certified employee group, whichever is greater, \$1000~~ in addition to their regular annual salary. This stipend shall be provided annually during the September payroll cycle. For employees hired after September, this stipend shall be pro-rated and provided in the nearest regular payroll cycle of hire.
- (d) 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.
- ~~(e) 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.~~
- (f) Once proficiency is established for any member, **re**assessment is not required **annually**.