

April 9, 2026

RE: NWRES D Successor Bargaining – Union Wage Proposal

The Union’s compensation package addresses three main concerns: a restructuring of the wage schedule, a cost of living adjustment, and targeted reclassifications based on market evaluation.

**Wage Schedule Restructure**

The current salary range structure contains over ninety (90) classifications spread across a schedule that has developed significant administrative and structural inconsistencies over time. Ranges skip letters and appear out of sequential order, for example: the wage in Range E is greater than wages in Ranges C and D; the wage in Range G is greater than Range F; and the upper end of the schedule uses combinations such as AA, CC, DD, EE, HH, FF, and GG also in non-sequential order. The current structure presents an immediate barrier to comprehension. A salary schedule should be a transparent and navigable tool, and the existing one is neither.

The Union proposes a restructure of the salary schedule ranges, as attached in Appendix X2. In this restructure, ranges are organized from lowest wage to highest wage in alphabetical order. Further, ranges which had increases of \$0.32 or less were merged, resulting in twenty seven (27) ranges instead of thirty one (31).

Additionally, upon review of step increases, the Union found similar inconsistencies. Increases across steps are not standardized and vary across range and step. Therefore, the Union proposes a standardized step differential of four percent (4%) across all steps.

**Cost of Living Adjustment**

The Union compared cost of living adjustment (COLA) data to inflation rates published by Oregon’s PERS agency, as cited by the ESD, from 2018 to 2025.<sup>1</sup> When adjusted for cumulative effect, we found that, since 2018, inflation has outpaced the provided COLA by 12.52%.

Today, wages for every hour worked buys approximately 88 cents of what it bought in 2018. That missing 12 cents per dollar is groceries, fuel, childcare, and rent, which are costs that never paused for a COLA.

Year	Inflation	Cumulative Inflation Index	OSEA COLA	Cumulative Wage Index
2018	4.17%	1.04	2.00%	1.02
2019	3.35%	1.08	2.00%	1.04
2020	2.69%	1.11	2.75%	1.07
2021	1.74%	1.12	3.00%	1.10
2022	4.52%	1.18	2.75%	1.13
2023	8.01%	1.27	3.00%	1.17
2024	4.29%	1.32	3.00%	1.20
2025	2.81%	1.36	3.00%	1.24

Therefore, the Union proposes a COLA of eight percent (8%) aimed at addressing the 12.52% compounded purchasing power deficit accumulated since 2018.

<sup>1</sup> <https://www.oregon.gov/pers/ret/pages/cost-of-living-adjustment.aspx>



## Range Placement Adjustments

After restructuring the range, applying a step index of four percent (4%), and a COLA of eight percent (8%), some classifications remain severely under market. Using the restructured range as the starting point, the Union proposes the following range placement adjustments:

- Courier, from Range A to Range C;
- Support Technician 1, from Range H to Range J;
- Technical Engineer 1, from Range P to Range R;
- Youth Transition Specialist, from Range B to Range F; and
- Behavior Assistant, from Range E to Range F.

Employer	Courier		Support Technician 1		Technical Engineer 1		Youth Transition Specialist		Behavior Assistant	
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
NWRESD	\$ 20.72	\$ 24.76	\$ 25.54	\$ 31.13	\$ 34.35	\$ 41.86	\$ 21.82	\$ 26.07	\$ 23.24	\$ 28.19
HSD	\$ 23.31	\$ 29.83					\$ 26.68	\$ 34.13		
BSD	\$ 24.49	\$ 31.32	\$ 29.40	\$ 38.16	\$ 41.15	\$ 53.05	\$ 24.49	\$ 31.32	\$ 24.49	\$ 31.59
MESD							\$ 26.57	\$ 33.90	\$ 26.57	\$ 33.90
AVG	\$ 23.90	\$ 30.58	\$ 29.40	\$ 38.16	\$ 41.15	\$ 53.05	\$ 25.91	\$ 33.12	\$ 25.53	\$ 32.75
DIFF	-13.31%	-19.02%	-13.13%	-18.42%	-16.52%	-21.09%	-15.80%	-21.28%	-8.97%	-13.91%
Current Range	A		H		P		B		E	
Adjusted Range	C		J		R		F		F	
Adjusted Wage	\$ 24.19	\$ 33.14	\$ 29.69	\$ 40.67	\$ 41.52	\$ 56.87	\$ 26.42	\$ 36.19	\$ 26.42	\$ 36.19

## Appendix X2 – Range Restructure

Salary Schedule Range Restructure						
CURRENT STRUCTURE			PROPOSED STRUCTURE			
Old Range	Current Wage	Status	New Range	New Wage	\$ Change	Notes
A	\$20.45	Merge (eliminated)	A	\$20.72	<b>+\$0.27</b>	Employees at old Range A move to new Range A
B	\$20.72	Merge (remains)	A	\$20.72	—	Renamed to new Range A
E	\$21.82	Renamed	B	\$21.82	—	Renamed to new Range B
C	\$22.07	Merge (eliminated)	C	\$22.39	<b>+\$0.32</b>	Employees at old Range C move to new Range C
D	\$22.39	Merge (remains)	C	\$22.39	—	Renamed to new Range C
G	\$22.92	Renamed	D	\$22.92	—	Renamed to new Range D
F	\$23.24	Renamed	E	\$23.24	—	Renamed to new Range E
H	\$24.46	Renamed	F	\$24.46	—	Renamed to new Range F
J	\$25.10	Renamed	G	\$25.10	—	Renamed to new Range G
L	\$25.54	Renamed	H	\$25.54	—	Renamed to new Range H
N	\$25.97	Merge (eliminated)	I	\$26.19	<b>+\$0.22</b>	Employees at old Range N move to new Range I
M	\$26.19	Merge (remains)	I	\$26.19	—	Renamed to new Range I
O	\$27.49	Renamed	J	\$27.49	—	Renamed to new Range J
P	\$29.05	Renamed	K	\$29.05	—	Renamed to new Range K
Q	\$29.63	Renamed	L	\$29.63	—	Renamed to new Range L
R	\$30.63	Renamed	M	\$30.63	—	Renamed to new Range M
S	\$31.92	Merge (eliminated)	N	\$32.22	<b>+\$0.30</b>	Employees at old Range S move to new Range N
T	\$32.22	Merge (remains)	N	\$32.22	—	Renamed to new Range N
U	\$33.72	Renamed	O	\$33.72	—	Renamed to new Range O
V	\$34.35	Renamed	P	\$34.35	—	Renamed to new Range P
W	\$37.01	Renamed	Q	\$37.01	—	Renamed to new Range Q
X	\$38.44	Renamed	R	\$38.44	—	Renamed to new Range R
Y	\$39.86	Renamed	S	\$39.86	—	Renamed to new Range S
Z	\$42.89	Renamed	T	\$42.89	—	Renamed to new Range T
AA	\$46.42	Renamed	U	\$46.42	—	Renamed to new Range U
CC	\$49.76	Renamed	V	\$49.76	—	Renamed to new Range V
DD	\$52.31	Renamed	W	\$52.31	—	Renamed to new Range W
EE	\$53.57	Renamed	X	\$53.57	—	Renamed to new Range X
HH	\$54.48	Renamed	Y	\$54.48	—	Renamed to new Range Y
FF	\$57.69	Renamed	Z	\$57.69	—	Renamed to new Range Z
GG	\$62.12	Renamed	AA	\$62.12	—	Renamed to new Range AA

*Ranges in goldenrod yellow are merged pairs. The lower wage is eliminated; affected employees move to the higher rate.*

## Appendix A – Wage Schedule

Union Proposal - Year One: 8% COLA w/ 4% Step Index										
Old Range	New Range	1	2	3	4	5	6	7	8	9
A	A	\$ 22.38	\$ 23.28	\$ 24.22	\$ 25.19	\$ 26.20	\$ 27.25	\$ 28.34	\$ 29.48	\$ 30.66
B	A	\$ 22.38	\$ 23.28	\$ 24.22	\$ 25.19	\$ 26.20	\$ 27.25	\$ 28.34	\$ 29.48	\$ 30.66
E	B	\$ 23.57	\$ 24.52	\$ 25.51	\$ 26.54	\$ 27.61	\$ 28.72	\$ 29.87	\$ 31.07	\$ 32.32
C	C	\$ 24.19	\$ 25.16	\$ 26.17	\$ 27.22	\$ 28.31	\$ 29.45	\$ 30.63	\$ 31.86	\$ 33.14
D	C	\$ 24.19	\$ 25.16	\$ 26.17	\$ 27.22	\$ 28.31	\$ 29.45	\$ 30.63	\$ 31.86	\$ 33.14
G	D	\$ 24.76	\$ 25.76	\$ 26.80	\$ 27.88	\$ 29.00	\$ 30.16	\$ 31.37	\$ 32.63	\$ 33.94
F	E	\$ 25.10	\$ 26.11	\$ 27.16	\$ 28.25	\$ 29.38	\$ 30.56	\$ 31.79	\$ 33.07	\$ 34.40
H	F	\$ 26.42	\$ 27.48	\$ 28.58	\$ 29.73	\$ 30.92	\$ 32.16	\$ 33.45	\$ 34.79	\$ 36.19
J	G	\$ 27.11	\$ 28.20	\$ 29.33	\$ 30.51	\$ 31.74	\$ 33.01	\$ 34.34	\$ 35.72	\$ 37.15
L	H	\$ 27.59	\$ 28.70	\$ 29.85	\$ 31.05	\$ 32.30	\$ 33.60	\$ 34.95	\$ 36.35	\$ 37.81
N	I	\$ 28.29	\$ 29.43	\$ 30.61	\$ 31.84	\$ 33.12	\$ 34.45	\$ 35.83	\$ 37.27	\$ 38.77
M	I	\$ 28.29	\$ 29.43	\$ 30.61	\$ 31.84	\$ 33.12	\$ 34.45	\$ 35.83	\$ 37.27	\$ 38.77
O	J	\$ 29.69	\$ 30.88	\$ 32.12	\$ 33.41	\$ 34.75	\$ 36.14	\$ 37.59	\$ 39.10	\$ 40.67
P	K	\$ 31.38	\$ 32.64	\$ 33.95	\$ 35.31	\$ 36.73	\$ 38.20	\$ 39.73	\$ 41.32	\$ 42.98
Q	L	\$ 32.01	\$ 33.30	\$ 34.64	\$ 36.03	\$ 37.48	\$ 38.98	\$ 40.54	\$ 42.17	\$ 43.86
R	M	\$ 33.09	\$ 34.42	\$ 35.80	\$ 37.24	\$ 38.73	\$ 40.28	\$ 41.90	\$ 43.58	\$ 45.33
S	N	\$ 34.80	\$ 36.20	\$ 37.65	\$ 39.16	\$ 40.73	\$ 42.36	\$ 44.06	\$ 45.83	\$ 47.67
T	N	\$ 34.80	\$ 36.20	\$ 37.65	\$ 39.16	\$ 40.73	\$ 42.36	\$ 44.06	\$ 45.83	\$ 47.67
U	O	\$ 36.42	\$ 37.88	\$ 39.40	\$ 40.98	\$ 42.62	\$ 44.33	\$ 46.11	\$ 47.96	\$ 49.88
V	P	\$ 37.10	\$ 38.59	\$ 40.14	\$ 41.75	\$ 43.42	\$ 45.16	\$ 46.97	\$ 48.85	\$ 50.81
W	Q	\$ 39.98	\$ 41.58	\$ 43.25	\$ 44.98	\$ 46.78	\$ 48.66	\$ 50.61	\$ 52.64	\$ 54.75
X	R	\$ 41.52	\$ 43.19	\$ 44.92	\$ 46.72	\$ 48.59	\$ 50.54	\$ 52.57	\$ 54.68	\$ 56.87
Y	S	\$ 43.05	\$ 44.78	\$ 46.58	\$ 48.45	\$ 50.39	\$ 52.41	\$ 54.51	\$ 56.70	\$ 58.97
Z	T	\$ 46.33	\$ 48.19	\$ 50.12	\$ 52.13	\$ 54.22	\$ 56.39	\$ 58.65	\$ 61.00	\$ 63.44
AA	U	\$ 50.14	\$ 52.15	\$ 54.24	\$ 56.41	\$ 58.67	\$ 61.02	\$ 63.47	\$ 66.01	\$ 68.66
CC	V	\$ 53.75	\$ 55.90	\$ 58.14	\$ 60.47	\$ 62.89	\$ 65.41	\$ 68.03	\$ 70.76	\$ 73.60
DD	W	\$ 56.50	\$ 58.76	\$ 61.12	\$ 63.57	\$ 66.12	\$ 68.77	\$ 71.53	\$ 74.40	\$ 77.38
EE	X	\$ 57.86	\$ 60.18	\$ 62.59	\$ 65.10	\$ 67.71	\$ 70.42	\$ 73.24	\$ 76.17	\$ 79.22
HH	Y	\$ 58.84	\$ 61.20	\$ 63.65	\$ 66.20	\$ 68.85	\$ 71.61	\$ 74.48	\$ 77.46	\$ 80.56
FF	Z	\$ 62.31	\$ 64.81	\$ 67.41	\$ 70.11	\$ 72.92	\$ 75.84	\$ 78.88	\$ 82.04	\$ 85.33
GG	AA	\$ 67.09	\$ 69.78	\$ 72.58	\$ 75.49	\$ 78.51	\$ 81.66	\$ 84.93	\$ 88.33	\$ 91.87

### Appendix X1 - Classifications

Support Services		
Old Range	New Range	Classification
M	I	Accounting Support Specialist
A	A	Administrative Assistant
G	D	Administrative Assistant - EI/ECSE Site Based
G	D	Administrative Assistant - School Based
E	B	Administrative Assistant - Service Center
E	B	Administrative Specialist
D	C	ASL Assistant
H	F	ASL Certified Assistant
F	E	Behavior Assistant
D	C	Bilingual Instructional Assistant
M	I	Business Services Support Specialist
D	C	BVI Instructional Assistant
F	E	BVI Instructional Assistant II
F	E	BVI Instructional Assistant II
B	A	Courier
M	I	Department/Event Support Specialist
N	I	E/C Professional Development Support Specialist
M	I	Early Learning Support Specialist
E	B	EI/ECSE Evaluation Intake Specialist
E	B	Facilities Support Specialist
C	C	Instructional Assistant
J	G	NOSS Recruiter
J	G	NOSS School & Family Engagement Liaison
M	I	NOSS Support Specialist
M	I	NW Promise Support Specialist
P	K	Quality Coach
A	A	Receptionist
Q	L	Semi-Skilled Maintenance Worker
E	B	Transition Specialist - Behavior Programs
E	B	Youth Transition Specialist

Technical Services		
Old Range	New Range	Classification
P	K	Accountant
T	N	ASL Interpreter
U	O	Assessment and Data Information Specialist 1
W	Q	Assessment and Data Information Specialist 2
Z	T	Assessment and Data Information Specialist 3
U	O	Assessment and Data Specialist
O	J	Braille Transcriber
S	N	Braille Transcriber II
U	O	Chronic Absenteeism Specialist
U	O	Community Early Literacy Specialist
N	I	Coordinated Enrollment Specialist
U	O	Data Reporting Analyst
N	I	Early Learning Recruiter
N	I	EI/ECSE Evaluation Team Leader
U	O	Fiscal Analyst
DD	W	Grant Development Specialist
T	N	Human Resources Support Specialist
R	M	Lead Childcare Resource & Referral Specialist
R	M	Lead Payroll Specialist
T	N	Licensed Physical Therapy Assistant
P	K	Licensed Practical Nurse
N	I	Migrant Graduation Specialist
N	I	Migrant Recruiter
N	I	Migrant School Readiness Specialist
T	N	NOSS Volunteer Facilitator
U	O	NW Parenting Education Program Specialist
N	I	NW STEM Hub Program Specialist
T	N	Occupational Therapy Assistant
P	K	Payroll Specialist
U	O	Project Management Specialist
W	Q	Relational Wellness Consultant
X	R	REN Data & Measurement Coach
N	I	School Outreach Specialist
X	R	Senior Accountant
T	N	Senior Administrative Support
T	N	Speech-Language Pathology Assistant
T	N	Support Specialist ELL/Migrant Education
N	I	Technology Support Assistant
O	J	Translator, Foreign Language

Technology		
Old Range	New Range	Classification
V	P	Application Developer 1
Y	S	Application Developer 2
AA	U	Application Developer 3
S	N	Application Specialist 1
W	Q	Application Specialist 2
Z	T	Application Specialist 3
S	N	Business System Resource Specialist
W	Q	Business Systems Analyst
AA	U	Database Specialist 1
EE	X	Database Specialist 2
GG	AA	Database Specialist 3
FF	Z	Ed Research & Data Specialist
HH	Y	Exempt Engineer
W	Q	Multimedia & Graphic Designer
L	H	Support Technician 1
Q	L	Support Technician 2
V	P	Support Technician 3
CC	V	System Analyst
V	P	Technical Engineer 1
Y	S	Technical Engineer 2
AA	U	Technical Engineer 3
S	N	Technology Resource Specialist
S	N	Technology Service Promotion Specialist
Y	S	Technology Site-Support Lead