

Article 18 – Compensation

18.1 Classified personnel shall advance annually on July 1 to the next step of the adopted salary schedule ~~if~~ the employee's performance is rated unsatisfactory on the evaluation required by Board Policy.

The evaluation referred to as a part of this Agreement, which is required by Board policy, shall be performed prior to the effective date of the ensuing agreement. Personnel who have not previously been employed by the District shall serve a probationary period of six (6) months without reduction in pay from the established salary schedule.

18.2 Any employee hired to perform~~performing~~ the duties of two (2) or more classifications shall be compensated according to the percentage of time worked within each classification and upon the step or steps commensurate with the employee's experience and qualifications in accordance with the Oregon Pay Equity law as defined in Article 18.4.

18.3 Salaries will be paid in accordance with the placement and salary schedules, effective July 1 of each year.

18.4 Initial Placement on the Schedule

At the time an employee is newly hired, the District will designate the proper placement of the employee on the appropriate wage schedule on the basis of the employee's relevant experience, education, training, and years of District experience in accordance with the Oregon Pay Equity law.

18.4 The salary schedule in an eight (8) step schedule. It is the intent for this schedule to Remain an eight (8) step schedule, and this topic may be reopened for collective Bargaining only with the agreement of the Association and the ESD Board of Directors.

18.5 Longevity will be paid at the rate of step eight (8) plus one-and-one-half percent (1½%) For each year after the first year on step eight.

18.6 For ~~2022-20230-2024~~ the salary schedule shall be adjusted using the following criteria:
~~increased by 2%. The wage increase shall be retroactive to July 1, 2020.~~

a. Code One (1), Step One (1) of the 2021-2022 Schedule will be adjusted from \$9.92 to \$13.50.

b. Code Two (2) through Code Thirty (30), Step One (1) will be recalculated based on a 4% increase from the prior Code, starting with the new \$13.50 Code One (1), Step One (1) amount.

c. The percentage between Steps One (1) through Steps Eight (8) will be a 4% increase from the prior Step until reaching Longevity, starting with the new Code and Step One (1) amount.

For 2021-2022 the salary schedule shall be increased by 2.5% ****We are open to a multi-year agreement and will have a proposal for additional years after we have a tentative agreement on a salary schedule rework for 2022-23.

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18.7 The District shall pay a one-time retention bonus of \$3,000 for current employees employed as of July 1, 2022.

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18.8 For the 2022-2023 and 2023-2024 school years, the District shall pay a sign-on bonus of \$1,000 for any new employee hired, to be paid upon completion of the six (6) month probationary period.

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18.9 For the 2022-2023 and 2023-2024 school years, the District shall pay a referral bonus of \$500 to any classified employees who interpreters who refer another employee to any SOESD position to be paid upon the referred employees' hire dates.

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18.10 For the 2022-2023 and 2023-2024 school years, the District shall pay a relocation bonus of \$5,000 for any employees or classified new hires that relocate from a location over 60 miles from their current residence. [We are open to provisions that would require pro-rated reimbursement if employee failed to stay longer than two school years.]

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18.117 The District will pay the employee portion of the PERS contribution at the rate of six percent (6%) for all eligible classified employees.

18.128 Assignment Out of Classification

If an employee is assigned to take on the essential functions of a position out of their job classification of an absent employee in a position of a higher code level for a period exceeding ~~fiveten~~ (510) consecutive working days, the employee's pay shall be adjusted upward to the higher classification rate at the employee's current step for the entire period the employee is required to work out of their classification.

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18.13 Involuntary Transfers

For the 2022-2023 and 2023-2024 school years, if an employee is involuntarily transferred to a site over twenty-five (25) miles from their previous or original worksite, they will be reimbursed for mileage at the IRS rate for the miles between the original and new location plus payment at their hourly rate for drive time. This would apply to anyone who was previously transferred and currently being reimbursed for an involuntary transfer for the 2021-2022 School Year.

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18.149 Overtime Compensation

- a. Overtime shall be paid consistent with state and federal (FLSA) law.
- b. Prior to the assignment of anticipated overtime, supervisors shall consult with employees. If there is an undue hardship placed on the employee as a result of such overtime assignment, the employee may deny the assignment if there is less than seven (7) calendar days' notice.

18.150 Call Back Pay

Notwithstanding other provisions of the collective bargaining agreement, employees, who are called back to work once their shift has ended will receive a minimum of two (2) hours of compensation. Rate of compensation will be paid at one and one half (1.5) for each hour worked consistent with the employees' regular rate of pay ~~and wage and hour laws~~.

18.16~~1~~ Meal and Rest Breaks

Employees will be provided with fifteen (15) minute break(s). The number of breaks will be provided consistent with state and federal wage and hour laws. A 30 minute Lunch free of duty will be provided consistent with state and federal wage and hour laws.

18.17~~2~~ Shift Changes

Prior to the change in an employee's shift the supervisor will consult with the employee. If there is an undue hardship on the employee as the result of the change in their shift the employee may deny the change in shift until they have received (7) calendar days' notice.