**Article 18 – Compensation –OSEA Payscale Rework**

18.1 Classified personnel shall advance annually on July 1 to the next step of the adopted salary schedule unless 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 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 11.4.

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

18.4 The salary schedule is 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 2022-2023 the salary schedule shall be adjusted using the following criteria:

1. Code One (1), Step One (1) of the 2021-2022 Schedule will be adjusted from $9.92 to $13.50.
2. Code Two (2) through Code Thirty (30), Step One (1) will be recalculated based on a four percent ( 4%) increase from the prior Code, starting with the new thirteen dollars and fifty cents ($13.50) Code One (1), Step One (1) amount.
3. The percentage between Steps One (1) through Steps Eight (8) will be a three percent (3%) increase from the prior Step until reaching Longevity, starting with the new Code and Step One (1) amount.

 For 2023-2024, the salary schedule shall be increased by two percent (2%).

18.8 HB 4030 funds will be utilized to pay a one-time retention bonus to all classified bargaining unit employees employed as of July 1, 2022. The retention bonus amounts will be calculated by allocating an equal share per each classified and certified employee. For example, if the total awarded District grant allocation is $341,044, and there are 125 classified and 75 certified bargaining unit employees, individual retention bonuses would equal $1,705.11, before taxes and employer and employee payroll costs.

18.9 For the 2022-2023 and 2023-2024 school years, the District shall pay a referral bonus of $500 to any classified employees whose referral results in a successful hire in any SOESD position. Determination of referral status will be at the sole discretion of the district.

18.10 For the 2022-2023 and 2023-2024 school years, the District shall pay a relocation allowancee of $2,500 for any current SOESD employees or classified new hires that relocate from a location over sixty (60)miles from their current residence*. [We are open to adopting the District’s current geographical schedule and an pro-rated reimbursement, but would want a sentence or two of language describing.*]

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

18.12 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 five (5) 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.

18.13 Involuntary Transfers

For the 2022-2023 and 2023-2024 school years, if an employee is involuntarily transferred to a site over twenty 20 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.

18.14 Overtime Compensation

1. Overtime shall be paid consistent with state and federal (FLSA) law.
2. 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.

18.15 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.

18.16 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 thirty (30) minute Lunch free of duty will be provided consistent with state and federal wage and hour laws.

18.17 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 seven (7) calendar days’ notice.