

## Article 20 — Professional Compensation

- A. **SALARY SCHEDULE.** The salary schedule is attached hereto and marked as Appendix A and Appendix B. The increment between steps will remain the same at 3.35%.

There will be a salary increase of four and one-half percent (4.5%) for 2022-19-20230, two three and three tenths percent (3 2.3%) for 20230-20241., and three percent (3%) for 2021-2022 and two and three tenths percent (2.3%) for 2024-2025.

The SOBC and ESD agree to consider historical and present economic data of the ESD component school Districts prior to negotiations.

- B. Employees shall be awarded full credit for licensed educational experience up to a maximum of eight (8) years. This maximum may be exceeded at the discretion of the District, in accordance with the Oregon Pay Equity Act. The Council will be notified in each case when the maximum is exceeded. Employees working less than one-hundred thirty-five days (135) in an academic year shall have their time prorated for credit. Prorated time of less than a half shall be rounded down for the purpose of step placement.
- C. Employees will be paid by the 20th of each month, unless it is a Sunday, in which case they will be paid on the 21st; for the month of December paychecks will be issued on the last working day before Christmas vacation.
- D. Upon returning from mandatory military service, credit experience in the armed services of the United States will be allowed as credit “elsewhere” up to five (5) years. A year of military service is defined to include not less than nine (9) months of any twelve (12) month period. The dates of induction and separation from active duty will determine the period of service.
- E. During the term of this Agreement, placement on the salary schedule for each employee (in regard to columnar placement) will be based upon:
1. Notification by May 15 of the preceding year of intent to attend summer school and earn sufficient credits to change columns on the scale. Courses must be in the employee’s present or proposed areas of licensing.
  2. When a unit member has earned the right of a higher salary column by reason of increased professional training, the change shall be made effective for the next pay period after receipt by the District of an official transcript or official grade slip, provided it is received at least fifteen (15) calendar days prior to payday. The new higher pay level for increased training shall not be retroactive.
  3. For movement to the master’s column of the salary schedule, the master’s degree must be as described in the job description of the job held or to be held by the staff member or otherwise related to the job function to be performed as determined by the District.

This provision is not applicable to bargaining unit members presently placed in the master’s column.

- F. Each employee employed for 190 workdays or more shall be paid on the basis of twelve (12) Package Proposal -- District Proposal July 28, 2022 3:00 pm

equal payments.

- G. Vertical movement shall be granted for each additional year of experience. The parties recognize that such vertical increment may be withheld if an employee's performance is unsatisfactory, subject to review through the grievance procedure.
- H. The District shall continue to pay the entire employee's contribution to the Public Employees Retirement System (PERS)/Oregon Public Service Retirement Plan (OPSRP).

I. Licensed staff will receive a pro-rated annual stipend of \$6,500 per 1.0 FTE for each year of the contract. In the event the district experiences or is likely to experience a financial problem that would trigger a potential layoff of employees, the District has the right to reopen this subsection to discuss with the association a decrease in this annual stipend amount. Nothing in this provision would affect the District's rights under Article 13.

**I. EXTRA COMPENSATORY PAY**

**1. ASSIGNMENT**

- a. Acceptance of a new extra-comp assignment shall be voluntary.
- b. The person currently holding an extra-comp position shall have first priority in retaining said position, if performance has been deemed satisfactory.
- c. All extra-comp responsibilities shall have a job description available upon request. Extra-comp assignments will first be offered in writing by May 1st and accepted or rejected by May 15th.

**2. RESIGNATION FROM EXTRA-COMP POSITION.** A bargaining unit member may resign from extra-comp positions by notifying the employee's supervisor in writing by April 15th.

**3. EVALUATION**

- a. Each member's performance in an extra-comp position will be evaluated annually by the respective supervisor or the supervisor's designee who is not a bargaining unit member.
- b. Two evaluation conferences will be held; the first prior to January 31st, the second prior to April 30th. A formal written evaluation shall be completed by May 1st. The content of the written evaluation is not grievable, arbitrable, nor subject to an unfair labor practice complaint for breach of contract (ORS 243.672(1)(g)).
- c. The evaluation conferences shall include a review of hours worked and any additional compensation shall be included in the following pay period.

**4. COMPENSATION**

Department Chair: Assist the department administrator with goal setting, policy, staff development, inservices, communications, staff consultation, technical assistance, and

program review and assessment.

- a. Department chairs with 0 to 10 bargaining unit members shall annually receive .078 of bargaining unit member base salary for three (3) hours of work per week. If additional hours are needed per week, they shall be compensated at the rate of .026 of bargaining unit member base salary for each additional hour of work.
  - b. Department chairs with 11 or more bargaining unit members shall annually receive .084 of bargaining unit member base salary for three (3) hours of work per week. If additional hours are needed per week, they shall be compensated at the rate of .028 of bargaining unit member base salary for each additional hour of work.
  - c. Any hours in excess of the three (3) hours per week shall require prior written program administrator approval.
  - d. There will be no substantial increase in responsibilities or duties during the year unless additional compensation is provided.
  - e. If department chair is required to be out of classroom because of department chair duties, a substitute will be hired.
5. For those positions for which the District requires a license in addition to the license required on the job description, the District will reimburse each member up to \$300 of the cost of the renewal fee.

#### J. **EXTRA-DUTY ASSIGNMENTS**

This shall include when the District assigns an association member to supervise interns or assist other bargaining unit members in attaining TSPC licensure or ODE authorization.

Extra-duty assignments requiring a full day's work will be compensated, pro rata, based upon 1/190th of the bargaining unit member's base salary.

Extra-duty assignments requiring less than a full day's work will be compensated at the hourly rate of the employee's salary.

#### K. **PREMIUM SERVICE PAY**

1. Premium Service Pay (PSP) is compensation for those employees who have long term service with the District. In order to be eligible for PSP, employees:
  - a. Must have completed fifteen (15) years of service with the District with a break in service of not greater than two (2) years.
    - (1) The amount of time while an employee is on an approved leave, a recall list, or those years when the employee's full-time equivalence (FTE) is less than 0.5 FTE, will not count towards the necessary accumulation of years of service for PSP. While these events will not count toward the service requirement for PSP, they will not constitute a break in service.

- (2) A year shall be defined as 135 work days in a contract year in a position that is 0.5 FTE or greater.
    - a. Must have completed one year on the last step of the BA or MA column of the salary schedule.
2. Employees who qualify for PSP shall receive the following compensation:
  - a. During the first year of eligibility employees will receive a stipend equal to one (1.0%) percent of the employee's placement column base salary (BA Step 1 or MA Step 1). The District will also increase its contribution toward the purchase of insurance premiums by \$20 per month.
  - b. During the second year of eligibility employees will receive a stipend equal to two (2.0%) percent of the employee's placement column base salary (BA Step 1 or MA Step 1). The District will also increase its contribution toward the purchase of insurance premiums by \$30 per month.
  - c. During the third and remaining years of eligibility employees will receive a stipend equal to three (3.0%) percent of the employee's placement column base salary (BA Step 1 or MA Step 1). The District will also increase its contribution toward the purchase of insurance premiums by \$40 per month.