

Article 3 – Salary

1. Effective July 1, 2020~~1~~, the ~~2019-20~~ **2020-21** Classified Salary schedule will increase by ~~three and one half (3.5%)~~ **\$3.00** for the 2020~~1~~-20~~21~~**22** school year. If bargaining surpasses the CBA's expiration date of June 30, 2020~~1~~, then any salary increases shall be retroactive to July 1, 2020~~1~~.
 - a. No later than ~~April~~ **May** 1, 2021~~2~~, the District and Union shall meet to **begin to talk about** negotiating a successor agreement pursuant to ORS ~~243.698~~ **243.650 to 243.806**. The parties understand that if no Agreement has been **signed reached** after the one hundred fifty (150) day bargaining period, the procedure set forth in ORS 243.712 will be followed and mediation may continue past the one hundred fifty (150) day bargaining period. Upon completion of the procedure the parties may agree to submit any or all issues in dispute to binding expedited arbitration, or the District may implement all of its last offer and the Union shall have the right to strike.
 - b. The contract shall be open to bargain salary and insurance in ~~April~~ **May** of ~~2021 and~~ 2022. At that time the District and Union may open up to two (2) additional articles each to bargain.
 - c. Add Step 8 to the salary schedule:
 - ~~2020-21: Step 8 shall be 1.5% above step 7~~
 - 2021-22: Step 8 shall be 2.0% above step 7
 - 2022-23: Step 8 shall be 2.5% above step 7
2. **Step Advancement.** All bargaining unit employees not having reached the top step of their salary range shall advance one step, effective July 1 of each year of the Agreement.
 - a. In order to be eligible for July 1 step advancement, bargaining unit members must have been employed by the District immediately prior to July 1 for a minimum of ~~one hundred thirty five (135)~~ **ninety (90)** calendar days.
3. **PERS Pickup.** The District will continue paying the 6% PERS pickup for all bargaining unit members.
 - a) **The district will deposit \$75 in a 403b account each month for each employee that has a 2.5% PERS redirect by the state.**
 - b) **The district will deposit \$35 in a 403b account each month for each employee that has a .75% PERS redirect by the state.**
4. **Salary Administration.** All less than twelve (12) month per year employees who work at least four (4) hours per day will receive twelve (12) equalized paychecks per year. Overtime and non-regular pay will be paid on the paycheck following the next pay period ending date.

Employees who work less than four (4) hours per day will be paid based on timecards submitted on pay period ending dates.

5. **Fingerprinting.** The cost of pre-employment fingerprinting will be paid by the job candidate. The costs for fingerprinting and criminal history checks shall be borne by the District for all employees required by law to be fingerprinted after employment. The District will assist job candidates and employees in meeting this obligation by providing fingerprint cards and information on locations where fingerprints are processed.
6. Bargaining unit employees performing non-bargaining unit work will be paid at the rate determined by the District for that position or if the rate is determined by another collective bargaining agreement, the rate established by that agreement. The District is not obligated to offer non-bargaining unit work to Union members.
7. **Bilingual Differential:** The following employees shall receive a 5% differential over their regular salary:
 - a. Any employee who is assigned translation or interpretation duties from English into a non-English language or from a non-English language into English, only for the time they are assigned and performing the duties with a minimum of one (1) hour pay at the higher rate.
 - b. Any employee who is designated by the District as a school or District level Interpreter/Translator and who passes a District designed oral and/or written language assessment in one or more languages. Once an employee is approved under this category, the 5% salary differential shall apply to all work hours.
8. **Swing Shift.** Employees who work a swing shift, that is defined as a full-time regular shift that begins at 2:00pm or later will receive a 2% differential. During summer months or other times when the district deems it necessary to temporarily change shift hours, employees who normally work a swing shift will still retain their 2% differential during these temporary schedule changes.

9. Longevity Stipend.

- a. Employees having reached their ~~8th, 10th, 15th, 20th, 25th or 30th~~ anniversary dates ~~below~~ of hired prior to the effective date of the Agreement will receive the following one-time lump sum bonus on the next regular payday following the effective date of the Agreement:

8 ~~to 9~~ years of service: \$125 ~~-each year~~
 10 ~~to 14~~ years of service: \$250 ~~-each year~~
 15 ~~to 19~~ years of service: \$500 ~~-each year~~
 20 ~~to 24~~ years of service: \$750 ~~-each year~~
 25 ~~to 29~~ years of service: \$1,000 ~~-each year~~
 30 ~~or more~~ years of service: \$1,500 ~~-annually~~

- b. Employees reaching their 8th, 10th, 15th, 20th, 25th or 30th anniversary dates **above of** hired subsequent to the effective date of the Agreement will receive the bonuses set forth above on their next regular pay date following their anniversary dates of hire.

10. **Extra Duty Compensation.** The parties agree that the following conditions will be applied to the hiring and paying of classified employees who work at athletic and/or other extra-curricular functions. Examples of assignments include but are not limited to ticket takers, gatekeepers, scorekeepers, running game clocks, student supervision, security, dance chaperones, etc.

- a. Classified employees do not qualify for overtime pay working such assignments as described above because these assignments are considered occasional or sporadic, and are in a different capacity, as defined by the Fair Labor Standards Act.
- b. Classified employees hired for extra duty assignments as described above shall be paid an hourly rate equal to the supervisory extra duty rate specified in the licensed CBA. In no case will classified employees be paid less than other employees for these same duties. (Supervision extra duty rate specified in the SFEA Licensed Bargaining Agreement, Article 23, Section G.)

11. Volunteer and Public Safety. A public employee who takes part in an operation (as defined by ORS 652.050 and ORS 652.250) shall not forfeit any wages nor any leave while engaged in an operation for a period of not more than five (5) days for each operation.

12. Pandemic Pay. When a classified staff member is working in a designated space with a student involving COVID-19 or other pandemic issues as identified by the CDC and OHA they will receive an additional two (2) hours of compensatory leave for every hour worked in that specific situation. (An employee working less than one hour in this situation would receive double the time worked of personal leave.) This leave can be used following the compensatory leave language in the contract. At the end of the year if the leave has not been used the employee would be paid out for the time at their regular pay rate.

13. Employees shall receive notice of schedule changes at least four-eight (48) hours in advance. Unless mutually agreed to between the Supervisor and Employee, any schedule change not made with at least four-eight (48) hours' notice shall be subject to penalty pay. Such penalty shall be equal to one and a half (1.5) times the regular hourly rate for the employee above all other payments for one full hour.