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Attached Appendix A (PDF)

13.3 Personal Days Proposal as presented in "District's 10/11/22 Package Counter Proposal"

**21.5 SAFE WORK ENVIRONMENT:**

The Association and the District believe the work environment for bargaining unit members should be free of unreasonable risk to bargaining unit members' health, safety, and personal liability. To achieve this goal, the parties agree as follows:

- a. **The District shall maintain a safe work environment for bargaining unit employees consistent with applicable law, administrative rule, and School Board Policy.**
- b. The District shall maintain safety committees in accordance with its obligations under law. (ORS Chapter 654 and OAR Chapter 437, concerning Occupational Safety and Health). The purpose of the safety committee is to bring workers and management together in a non-adversarial, cooperative effort to promote safety and health. The safety committee shall include an equal number of employee volunteer or elected members and employer-selected members. When employees and the district agree, the number of employee volunteer or elected members may exceed the number of employer-selected members.
- c. Hazardous conditions in the work environment that are made known to the District and pose a danger to the health or safety of unit members shall be reported to the District Safety Committee.
- d. All unit members, in the course of performing their duties, shall report all unsafe practices and conditions to their immediate supervisor.
- e. Unit members shall not be required to participate in work activities under conditions that, **as determined by the District,** physically endanger their personal safety or well-being.
- f. When a member is assaulted by, or feels threatened by, a physically aggressive student, the member will submit an incident report from documenting extreme behavior to the building administrator. The appropriate District administrator will promptly initiate an assessment of the environment and, if appropriate, work with the member to implement a safety plan and/or appropriate training in a timely manner.
- g. Employees will be allowed paid time to fill out district-required incident report forms.

**21.5.1 Instructional Duty Ratios**

- a. **Bargaining unit employees will not be required to supervise more than ten (10) students per employee in classrooms or small group settings. This number shall be four (4) students per employee in classrooms or small group settings that involve additional safety protocols or duties of a medically specific nature.**

- b. Library Assistants will not be required to supervise more than forty (40) students in an elementary school library or sixty (60) students per employee in a high school library without assistance from another employee.**
- c. Employees assigned to recess or bus duty will not be required to supervise more than forty (40) students per employee without assistance from another employee.**
- d. Employees assigned to recess or bus duty will be granted an additional ten (10) minutes before and after this supervisory duty to prepare for their other assignments.**

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## APPENDIX A COMPENSATION SCHEDULES AND REOPENER

### Pay Schedules and Cost of Living Adjustments:

The following pay schedules describe the pay rates for all bargaining unit members during the term of this agreement. The District pays the 6% employee contribution to PERS in addition to the salaries described in the wage scale. Effective July 1, 2021, a cost of living increase of two percent (2.0%) shall be applied to the classified salary schedule; provided, however, said increase shall not apply to summer seasonal positions during the summer 2021. In summary, effective upon ratification, all employees will receive a cost of living increase to their current hourly rate of two percent (2%) or a base hourly wage of fifteen dollars (\$15.00) per hour, whichever is greater. Effective July 1, 2023, all employees will receive a cost of living increase to their current hourly rate of two and one half percent (2.5%) or a base hourly wage of sixteen dollars (\$16.00), whichever is greater. Effective July 1, 2024, all employees will receive a cost of living increase to their current hourly rate of three percent (3%) or a base hourly wage of seventeen dollars (\$17.00), whichever is greater.

On a one-time, non-precedent setting basis, all classified employees employed by the district on the date this Agreement is ratified by members will earn one thousand dollars for that week. Payment will be made in the September 2021 payroll.

Grades 1-3 will be deleted from salary schedule. The FSA-1 classification will be placed on grade 4. During 2021-22, either party may demand to bargain the pay grades for the following classifications: custodians, custodial-maintenance coordinator, and lead custodians; bargaining shall be on an expedited basis.

The Longevity Step represents 3% over Step 9. Upon ratification, a new longevity step will be added to the wage scale as "Longevity 15" with a three percent (3%) increase over the previous step for employees who have been employed by the District at least 15 years.

The pay schedules in Appendix A describe the pay rates for all bargaining unit members. Effective July 1, 2022 the scale will be based on a \$17.50 base wage.

→ 17.80 [OSEA Verbal Correction]

During the 2023-24 and 2024-25 school year, wages across all classifications shall be increased by the average of the twelve monthly percentage increases reported in the CPI-W, West from February through January with a minimum of 4% and a maximum of 7%. minimum of 3.5% and a maximum of 6%

New longevity steps will be added at fifteen (15), twenty (20), twenty-five (25), thirty (30) and thirty-five (35) and will be increases of five percent (5%)

[SEE SEPARATE DOCUMENT FOR PROPOSED WAGE SCALES]

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