

OSEA Contract Changes Effective July 1, 2022

ARTICLE 10: SALARY

- 10.1 Salaries for the classified employees in the bargaining unit shall be the same as indicated on the attached salary schedules, and by this reference incorporated herein. **Each employee shall be paid on the basis of twelve (12) equal payments.**

~~Employees who are employed less than twelve months during a year, shall choose at the beginning of the fiscal year or at the time they start to work whether they want their monthly checks on a 10 or 12 month basis.~~

- 10.2 Placement on the Salary Schedule: New regular classified employees may be placed on the salary schedule in accordance with their years of applicable, verifiable experience as determined by the District. Salaries, as indicated in this Agreement, shall be for the term of this contract, unless amended or supplemented by mutual agreement of the Board and the Union.
- 10.3 Experience Pay – If an employee who has at least ½ year experience but less than one full year of experience is hired to a full-time position; they shall receive one-year experience on the salary schedule.

Classified employees shall receive one experience step increase during each year of the contract.

Any custodial staff who possesses or is able to obtain a LME (Limited Maintenance Electrical) license will receive an additional \$.75/hour.

When a classified employee is promoted to a higher salary classification position, the placement shall be accomplished by moving the employee to the salary in the new salary range which provides a salary equal to or greater than the salary he/she was receiving prior to the change, plus one step on the new salary range.

- 10.4 When a classified employee works in one or more job classifications, the employee shall be placed on the salary schedule in accordance with their years of service within each classification.

Employees working two jobs shall receive salary paid on both salary scales.

- 10.5 For all PERS eligible classified employees in a regular position, the District pays the 6% PERS contribution on their behalf. This is a benefit to the employee and a budgeted expense for MCSD. This is not reported on W-2 forms, at this time.
- 10.6 When a regular classified employee is absent from work, the District will determine whether or not to hire a substitute. It is the responsibility of the employee to electronically file their leave in the online system. This must be completed prior to the

absence by using the timeline designated by building administration. If it is not possible to do so, it is the responsibility of the employee to contact the principal or the head secretary.

10.7 Working out of Range - When an employee is assigned by an administrator or supervisor to work in a higher paid classification, the employee shall be paid the salary in the substitute classification at the same step level as their regular job for all hours worked in the higher classification.

10.8 Inservice - Inservice training shall be paid for all employees where required by the District. The impact of new state or federal requirements shall be negotiated on a case by case basis pursuant to ORS 243.698.

10.9 The District shall pay all regular classified employees a car allowance and per diem (food and lodging) at the District established rate per mile for all authorized business.

10.10 Special Provisions

Physical examinations which are required of classified employees by the Department of Education shall be paid by the District.

10.11 Call Back: An employee called back to work after his/her regular shift or on his/her day off by his/her supervisor shall be paid a minimum of one hour. Said employee shall not be required to remain on the job any longer than necessary to perform the task.

ARTICLE 12: INSURANCE

12.1 For classified employees employed prior to 7/1/2001, the District shall provide each regular classified employee scheduled to work at least 636 regularly assigned annual hours with medical, dental and vision benefits. Regular classified employees scheduled to work less than 636 regularly assigned annual hours will receive one-half (1/2) the benefits provided to full-time regular classified employees.

12.2 Beginning in the 2019-20 school year, the District's obligation toward the insurance premium shall match the teacher cap.

If an employee voluntarily reduces hours, on or after 7/1/2001, the pro-ration provided for in 12.3 will apply.

12.3 For all classified employees hired on or after 7/1/2001, the District shall pay the health insurance premiums of each regular classified employee his/her family health insurance on a pro-rated basis, based upon the following schedule:

<u>Annual Hours</u>	<u>% of District Contribution</u>
1700 and up	100% = \$1625.00 \$1700.00
1300 to 1699	85% = \$1381.25 \$1445.00
1000 to 1299	70% = \$1137.50 \$1190.00
700 to 999	55% = \$893.75 \$935.00
< 700	No Benefits

% of District contribution shall be based on the teacher cap.

- 12.4 Employees otherwise eligible to receive health insurance benefits may elect to receive \$2/hour in addition to current pay, in lieu of health benefits, subject to the limitations of the insurance carrier.

Employees not eligible for health benefits (see 12.3 above), will receive \$2/hour in addition to current pay.

In the case where two (2) employees in the same family are each receiving health insurance coverage, the employee with the fewer annual work hours will be eligible for the \$2/hour option in lieu of health coverage.

Increased pay in lieu of health benefits applies to regular calendar hours worked. Additional hours worked will be paid at the employee base rate of pay.

- 12.5 Insurance benefits shall continue to be paid through the summer months at the same rate as paid during school months for all employees that are expected to return to school the following fall. Pre-payment of insurance premiums for summer months will be pro-rated throughout the school year.
- 12.6 If the employee accepts the right to continue in the District's insurance program while on unpaid leave, the employee must self-pay the premium in accordance with Federal COBRA regulations, and their state counterparts, except as otherwise indicated by OFLA/FMLA.
- 12.7 The present insurance carrier is Oregon Education Benefits Board (OEGB). Any change in insurance companies shall be mutually agreed upon by the Union and the District.
- 12.8 Early Retirement - Upon retirement, after fifteen (15) years of service in the District, and beginning at age 58 until age 62, the District agrees to pay for existing family medical insurance. If an employee chooses to retire after age 58, the benefit still terminates at age 62. The maximum coverage is for four (4) years.

In the event of an employee's death prior to the end of the four-year period, the District, if the spouse of the employee is, at the time of the employee's death, not covered by Medicare, shall pay the monthly premiums incident to covering such spouse until the coverage would have expired (maximum coverage is up to four years) or until the spouse becomes covered by Medicare, whichever occurs first.

- 12.9 The District will provide additional options within the Health Plans

A. The District will provide a Section 125 Plan (FSA – Flexible Spending Account)

B. The District will provide a Health Savings Plan with the following stipulations:

For staff members who elect an HSA Plan, 100% of the difference between the cost of the insurance and the district cap will be put into a Health Savings Account (HSA).

ARTICLE 13: LEAVES OF ABSENCE

A. Paid Leaves

13.1 Annual Leave

~~Commencing on the first day of employment through nine (9) years, custodial and maintenance employees are entitled to annual leave based on the following formula: .0461 X the hours worked each year equals hours of annual leave to which the employee is entitled. The formula .0653 x hours worked equals hours leave will be used for employees with ten (10) years or more work experience. The formula .0702 x hours worked equals hours leave will be used for employees with fifteen (15) years or more work experience in the District.~~ Custodial and Maintenance employees hired after January 2011 are entitled to 12 days (96 hours) of annual/personal leave per school calendar year. Custodial and Maintenance employees hired prior to January 2011 are grandfathered and entitled to 17 days (136 hours) of annual/personal leave per school calendar year.

Head secretaries will be awarded 6 days of annual/personal leave. All non-custodial/maintenance staff will be awarded 5 days of annual/personal leave. All leave is non-cumulative; however, any unused leave will be paid out at the end of the fiscal year. All annual/personal leave taken during the school day must have prior approval. Annual/personal leave time will need 24 hours' prior approval from the building principal. Emergencies will need to be directed to the Human Resources department for approval.

- 13.2 Sick Leave - the District agrees to allow ten (10) days per year of sick leave to regular classified employees who are employed 10 months or less and one-day additional leave per month for those regular classified employees who are employed more than 10 months. Accumulation of sick leave shall be unlimited. Sick leave accumulated may be applied to the regular classified employee's retirement as provided in ORS 238.350.

In accordance with Oregon Sick Time Statute, the district agrees to allow five (5) days of the above referenced sick leave per year as paid sick time. This leave may be used in the case of mental or physical illness, injury or health condition, or need for preventative medical care for self or for care of family member for reasons listed above. Paid sick time may also be used for the death of family member, bereavement, or participation in a legal or civil proceeding related to domestic violence, harassment, sexual assault, or stalking. This paid sick time will be front-loaded to the employee at the beginning of each year. The employee is limited to using no more than forty (40) hours of Oregon sick time in a fiscal year.

Definition of "Family Member" means spouse ("spouse" means individuals in a marriage including "common law" marriage and same-sex marriage), custodial parent, noncustodial parent, adoptive parent, stepparent or foster parent, biological parent, child of the employee (biological, adopted, foster or step child, a legal ward or child of the employee standing in loco parentis) or a person with whom the employee is or was in a relationship of "in loco parentis", grandparent, grandchild, parents-in-law or the parents of the employee's registered domestic partner.

- 13.3 Bereavement Leave - Up to four days' bereavement leave, per event, is granted upon the death of a member of the immediate family or death of a person who, because of close association, is perceived as a member of the immediate family.

~~Definition of "Family Member" means spouse ("spouse" means individuals in a marriage including "common law" marriage and same-sex marriage), custodial parent, noncustodial parent, adoptive parent, stepparent or foster parent, biological parent, child of the employee (biological, adopted, foster or step child, a legal ward or child of the employee standing in loco parentis) or a person with whom the employee is or was in a relationship of "in loco parentis", grandparent, grandchild, parents-in-law or the parents of the employee's registered domestic partner.~~

Members of the immediate family are defined as follows: spouse ("spouse means individuals in a marriage including "common law" marriage and same sex marriage), father, father-in-law, mother, mother-in-law, brother, brother-in-law, sister, sister-in-law, son, son-in-law, daughter, daughter-in-law, grandparents, grandchildren and relatives living in the immediate household.

In the event of a death involving other than those mentioned above, only the superintendent may approve the request for leave.

13.4 Holiday Leave

- A. Paid holidays for all employees in the bargaining unit shall be: Memorial Day, Juneteenth, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Christmas Day, New Year's Day and Presidents' Day.

Paid holidays will be observed on the actual day other than when the holiday lands on a weekend. In that case, if the holiday falls on a Sunday, the succeeding Monday shall be a legal holiday. If the holiday falls on a Saturday, the preceding Friday shall be a legal holiday.

Regular classified employees shall also receive the following non-paid holidays: the day after Thanksgiving, the day before Christmas, the day before New Year's Day and Martin Luther King Day.

- B. A regular classified employee shall be compensated for the holidays as though he/she has worked a regular schedule for the day. An employee required to work on paid holidays shall receive the overtime rate for all hours worked in addition to his/her regular holiday pay.
- C. Compensation for holiday benefits shall be provided for an employee who has worked a minimum of 40 hours during the month of the holiday.

13.5 Jury Duty and Subpoena Leave—Upon receipt of jury duty notification or subpoena, the employee shall submit a copy of the notification/subpoena to the building administrator and payroll department to make them aware of pending civic duty by the employee. Any regular classified employee of the District who is required to serve on jury duty or is subpoenaed, shall receive his/her regular salary during the time the employee is officially attending to these legal matters. If employee is not officially attending to legal matters related to jury duty or a subpoena (dismissed or released early), the employee must return to work immediately to complete their scheduled work assignment. Payments received for jury duty shall be forwarded to the District Office. Travel allowances shall be maintained

by the employee. Off-shift workers (custodians) who are called to jury duty: the time served on jury duty plus travel time will be deducted from the employees regular scheduled work day leaving a balance to be worked as that day's scheduled work shift (e.g. based on a 9-hour work day - 3 hours jury duty plus 2 hours travel time leaves 4 hours to be worked).

This provision shall not apply in those instances where the employee is the plaintiff or complainant, or a witness for the plaintiff or complainant wherein the District, its agent or members of the Board have been named as a defendant or respondent.

- 13.6 Sick Leave Bank - The sick leave bank was set up for the purpose of allowing current classified employees to donate sick leave to a specific, eligible co-worker in the District.

The District will allow current classified employees to make donations of up to 10 days of their accumulated sick leave to a specific, eligible co-worker in the District.

To be eligible to receive donated sick leave, a current non-probationary employee must be absent from work because of an injury or illness to the employee that prevents the employee from working.

An otherwise eligible employee may apply to receive sick leave donation if a member of the employee's immediate family defined under federal law as: spouse ("spouse" means individuals in a marriage including "common law" marriage and same-sex marriage), custodial parent, noncustodial parent, adoptive parent, stepparent or foster parent, biological parent, child of the employee (biological, adopted, foster or step child, a legal ward or child of the employee standing in loco parentis) or a person with whom the employee is or was in a relationship of "in loco parentis", grandparent, grandchild, parents-in-law or the parents of the employee's registered domestic partner, is suffering from a terminal illness. The District may request medical verification of this determination prior to approving the leave request.

The receiving employee must not be eligible for, or be receiving, any District paid leave, worker's compensation benefits, PERS or social security disability benefits or long-term disability insurance benefits.

The receiving employee must be otherwise eligible to receive sick leave.

An employee may not receive more than 45 days donated sick leave in a 12-month period.

If a receiving employee does not use all donated sick leave, unused sick leave will be returned to the donor.

Specific decisions as to employee eligibility will be made by mutual agreement between the Union and the District. When an employee makes an initial request, they must do so by sending an e-mail to the OSEA, Chapter 59 president and at the same time to the district office - human resources and payroll departments. Before a decision is made to grant the use of the sick leave bank to an employee, the Union and District will mutually agree.

The sick leave bank does not create any obligation on the part of the District or the Union to provide sick leave to any employee who has exhausted their accrued sick leave.

Both parties reserve the right to terminate Article 13.6 (Sick Leave Bank) within 30 days upon ten (10) days' notice to the other party.

Unpaid Leaves

- 13.7 Workers Compensation Leave – Leave for injury when such injury is job related shall be granted for a period not to exceed that which is allowed under the State Industrial Accident Insurance claim. The Board will continue the employee's negotiated insurance benefits for the period of time that the SAIF claim has been allowed, not to exceed a period of one year.
- 13.8 Other Leave – Nothing in this section will prevent the District Board from providing leave without pay to any employee for any cause it deems justifiable.
- 13.9 Definition of School Closure – A school closure shall be defined as a day(s) when school(s) is(are) closed due to inclement weather or other emergencies or hazardous conditions.

On school closure days, as determined or announced by the District Superintendent or his/her designee, employees are not expected to work; however custodial and maintenance staff are to check with their supervisor, and may have to report. Classified employees will not suffer a loss of wages when there is a school closure. In the event that the district is required to extend the school year in order to make up lost time, classified staff will be expected to work without additional compensation.

- A. In the event that there is a snow day on a classified scheduled **non-student** workday – the district will set aside a makeup day within the calendar. For each full snow day, staff will be expected to work half of that time. (Example – 1 snow day; staff work 4 hours on the set aside day; 2 snow days; staff work 8 hours on the set aside day).
- B. When school is closed or on a 3-hour delay for inclement weather/snow days any confidential, custodial, and maintenance staff who did show up for work will be given trade time for the hours they worked on those days; as other confidential, custodial, and maintenance employees may not have worked due to driving conditions, but still got paid. The building principals/supervisors will need to make sure that the confidential, custodial, and maintenance employees who accrue this type of trade time use it within 1 month of the date of accrual. When trade time is taken, the building principal may choose to submit leave for a floater to cover for the employee. If custodial staff is called in on a Saturday, Sunday or on a holiday due to weather related conditions, staff will be paid overtime (with prior approval of the superintendent).
- C. ~~Beginning with the 2016/17 school year, inclement weather will no longer be counted as instructional time.~~ The first two (2) **inclement weather** days will not be made up. **The 3rd and 4th day will utilize the remaining Friday Enrichment Days, which will count as instructional time for students. Every day after that will become a virtual school day**

utilizing the three (3) hour delay. but every day after the 2nd day will be considered a virtual school day. The district will follow ODE guidelines for what constitutes a virtual school day and all subsequent snow days will be virtual learning days.

Virtual School Day expectations:

- a) Ed Assistants/Behavior Techs/Library Techs – principal and or teacher will distribute lists of students to reach out to through google # to support work completion
- b) Custodians – prep grounds for return to school
- c) Food Service – update paperwork for the food service director
- d) Secretaries – work on any paperwork / ordering that can be done remotely / or other tasks assigned by principal

Article 21: NEGOTIATION PROCEDURE

- A. This contract between the Association and the District supersedes the previous collective bargaining Agreement.
- B. This contract shall continue as written unless changed in negotiations. Either the District or the Association may notify the other of its wish to open negotiations under law. Such notification and request to open negotiations shall be made prior to October 1, prior to the June 30 ending of the current Agreement.
- C. This Agreement may not be modified in whole or in part by the parties except by an instrument in writing by both parties.
- D. Around April 1st of each year of this agreement, the parties agree to a limited re-opener to discuss the financial package, including salary, insurance and/or other health related benefits, for the following year. Each side may also bring forward two (2) additional, non-financial issues for consideration.

Financials

- 7% Cola (including longevity)
- \$75 added to the district insurance cap

For all classified employees hired on or after 7/1/2001, the District shall pay the health insurance premiums of each regular classified employee his/her family health insurance on a pro-rated basis, based upon the following schedule:

<u>Annual Hours</u>	<u>% of District Contribution</u>
1700 and up	100% = \$1625.00 \$1700.00
1300 to 1699	85% = \$1381.25 \$1445.00
1000 to 1299	70% = \$1137.50 \$1190.00
700 to 999	55% = \$893.75 \$935.00
< 700	No Benefits

% of District contribution shall be based on the teacher cap.

2021/2022 Salary Schedule (4% COLA)

	ASST-COOK	HEAD-COOK	ASST-CUST	HEAD-CUST	FAC-COORD	ED-ASST	LIB-TECH/ ALT-ED-ASST	SECRETARY	BEHAVIOR TECH
-1	\$12.75	\$13.55	\$17.93	\$19.54	\$18.72	\$12.81	\$13.63	\$16.15	\$19.57
-2	\$13.01	\$13.82	\$18.20	\$19.83	\$18.99	\$13.05	\$13.89	\$16.47	\$19.86
-3	\$13.26	\$14.10	\$18.47	\$20.12	\$19.28	\$13.33	\$14.18	\$16.81	\$20.15
-4	\$13.53	\$14.37	\$18.76	\$20.41	\$19.57	\$13.60	\$14.46	\$17.12	\$20.44
-5	\$13.80	\$14.68	\$19.03	\$20.74	\$19.85	\$13.87	\$14.74	\$17.47	\$20.77
-6	\$14.08	\$14.97	\$19.32	\$21.04	\$20.15	\$14.15	\$15.05	\$17.85	\$21.07
-7	\$14.36	\$15.25	\$19.60	\$21.36	\$20.48	\$14.43	\$15.33	\$18.18	\$21.39
-8	\$14.64	\$15.58	\$19.89	\$21.68	\$20.77	\$14.70	\$15.65	\$18.54	\$21.71
-9	\$14.94	\$15.89	\$20.21	\$22.00	\$21.09	\$15.00	\$15.98	\$18.93	\$22.03
10	\$15.23	\$16.18	\$20.50	\$22.33	\$21.41	\$15.30	\$16.27	\$19.31	\$22.37
11	\$15.53	\$16.53	\$20.81	\$22.67	\$21.71	\$15.60	\$16.60	\$19.71	\$22.70
12	\$15.83	\$16.86	\$21.12	\$23.01	\$22.04	\$15.91	\$16.95	\$20.07	\$23.05
13	\$16.16	\$17.18	\$21.43	\$23.34	\$22.38	\$16.23	\$17.28	\$20.50	\$23.37
14	\$16.49	\$17.52	\$21.75	\$23.71	\$22.70	\$16.57	\$17.62	\$20.89	\$23.74

2022/2023 Salary Schedule (7% COLA)									
	Asst Cook	Head Cook	Asst Cust	Head Cust	Fac Coord	Ed Asst	Lib Tech/Alt Ed Asst	Secretary	Behavior Tech
1	\$13.64	\$14.50	\$19.18	\$20.90	\$20.03	\$13.70	\$14.58	\$17.28	\$20.94
2	\$13.92	\$14.79	\$19.47	\$21.22	\$20.32	\$13.97	\$14.86	\$17.63	\$21.25
3	\$14.19	\$15.09	\$19.76	\$21.53	\$20.63	\$14.26	\$15.17	\$17.98	\$21.56
4	\$14.48	\$15.38	\$20.07	\$21.84	\$20.94	\$14.55	\$15.47	\$18.32	\$21.87
5	\$14.77	\$15.70	\$20.36	\$22.19	\$21.24	\$14.84	\$15.77	\$18.69	\$22.22
6	\$15.07	\$16.02	\$20.67	\$22.51	\$21.56	\$15.14	\$16.10	\$19.10	\$22.54
7	\$15.37	\$16.32	\$20.97	\$22.86	\$21.91	\$15.44	\$16.40	\$19.45	\$22.89
8	\$15.67	\$16.67	\$21.29	\$23.19	\$22.22	\$15.73	\$16.75	\$19.84	\$23.23
9	\$15.98	\$17.00	\$21.62	\$23.54	\$22.57	\$16.05	\$17.09	\$20.25	\$23.57
10	\$16.29	\$17.31	\$21.93	\$23.90	\$22.90	\$16.38	\$17.41	\$20.66	\$23.93
11	\$16.62	\$17.68	\$22.27	\$24.26	\$23.23	\$16.69	\$17.76	\$21.09	\$24.29
12	\$16.94	\$18.04	\$22.60	\$24.63	\$23.59	\$17.02	\$18.14	\$21.48	\$24.66
13	\$17.29	\$18.38	\$22.93	\$24.97	\$23.94	\$17.37	\$18.49	\$21.93	\$25.01
14	\$17.65	\$18.75	\$23.27	\$25.37	\$24.29	\$17.73	\$18.85	\$22.35	\$25.40

Beginning with the ~~2020/2021~~ 2022/23 school year, hours worked by classification shall be as follows:
School (Head) Secretary – ~~229~~ 230 days = ~~1,832~~ 1,840 hours - (150 student days, 72 work/PD days, 7 8 paid holidays)

Department Secretary – ~~187~~ 188 days = ~~1,496~~ 1,504 hrs. - (150 student days, 30 work/PD days, 7 8 paid holidays)

High School Registrar Secretary – ~~191~~ 192 days = ~~1,528~~ 1,536 hrs. - (150 student days, 34 work/PD days, 7 8 paid holidays)

Library Tech (hired after July 1, 2015) – ~~186~~ 187 days = ~~1,488~~ 1,496 hrs. - (150 student days, 29 work PD/days, 7 8 paid holidays)

Library Tech (grandfathered) – ~~197~~ 198 days = ~~1,576~~ 1,584 hrs. - (150 student days, 40 work/PD days, 7 8 paid holidays)

Ed/Alt Ed Assts. & Behavior Tech – ~~170~~ 171 days = ~~1,360~~ 1,368 hrs. – (150 student days, 13 work/PD days, 7 8 paid holiday)

Head Cooks – ~~170~~ 171 days = ~~1,360~~ 1,368 hrs. - (150 student days, 13 work/PD days, 7 8 paid holiday)

Asst. Cooks – ~~166~~ 167 days = ~~1,328~~ 1,336 hrs. - (150 student days, 9 work/PD days, 7 8 paid holiday)

Hours are an estimate as hours vary by building according to meals served calculation.

Bus Driver/Asst. Custodians – 200 days = 984 hours

Custodian/Facility Coordinator Work Hours

Beginning with the 2021/22 school year, head custodian, assistant custodian and facility coordinator annual work days will be reduced by 10. Principals/head secretaries will create work calendars to be reviewed and accepted by custodians and facility coordinators prior to submitting to payroll.

Beginning with the ~~2021/22~~ 2022/23 School Year:

Head Custodians, Asst. Custodians and Facilities Coordinators – ~~247~~ 248 days = ~~1,976~~ 1,984 hrs. (150 student days, 89 work/PD days, 9 paid holidays)

Longevity increased by 7%

Longevity will be based on years of service in Morrow County School District and will be paid on the second pay period of the school year.

Starting at the beginning of the 15th year through the 20th year will be ~~\$516~~ \$552

Starting at the beginning of the 21st year through the 25th year will be ~~\$708~~ \$758

Starting at the beginning of the 26th year through the 30th year will be ~~\$901~~ \$964

Starting at the 31st year longevity pay will be ~~\$1095~~ \$1172 for each year thereafter

ASB/Athletic Accounting

Secretarial staff who maintain the ASB/Athletic accounting for their school will receive additional compensation.

Elementary Level: + ~~\$2.00~~ \$2.75 per hour

High School Level: + ~~\$3.00~~ \$3.75 per hour

Special Education Level of Dependent Care (paid for 10 months)

Tier 1 = ~~\$100.00~~ \$150/Month

Tier 2 = ~~\$125.00~~ \$200/Month

Tier 3 = ~~\$150.00~~ \$250/Month

Life Skills Assistant (District Position) \$400/Month

*Classified employees, upon prior approval from building administration and the special ed coordinator can ~~claim~~ be assigned a half or whole day stipend for working with specifically identified students during the course of their regular workday.

*Spanish Speakers

Tier 1 = ~~\$50.00~~ \$100/month

*Classified staff, who predominately work with students during the course of the regular school day, are eligible for compensation upon successfully passing a district approved Spanish Fluency Competence Test. The test will include reading, writing and speaking components. The district has the prerogative to limit the number of eligible participants per school.

Alt Ed Assistants

Alt Ed Assistants whom are given supervisory responsibilities of their own classroom by the building principal shall receive an additional ~~\$1.00~~ \$1.75 per hour. Additional hours worked will be paid at the employee base rate of pay, unless supervisory responsibilities are being performed and approved by the building principal.