

**CLASSIFIED COLLECTIVE BARGAINING AGREEMENT WITH
THE BEAVERTON SCHOOL DISTRICT AND THE OREGON SCHOOL EMPLOYEES ASSOCIATION**

POLICY ISSUE/SITUATION:

The Beaverton School District and the Oregon School Employees Association have completed negotiations and reached tentative agreement on classified contract language and compensation.

The following summarizes the compensation agreements of the proposed three-year agreement.

Year 1: \$3.86 million

Step

\$1326 insurance cap

2% salary adjustment

Year 2: \$3.35 million

Step

\$1400 insurance cap

2%-2.25%% salary adjustment based on February 2015 CPI

Year 3: \$4.23 million

Step

\$1526 insurance cap

2.4% salary adjustment or BEA/ABSA agreement, whichever is greater

Longevity stipend: \$.06 million per year

10 years \$100

15 years \$150

20 years \$200

25 years \$250

Key contract adjustments:

- Language cleanup and clarifications
- Clarified compensation for employees called back to work or who substitute for other employees
- Clarified bus driver compensation for fall bidding
- Updated bereavement language to align with OFLA changes
- Reduced notification requirement for vacation requests from 10 days to 5 days

The Beaverton School District recognizes the diversity and worth of all individuals and groups. It is the policy of the Beaverton School District that there will be no discrimination or harassment of individuals or groups based on race, color, religion, gender, sexual orientation, gender identity, gender expression, national origin, marital status, age, veterans' status, genetic information or disability in any educational programs, activities or employment.

RECOMMENDATION:

It is recommended that the School Board approve the following resolution:

- (14-425) BE IT RESOLVED that the terms of the Classified Collective Bargaining Agreement between the School Board and the Oregon School Employees Association, for the period of July 1, 2014 through June 30, 2017, be ratified by the School Board of the Beaverton School District.