

Classified Bargaining 2023-2026 Summary

August 2023

Article	Change
7 Classification Issues	<p>New or updated job descriptions shall be provided to all affected employees within ten work days of change to job duties.</p>
10 Assistance, Discipline, Dismissal, & Resignation	<p>If an employee, during their probationary period, is voluntarily hired into a different position, their probationary period will be the greater of:</p> <ul style="list-style-type: none"> • 120 work days from original start of employment, or • 60 days from the start of the new position.
11 Leaves of Absence with Pay	<p><u>Paid Leave Oregon:</u></p> <p>Allow employee to use accrued paid leave to cover time off while PLO claim is pending.</p> <p>Allow employee to use accrued paid leave to back fill the difference between their pay and their PLO payment.</p> <p><u>Personal Leave:</u></p> <p>“Personal reasons” added as a reason to use the leave.</p> <p>Requests should be made at least THREE working days in advance, when feasible.</p> <p><u>Advance of Personal Leave:</u></p> <p>If an employee separates from the District as a result of permanent illness or injury, no reimbursement of personal leave that was advanced will be required of the employee.</p>
13 Job Opening Notification/Hiring	<p style="text-align: center;">Changes to starting pay guidelines:</p> <p>Associates Degree – 1 step</p> <p>Bachelors Degree – 2 steps</p> <p>For each year of equivalent experience in another school district – 1 step</p> <p>For three years of related experience in another school district – 1 step</p>

	For three years of related experience outside of a school district – 1 step
19 Holidays	Juneteenth added as paid holiday to all classified employees
20 Working Conditions	<p><u>Health and Safety:</u></p> <p>Classified service providers of students on IEP or 504 plan, or behavior plan, who are involved in an incident that places the student, other students or staff at imminent risk of serious bodily injury shall be allowed to participate and have meaningful input into the development, review, or revision of the student’s plan.</p> <p>Meaningful participation and training could include: Attending a behavioral support planning meeting, meeting with a licensed member to review, ask questions, and provide feedback on the plan after the meeting, or provide information prior to the planning meeting.</p>
24 Insurance Benefits	<p>District contribution to insurance pool:</p> <p>\$1406 per FTE for 23-24 [.875 counted as full FTE = 48 people]</p> <p>\$1462 per FTE for 24-25</p> <p>\$1520 per FTE for 25-26</p> <p>89% are eligible for full insurance contribution. 15 people under top row – 4 by request</p>
25 Compensation	<p>COLA for 23-24 = 5% COLA for 24-25 = 3.5% COLA for 25-26 = 3.5%</p> <p><u>25.3.4 – Flex or Trade Time</u> Can agree to a flex schedule as opposed to comp time or overtime. Has to be taken within same pay period – can’t accrue like comp time. IF the employee can’t take it, then it will be recorded as either comp time or extra hours.</p> <p>25.8 Pay Differentials</p> <p>The district will pay a language stipend for the following languages: Spanish, Vietnamese, Russian and Ukrainian IF the employee utilizes the language with student and families.</p>

The principal or supervisor will authorize the stipend annually.

For Administrative Assistants that work in the front office - they will receive an additional \$1700 per year.

[This doesn't include the Assistant Secretaries/Family Liaisons, College and Career Secretary and College and Career Family Liaison – their classifications includes the bilingual requirement]

For Paraprofessionals, On Track Coordinators, and Media Assistants, they will receive an additional \$850 per year.

A principal or supervisor can make an exception for another language not on the preferred list or for a position not stated above, if the position utilizes the language. An employee can request a stipend if they believe they are using their second language in their job duties.

Change in Secretary Titles	Current Name		New Name	
	Athletic Secretary		Athletics Coordinator	
	College and Career Secretary		College & Career Coordinator	
	Attendance Secretary		Attendance Specialist	
	Student Management Secretary		Student Management Specialist	
	Front Office Secretary		Administrative Assistant	
	SPED Secretary		Secondary SPED Coordinator	
	Middle School Lead Secretary		Lead Administrative Assistant	
	Middle School Secretary		Administrative Assistant	
	Middle School Secretary/Receptionist		Receptionist	
	Elementary Secretary		Lead Administrative Assistant	
	Assistant Secretary and Family Liaison		Front Office Assistant and Family Liaison	
	District Office Secretary		District Office Coordinator	
	Student Services Secretary		Student Services Coordinator	