

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
OREGON SCHOOL EMPLOYEES' ASSOCIATION CHAPTER 21  
AND  
DOUGLAS COUNTY SCHOOL DISTRICT #4**

The Oregon School Employees' Association Chapter 21 and the Douglas County School District #4 have agreed to the following contract item for 2023-24 school year. The current contract with these modifications will remain in full force and effect until June 30, 2024, or until a successor agreement is ratified.

The parties agreed to the following:

**Article 11.1 - Salary**

**C. 2023-2024**

For contract year 2023-2024, the 2023-2024 Hourly Rate Schedule, which includes a 2% increase to the 2022-2023 Hourly Rate Schedule, will be adjusted to add an additional \$1.00 to each classification and step. Step movements shall be granted for eligible employees.


The parties agree that all provisions of the collective bargaining agreement not modified by this Memorandum of Understanding will remain in full force and effect.

The terms of the agreement will be effective upon the signature of all parties.

  
\_\_\_\_\_  
Oregon School Employees' Association Bargaining Chair      6-6-23  
Date

  
\_\_\_\_\_  
Association President      6-6-23  
Date

  
\_\_\_\_\_  
District Superintendent      6/8/2023  
Date

  
\_\_\_\_\_  
School Board Chair      6-8-23  
Date

**Roseburg Public Schools**  
**Appendix C: Classified Employees' Hourly Rate Schedule**  
**2024-2025**

<b>Computer System Group</b>						
Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Computer Lab Specialist	\$17.62	\$18.31	\$19.06	\$19.83	\$20.63	\$21.47
Building Technology Support Specialist	\$22.19	\$23.08	\$24.03	\$25.01	\$26.06	\$27.14
District Technology Support Specialist	\$24.75	\$25.78	\$26.84	\$27.96	\$29.18	\$30.42
Information Services Specialist	\$26.01	\$27.11	\$28.23	\$29.44	\$30.73	\$32.06
District Network Support Specialist	\$26.35	\$27.45	\$28.61	\$29.85	\$31.15	\$32.50

<b>Custodial Group</b>						
Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Custodian	\$17.02	\$17.69	\$18.38	\$19.11	\$19.88	\$20.70
Groundskeeper	\$17.62	\$18.31	\$19.06	\$19.83	\$20.63	\$21.47
Site Operator 1	\$18.38	\$19.11	\$19.88	\$20.70	\$21.52	\$22.40
Site Operator 2	\$19.05	\$19.82	\$20.61	\$21.46	\$22.33	\$23.24
Site Operator 3	\$22.18	\$23.07	\$24.02	\$25.00	\$26.04	\$27.13

<b>Educational Support Group</b>						
Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Instructional Assistant I (HQ Required)	\$15.68	\$16.29	\$16.93	\$17.60	\$18.29	\$19.04
Instructional Assistant II (HQ Required)	\$15.97	\$16.57	\$17.21	\$17.89	\$18.59	\$19.32
Instructional Assistant III (HQ Required)	\$16.27	\$16.91	\$17.57	\$18.26	\$19.00	\$19.76
Vocational Specialist	\$16.33	\$16.96	\$17.62	\$18.31	\$19.06	\$19.83
Skills Trainer	\$16.33	\$16.96	\$17.62	\$18.31	\$19.06	\$19.83
Childcare Provider	\$15.07	\$15.66	\$16.28	\$16.92	\$17.59	\$18.28
Lead Childcare Provider	\$16.33	\$16.96	\$17.62	\$18.31	\$19.06	\$19.83

<b>Food Services Group</b>						
Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Food Service Assistant	\$15.19	\$15.77	\$16.39	\$17.03	\$17.71	\$18.41
Food Service Elementary Lead	\$16.25	\$16.83	\$17.45	\$18.10	\$18.77	\$19.47
Food Service Secondary Lead	\$16.87	\$17.49	\$18.15	\$18.82	\$19.52	\$20.26
Food Service High School Lead	\$17.69	\$18.34	\$19.02	\$19.76	\$20.50	\$21.28

22-23 Increase: \$1 or 4% (minimum wage \$12.00)

23-24 Increase: 3% (minimum wage \$12.50)

24-25 Increase: 2% + \$1.00 (minimum wage \$13.20)

**Roseburg Public Schools**  
**Appendix C: Classified Employees' Hourly Rate Schedule**  
**2024-2025**

<b>Librarian Group</b>						
<b>Classification</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
Library Assistant	\$15.29	\$15.89	\$16.51	\$17.16	\$17.83	\$18.55
Library Support Specialist	\$17.46	\$18.17	\$18.88	\$19.64	\$20.44	\$21.26
Media Technology Specialist	\$17.46	\$18.17	\$18.88	\$19.64	\$20.44	\$21.26
Elementary Associate Librarian (HQ Req.)	\$18.41	\$19.13	\$19.91	\$20.72	\$21.55	\$22.43
Secondary Associate Librarian (HQ Req.)	\$18.57	\$19.31	\$20.10	\$20.89	\$21.76	\$22.62

<b>Maintenance Group</b>						
<b>Classification</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
Maintenance General	\$20.66	\$21.49	\$22.37	\$23.27	\$24.22	\$25.23
Maintenance Specialized	\$24.45	\$25.47	\$26.51	\$27.61	\$28.79	\$30.03
Maintenance Journeyman	\$27.76	\$28.80	\$29.88	\$31.03	\$32.23	\$33.47
Maintenance Lead Journeyman	\$29.73	\$30.87	\$32.05	\$33.29	\$34.59	\$35.94

<b>Office Group</b>						
<b>Classification</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
Office Assistant	\$14.45	\$14.99	\$15.58	\$16.18	\$16.82	\$17.50
School Assistant	\$14.45	\$14.99	\$15.58	\$16.18	\$16.82	\$17.50
Secretary	\$16.20	\$16.85	\$17.53	\$18.22	\$18.94	\$19.71
Assistant Accounting Clerk	\$16.20	\$16.85	\$17.53	\$18.22	\$18.94	\$19.71
Data Support Specialist	\$17.62	\$18.31	\$19.06	\$19.83	\$20.63	\$21.47
Accounting Clerk	\$16.63	\$17.28	\$17.98	\$18.70	\$19.45	\$20.23
Office Manager	\$18.68	\$19.42	\$20.20	\$21.03	\$21.88	\$22.78
Administrative Assistant	\$19.00	\$19.76	\$20.56	\$21.40	\$22.27	\$23.17

<b>Security Group</b>						
<b>Classification</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
Campus Monitor	\$14.45	\$14.99	\$15.58	\$16.18	\$16.82	\$17.50
Attendance Monitor	\$16.91	\$17.57	\$18.26	\$19.00	\$19.75	\$20.56
Security Officer	\$19.86	\$20.67	\$21.50	\$22.38	\$23.30	\$24.24

<b>Warehouse Group</b>						
<b>Classification</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
Warehouse/Deliveryman	\$16.91	\$17.57	\$18.26	\$19.00	\$19.75	\$20.56
Warehouse Lead	\$18.38	\$19.11	\$19.88	\$20.70	\$21.52	\$22.40