

The following provisions of Articles 14, 15, 7, 10 and 25 are offered by SKPS as a package:

## ARTICLE 14 RATES OF PAY

### A. Salaries

The base schedule will be increased by ~~3.0-3.25~~ 3.5% for fiscal year 2026-2027 and ~~3.0~~ 3.25% for fiscal year 2027-2028 ..

### B. Out-of-Class Pay

2. Employees who are paid below range 15 shall be paid at their current experience step at range 15 for 15 minutes or actual time worked, whichever is greater, per instance they are required to have direct physical contact with a student as part of a toileting protocol excluding transport to and from the restroom.

## ARTICLE 15 INSURANCE

### A. District Contribution

1. The maximum District contribution for plans selected will be ~~\$1,600~~ 1,615 for the 2026-2027 insurance year, ~~\$1,600~~ 1,615 for the 2027-2028 insurance year.
5. The District will contribute ~~\$100-125~~ a month to all eligible employees' Health Savings Accounts (HSA) who elect a qualifying high deductible insurance plan through the District.

6. Insurance and HSA contributions will take effect in alignment with our current benefit plan year, beginning October 1.

## ARTICLE 7 WORKWEEK, HOURS OF WORK

### E. Inclement Weather

The district will provide all ESPs with one paid day to use during District-wide, full-day inclement weather closures. Employees will be paid their full daily pay for this one day. Employees are not required to use their personal accruals on these days. After exhausting the one day, employees may use their personal and/or vacation accruals to supplement their hours during the closure.

## G. Logistics Time

1. No ESP will be required to design instruction or assessments or perform other duties of a Teacher of Record, as defined in OAR 584-210-0200. ESPs who are assigned to assist in the preparation of student materials will be provided time to do so.
2. Prior to their initial work with a student, and when relevant to their assignment, ESPs will have time to review an IEP, 504, behavior, medical protocol, or other plan designed to support the student.

## ARTICLE 10

### LEAVE OF ABSENCE WITH PAY

#### A. Sick Leave

1. **13.** An employee absent from work due to injury that is the result of workplace violence while acting in their capacity as an employee for the District, will receive compensation will have their leave accruals reinstated for the absence for up to three (3) days per instance. If the employee entered into unpaid status due to this three day absence, the District will compensate the employee of pay at the employee's per diem rate for unpaid worktime lost , per instance. In order to qualify for such compensation, the employee must have an accepted Workers' Compensation claim associated with that injury.

## ARTICLE 29

### DRUG AND ALCOHOL TESTING

#### B. Testing Guidelines

1. f. If the District has reasonable suspicion to believe an ESP may have drugs or alcohol in their system and/or in their possession in the workplace, the District may require the ESP to complete drug and/or alcohol testing.
  - i. The District will complete training on reasonable suspicion and drug and alcohol testing with all administrators, professional-technical and confidential staff who are involved in making decisions about whether reasonable suspicion exists.
  - ii. Reasonable suspicion testing will only be conducted if a minimum of two trained administrators/staff determine that reasonable suspicion exists.