

Comparison of Current Salaries	Bachelors Degree Step1	BA Degree+80 Credits or Masters (Step 8)	Masters Degree+60 Credits (Step 16)
Woodburn	\$52,529	\$77,383	\$102,239
North Marion	\$49,574	\$69,356.58	\$95,170
Salem-Keizer	\$52,011	\$74,899.00	\$102,373
McMinnville*	\$53,733.64	\$77,546.24	\$104,635.16
Portland Public	\$53,116	\$79,353	\$106,803
Tigard-Tualatin	\$52,755	\$77,547	\$106,259
Forest Grove*	\$51,744.18	\$76,942.76	\$101,725.86
<i>*Employees pay their own PERS contributions in these districts.</i>			

13. Are there other financial impacts being bargained besides salaries?

Yes, some items that the WEA is bargaining for with financial impact include:

- Increased longevity pay
- Pay out of sick leave
- Class size caps
- An increase in behavior support staff
- An increase in health insurance contribution
 - The current health insurance contribution already covers 100% of employee costs and there are funds left over. WEA's increase is above and beyond this amount.
- Compensation for moving and changing classes
- Blinds for every window

These additional financial requests would cost millions of dollars on top of the already unsustainable COLA request.

14. What are current class sizes?

Current average elementary class sizes in Woodburn are approximately:

- Kindergarten: 23 students
- 1st Grade: 21 students
- 2nd Grade: 23 students
- 3rd Grade: 23 students
- 4th Grade: 22 students
- 5th Grade: 21 students

Current contract language provides support (e.g. A half-time educational assistant, a \$1500 per semester stipend, etc.) to teachers whose classes exceed the class size levels listed below:

- Kindergarten: 21 students
- 1st Grade: 23 students
- 2nd Grade: 25 students
- 3rd Grade: 25 students

4th and 5th grade targets are not included because the District has already prioritized lower elementary class sizes and additional targets would increase operating costs.