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A. S.

SKPS [TA]
June 10th, 2026

ARTICLE 14

RATES OF PAY

A. Salaries

1. The base schedule will be increased by ~~7.03-9.3.75~~ 3.8% for fiscal year ~~2023 2026- 2027~~ ~~2024retroactive to July 1, 20263 and 3.75-3.9~~ 3.2% for fiscal year ~~2024 2027- 2028~~ ~~2025, and X4 X0%, for fiscal year 20285-20296.~~

~~2. Upon the date of ratification of this Agreement, active employees shall receive a one-time \$5,000 recognition and retention stipend. This stipend shall be paid out within 10 (ten) working days of ratification of this Agreement. Employees whose FTE is greater than or equal to 0.5 FTE shall receive the full \$5,000 stipend and employees whose FTE is less than 0.5 FTE shall receive \$2,500. Casual employees and employees on a non-protected leave of absence for more than six (6) months are ineligible for the stipend. Employees on a paid administrative leave shall receive the stipend upon reinstatement.~~

2.3. All employees eligible for step increases shall receive their step increase on July 1st of each year. New employees hired before January 1st of a given year shall receive a step increase on July 1st of the same year. New employees hired January 1st or later of a given year will not receive a step increase until July 1st of the next year.

3.4. If an employee is hired or reclassified into a higher paying classification, the employee shall be moved effective with date of assignment to the step in the new classification ~~that is~~ based upon the greater of the following:

- Step consistent with their years of related work experience as determined by Human Resources; or
- The next higher step in pay, on the new pay range; or
- Step ~~one~~ (4) of the new pay range.

4.5. If an employee is hired, ~~demoted~~, or reclassified into a lower paying classification, the employee shall be moved effective with date of assignment to the step in the new classification based upon the greater of the following:

- Step consistent with their years of related work experience as determined by Human Resources; ~~or~~
- Step consistent with their last held step in the lower paying classification, if applicable; or
- Step ~~one~~ (4) of the new pay range.

B. Out-of-Class Pay

1. Employees temporarily assigned by the District to a higher paying classification shall assume all the duties and responsibilities of the assigned position and be considered acting

out-of- classification. After five (5) consecutive workdays in such assignment an employee shall be entitled to the rate of pay that is the comparable pay step in the new classification range which provides a salary one (1) pay step higher than the salary they were receiving prior to the assignment, or the rate of the first pay step of the new classification range, whichever pays the greater amount for the remainder of the assignment. NOTE: The District will change job descriptions to read "Performs related duties consistent with job description and assignment." However, the District may continue to use employees out of class as long as it complies with any applicable contract language regarding 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.

C. Longevity Stipend

Employees who meet the qualifications for longevity shall receive a longevity stipend equal to two and one-half percent of the employee's annual base salary, excluding differential pay. The stipend shall be paid as a single lump-sum payment in October of the year in which the employee becomes eligible. Such payment shall be paid once every three years to qualified employees.

To be eligible for the longevity stipend, an employee must be repeating at Step 6 of a salary range and must have 10 or more years of continuous service with the District in a classified bargaining-unit position. Eligibility shall be determined based on the employee's status in October of the year of payment. Employees on approved unpaid leave during October shall remain eligible for and shall receive the longevity stipend, provided all other eligibility requirements are met.

No employee shall receive a longevity stipend more than once during any three-year period.

Employees working out of class shall have their eligibility for and calculation of the longevity stipend determined based on the step placement of the position to which the employee would otherwise be assigned, rather than the out-of-class assignment.

An employee who meets the qualifications shall receive a longevity stipend of 2.5% of their annual salary paid in a single payment in October of the year they qualify. Such payment shall be paid once every three (3) years to qualified employees. To qualify, employees must be repeating on the 6th step and must have been continuously employed in a bargaining-unit position in October. Qualified means any employee who is repeating at the 6th step of any salary range and has 10 (ten) or more years of continuous service with the District in a classified bargaining-unit position. No employee shall receive a longevity stipend more often than once in any three (3)-year period.

Employees working out of class will have their qualification for the stipend calculated based on their step placement on the salary range of the position in which they otherwise would be working.

D. Pay Options

1. Each regular ~~Education Support Professional~~ employee ~~ESP~~ whose work assignment is less than 12 ~~(twelve)~~ months shall be paid on the basis of 12 ~~(twelve)~~ equal payments. Employees who are on a 12 ~~(twelve)~~ pay schedule will receive all monies earned in the fiscal year by June 30th. Annually, a returning employee shall be permitted to elect payment on the basis of 10 ~~(ten)~~ equal payments, September through June. Other employees shall be permitted to elect such payment at the time they are offered employment. Once an election is made, it must remain in effect for the current year and will remain in effect from year to year thereafter provided the selected pay option is valid for the employee's work assignment dates.
2. Employees who wish to change their pay option election must notify the District in writing on or before July 15th of the new fiscal year.
3. This section does not apply to 12-month employees.

E. Overtime ~~and Compensatory Time~~

1. Overtime pay for employees shall be allowed only in cases of emergency ~~and or~~ when authorized by the building principal or supervisor.
2. ~~Approved Overtime Eligible employees~~ shall be compensated at the rate of time and one-half ~~Employees ESPs that who hold more than one position will be paid based on the pay rate of the position in which the extra time was worked outside of the employee's ESPs regular schedule, but in no event shall such compensation be received twice for the same hours.~~
 - a. Overtime shall be paid for all assigned work in excess of 40 ~~(forty)~~ hours in any workweek, except when employees work a four ~~(4)~~ – 10 ~~(ten)~~ workweek. In such case overtime will be paid for all assigned work in excess of 10 ~~(ten)~~ hours in a day or 40 ~~(forty)~~ hours in any workweek.
 - b. Overtime pay shall be based on the actual number of hours on duty per day except that one and one-half ~~(1 1/2)~~ hours of overtime will be guaranteed in instances where an employee is called back to work. For the purpose of computing overtime, all hours an employee actually works plus unworked holiday and vacation hours shall be credited as time worked in computing total work period hours. Sick leave shall not be counted as time worked.
3. Notwithstanding the provisions of sections E.2.a and E.2.b above, an eligible employee at ~~his or her~~ ~~their~~ discretion with the concurrence of the District will be granted compensatory time off in lieu of pay for overtime worked. Compensatory time off shall be computed at the rate of time and one-half ~~(1 1/2)~~ for all overtime worked. Any compensatory time that has not been used by May 15th, will be paid out in full in the May payroll. Any compensatory time earned in June, will be paid out in the June payroll as overtime. Compensatory time earned and used will be tracked in the payroll system and noted in the employee's leave accruals.

4. In the event that sufficient acceptable personnel do not accept overtime on a voluntary basis or in the event of an emergency, such additional personnel, as are deemed necessary by the District, shall be required to work overtime.
5. To the extent determined feasible by the District's supervisors, employees will be provided advance notice of overtime assignments.

F. Shift Differential

The District agrees to provide shift differential compensation to employees working four (4) or more hours of their scheduled working shift after 5 p.m. and before 5 a.m. Such compensation shall be four percent (4%) per month greater than their regular monthly salary.

G. Call Back Pay

In emergency situations, an employee who is called back to work after the end of their shift, shall be compensated at the rate of time and one-half (1 1/2) for a minimum of two (2) hours or actual hours worked, whichever is greater.

H. On-call Pay

1. ~~Employees on call are not required to remain on District premises or within a specific geographic area and may use on-call time for personal purposes, provided they remain reachable and able to report to work within a reasonable response time as determined by the District.~~ An employee who is required by their supervisor to remain on call and available for work outside of their regular shift, and is required to report immediately when contacted by their supervisor, shall be paid two (2) hours at their regular rate of pay for every 24 (twenty-four) hour period during Monday at 8:01 a.m. – Friday at 4:59 p.m. The first time the employee is required to report to work, the time worked shall be applied to the two (2) hours per 24 (twenty-four) hour period.
 - a. On Friday, beginning at 5:00 p.m. until Monday at 8:00 a.m., an employee shall receive four (4) hours for every weekend period. The first time the employee is required to report to work, the time worked shall be applied to the four (4) hours, per weekend.
2. The employee shall receive additional pay the first time they report only if the time exceeds two (2) hours. Callback provisions shall apply to all subsequent times they must report. All hours actually worked, in excess of 40 (forty) hours during a workweek, shall be subject to overtime provisions.

I. Mileage Reimbursement

Employees who are required to use their personal vehicles for work purposes will track and submit their actual miles traveled and will receive reimbursement at the IRS rate.

Employees who are not required, but request to use their own vehicle for work purposes,

must have pre-approval from their supervisor. If the employee has pre-approval to use their personal vehicle, they may track and submit a mileage report their actual miles traveled and receive reimbursement at the IRS rate.

J. Bilingual Differential ~~(This Provision Goes into Effect on July 1, 2024)~~

Employees may qualify for a language differential of four percent ~~(4%)~~ of the Grade 19, Step 1 Rate, if the following requirements are met:

1. Qualifications

- a. The employee demonstrates verbal and written proficiency in a second language other than English, based on the District's assessment requirements. Any assessment fees will be paid by the District; and
 - b. The employee's supervisor assigns duties which include the use of the second language on a regular basis that supports students, staff, parents, and/or community members of their school or program.
2. This differential will be awarded to employees on a year-to-year basis based upon the needs of the District.
3. No retroactive pay will be given for any work performed prior to successfully passing the District's language assessment.

K. Payroll Errors

~~The~~ When a payroll error is recognized identified, the District ~~at employee's request,~~ will correct any District payroll the error within five (5) ~~10~~ working days ~~of the employee's request and submission of confirming documentation.~~ The District will also collect overpayment of wages and/or benefits from employees in accordance with Oregon law.

L. Work During Recess Periods

Less than 12-month employees who are brought back to work during scheduled recess periods will be paid a rate consistent with past practice. The rate will increase each year at the same rate as the salary schedule.

M. District Closures

Employees who are required to report to work at a District work location, during a District closure, shall receive a four percent ~~(4%)~~ differential for the hours worked on that day.