

COLLECTIVE BARGAINING AGREEMENT

between

Jackson County School District 6

aka

Central Point School District 6



and

OSEA Chapter 47
(Oregon School Employees Association)



July 1, 2026- June 30, 2029

FOR INFORMATION OR HELP CONTACT:

OSEA Local Office contact:

Southern Oregon Field Representative

Lisa March

Phone: 971-719-0272 lisam@osea.org

OSEA State Office

4735 Liberty Road S

Salem, OR 97302

Phone: (Toll free) 1-800-252-OSEA (6732) Website: www.osea.org

PERS

(Public Employees Retirement System)

11410 SW 68th Parkway

Tigard, OR 97223

Mailing address: PERS

P.O. Box 23700

Tigard, OR 97281-3700

(Toll Free) 1-888-320-7377

FAX: 1-503-598-7377

TTY 1-503-603-7766

Website: <https://www.oregon.gov/pers>

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ARTICLE I: RECOGNITION

- 1.1. The District recognizes Chapter 47 of the Oregon School Employees Association (OSEA), American Federation of Teachers (AFT Local 6732), as the exclusive bargaining representative for all regular classified employees employed by the District. A regular classified employee is defined as anyone other than substitute and/or temporary employee. Excluded are:
- 1.2. Definitions of excluded employees:
 - A. "Administrator" means any licensed employee having authority in the interest of the employer to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward or discipline other employees, or responsibly to direct them, or to adjust their grievances, or to effectively recommend such action.
 - B. "Supervisor" means any individual employee having authority in the interest of the employer to hire, transfer, promote, assign, reward or discipline other employees, or responsibly to direct them, or effectively to recommend such action, if in connection therewith, the exercise of such authority is not of a merely routine or clerical nature but requires the use of independent judgment.
 - C. "Academically licensed employee" means employees such as teachers or other professional employees who must maintain licensure through the Teachers Standards and Practices Commission (TSPC) or other professional organization as a condition of continued employment.
 - D. "Managerial Employee" means an employee of the District who possesses authority to formulate and carry out management decisions or who represents management's interest by taking or effectively recommending discretionary actions that control or implement employer policy, and who has discretion in the performance of these management responsibilities beyond the routine discharge of duties.
 - E. "Confidential employee" means one who assists and acts in a confidential capacity to a person who formulates, determines and effectuates management policies in the area of collective bargaining.
 - F. "Substitute" means an employee who has no regular schedule of hours or reasonable expectation of any number of hours or days to be worked during any given year. Substitutes may be used to replace a regular employee on excused absences (i.e. sick leave, vacation, leave of absence, etc.) for a period not to exceed a school year when that regular employee is unable to work.

- G. "Temporary employees" are those employees hired to perform a specific job of short duration not to exceed ninety (90) calendar days. This category will include seasonal employees hired only for summer work.
1. Temporary employees who are employed in excess of ninety (90) calendar days shall become regular employees and shall receive and be subject to all provisions of the collective bargaining agreement effective the first day of employment in the District. The District may request to extend the ninety (90) days in the event that the position is assigned due to a regular staff member being on leave.
 2. Temporary positions that exceed three (3) calendar months shall become regular bargaining unit positions, effective the first day of the position.
 3. Regular employees who are assigned to work during recess periods shall not be considered temporary employees and are entitled to all rights and benefits enumerated in this Agreement.
- 1.3. All newly created positions not excluded by this Article shall be assigned to the bargaining unit.

ARTICLE II: SEPARABILITY OF PROVISIONS

- 2.1. In the event that any provision of this Agreement is at any time be declared invalid by any court or agency of competent jurisdiction, such decision shall apply only to a specific article, section or portion thereof directly specified in the decision. Such a decision shall not invalidate the entire contract, it being the expressed intention of the parties hereto, that all other provisions not declared invalid shall remain in full force and effect. The provision in question may be rebargained at the request of either party.

ARTICLE III: DISTRICT FUNCTIONS

- 3.1. It is recognized that the Board has and will continue to retain the rights and responsibilities to operate and manage the school system and its programs, facilities, properties and activities of its employees, except as limited by this Agreement and applicable law. The Board's operational and managerial responsibility includes:
- A. The right to determine the location of the schools and other facilities of the school system including the right to establish new facilities and to relocate or close old facilities.
 - B. The determination of the financial policies of the District including the general accounting procedures, inventory and supplies/equipment procedures and public relations.
 - C. The determination of the management, supervisory or administrative organization of each school or facility in the system and the selection of employees for promotion to supervisory, management or administrative positions.
 - D. The maintenance of discipline and control over the use of the school system properties and facilities.
 - E. The determination of safety, health and property protection measures where legal responsibilities of the Board or other governmental unit are involved.
 - F. The right to enforce the rules and regulations now in effect and to establish new rules and regulations from time to time, provided they are not in conflict with this Agreement.
 - G. The direction and arrangement of all the working forces in the system including the right to hire, suspend, discharge, discipline or transfer employees.
 - H. The right to relieve employees from duty for poor or unacceptable work or other legitimate reasons.
 - I. The creation, combination, modification or elimination of any classified position deemed advisable by the Board.
 - J. The determination of the layout and the equipment to be used and the right to plan, direct and control activities of the District. This includes the determination of the processes, techniques, methods and means of accomplishing the various classified jobs.
 - K. The right to establish work days and hours of employment.
- 3.2. Nothing in this Agreement shall limit in any way the District's contracting or subcontracting of work or shall require the District to continue in existence any of its present programs in present form and/or location or on any other basis. However, the Superintendent will notify the Association of the District's intent to consider contracting for services then being performed by bargaining unit members and which would result in a reduction either in number of bargaining unit members or reduction in the hours or days of their employment. Such notice will be provided at least ninety (90) days prior to any formal Board action to accept a bid or accept a contract for such services and afford Association representatives the opportunity to confer with the Board during such period. This notice provision shall have application only to the following employee classifications:
- Food Service
 - Custodians

- A. The District and the Association affirm their shared commitment to providing high-quality services to students while preserving the integrity of the classified bargaining unit. The District recognizes the Association's interest in maintaining bargaining unit work and minimizing the use of external contractors. At the same time, the District must retain the ability to fulfill its legal and educational responsibilities in situations where classified staffing cannot be secured through normal means.

Accordingly, the District may contract out work currently or historically performed by bargaining unit members only under the following limited circumstances:

1. Labor Market Unavailability: When, after conducting a good-faith and timely recruitment process consistent with District hiring protocols, the District determines that no qualified and viable candidates are available to fill a classified vacancy critical to student services or District operations;
2. Legal or Regulatory Compliance: When necessary to ensure the District's ability to comply with legal mandates and timelines, including but not limited to the provision of services required under:
 - the Individuals with Disabilities Education Act (IDEA),
 - Section 504 of the Rehabilitation Act,
 - legally binding behavior intervention or safety plans, or
 - other statutory or court-ordered obligations; or
3. Temporary or Emergency Staffing Needs: When the service or position to be contracted is demonstrably temporary in nature (e.g., emergency coverage, short-term projects, or interim services during leaves of absence), and where the use of contracted services is limited in duration and scope.

The District agrees to the following process when utilizing external contract labor under these circumstances:

- The District will continue to post the position vacancy and continue its recruitment efforts to fill the vacancy, as the goal is to have the position filled with a bargaining unit employee. The use of the external contractor is a temporary measure until the position is filled with a bargaining unit employee.
- If an outside contracting service or agency is utilized for more than thirty (30) working days to temporarily fill a vacancy under any of the conditions described above, the District will contact the Association and schedule a meeting to review the recruitment process undertaken to fill the position and to mutually develop a plan to discontinue the use of contracted services. The parties shall reconvene no later than ten (10) working days after implementation of the plan to assess progress and will continue to meet every ten (10) working days, or at mutually agreed upon times, thereafter until the vacancy or vacancies are filled with bargaining unit members.
- If the conditions that justified the original contracting no longer exist (e.g., labor market conditions improve or qualified candidates become available), the District and the Association shall collaboratively review and update the discontinuation plan during their scheduled ten (10) day check-ins, with the goal of restoring the work to bargaining unit members as soon as feasible.

- 3.3. The foregoing enumeration (3.1 and 3.2) of the functions of the Board shall not be considered to exclude other functions of the Board not specifically set forth, with the Board retaining all functions and rights to act, not specifically nullified by this Agreement.
- 3.4. This Contract incorporates the sole and complete agreement reached between the District and the Association resulting from negotiations held pursuant to the provisions of ORS Chapter 243. It is acknowledged that during negotiations which resulted in this Agreement each and all have the unlimited right and opportunity to make demands and proposals with respect to any subject or matter appropriate for collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of the right and opportunity are set forth in this Agreement.

ARTICLE IV: ASSOCIATION DUES

4.1. Association Dues

- A. The Oregon School Employees Association (OSEA), as the exclusive representative, shall have the sole and exclusive right to have membership dues deducted by the District from employees in the bargaining unit.
- B. The withholding of OSEA dues shall be applied to employees in the bargaining unit upon payroll deduction authorization.

4.2. Payroll Deduction Authorization

- A. Employees serving in positions listed in Appendix A — Job Classification Ranges may become a member of OSEA by executing the appropriate payroll deduction form.

4.3. Remittance for Dues

- A. The amount deducted from employee wages for OSEA dues shall be remitted to the OSEA State Headquarters located in Salem by the fifteenth (15th) day of the month following the deduction.
- B. The remittance shall be accompanied by an alphabetical list of bargaining unit members for whom such deductions have been made.

ARTICLE V: ASSOCIATION RIGHTS

Designated Representative:

The Chapter 47 Executive Board will furnish the District with a list of officers and designated representatives by September 30th of each year. The Association may designate any additional members of the bargaining unit to be representatives at any time.

Non-employee OSEA Field Representatives shall be permitted access to the District's facilities for the purpose of engaging in the activities described in this Article.

5.1. Facilities and Equipment:

The Association may use approved facilities of the District for meetings if prior District approval is obtained.

The Association may use approved office equipment with prior approval for duplicating, etc., for Association business and will pay all costs related thereto.

The District shall provide reasonable bulletin board space for use of the Association in communicating with employees in the bargaining unit in all buildings in which such employees work.

The Association is permitted reasonable use of the District's interschool mail facilities and school mailboxes.

The Association President or designee shall have access to the classified e-mail distribution list to be used to communicate with bargaining units members. If bargaining unit members use the District computers or email systems for Association business, they are to adhere to the District's acceptable use policy. District equipment may not be used in any manner to further what could be considered an action against the District (e.g. work stoppage, strike, etc).

During group orientation events or activities at the beginning of the academic year, OSEA shall be permitted to set up a table to meet directly with employees before, after, and during breaks.

5.2. Association Access to Meet with employees

OSEA classified representatives and OSEA Field Representatives shall be allowed access to employees within the bargaining unit during work hours using employer facilities and equipment, and without loss of compensation or benefits for any employee. Such meetings will be scheduled at a time that does not interfere with school operations.

Leave for Designated Representative to Engage in Union Activities.

Designated classified representatives and the OSEA Field Representative shall be allowed reasonable time to engage in activities during work hours and at the District's facilities. Classified representatives shall suffer no loss of compensation or benefits to perform representation activities:

- a. Investigate and process grievances and other workplace-related complaints;
- b. Attend investigatory meetings, hearings, and other due process proceedings;
- c. Participate in, or prepare for, proceedings that arise from a dispute involving the collective bargaining agreement, including arbitration proceedings, administrative hearings and other proceedings before the Employment Relations Board;
- d. Engage in collective bargaining;
- e. Attend labor-management meetings, safety committee meetings and any other meetings between representative of the District and OSEA to discuss employment relations;
- f. Provide information regarding the collective bargaining agreement to newly hired bargaining unit employees within thirty (30) calendar days from the date of hire for a period of at least thirty (30) minutes, during new employee orientation at individual/group meetings that may take place during work hours, without loss of compensation or benefits to the newly hired employee(s).
- g. Testify in a legal proceeding in which the designate union representative has been subpoenaed as a witness.

Designated classified representatives shall provide the District with notice of the need to perform the activities listed above at least forty-eight (48) hours prior to the time the activities will be performed.

The District shall schedule an orientation meeting for members newly hired in the district the last week of each month. The Association will have a period of thirty (30) uninterrupted minutes up to one hundred and twenty (120) minutes of the meeting agenda to address the new hires.

In the event newly hired staff do not attend new employee orientation, OSEA shall be allowed to meet with newly hired classified employees during regular work hours at the regular work locations for a period of up to one-half (1/2) hour. Upon notification from the Association, the District will coordinate the release time for this meeting. No employees shall suffer a loss in compensation or benefits as a result of participating in or attending OSEA presentations to newly hired employees.

5.3. Information Provided by the District

On or before January 15th, May 15th, and September 15th of each year, every one hundred twenty (120) days the District shall provide the Association (Chapter President and OSEA Field Representative) and the OSEA Director of Fiscal Operations at classified@osea.org a report listing the following information for all classified employees:

- Employee name
- Date of birth
- Date of hire
- Job title
- Work location Daily hours worked
- Hourly pay rate
- Annual Salary
- Step on the salary schedule
- Cellular, home and work telephone numbers
- Any means of electronic communication, including work and personal electronic mail addresses
- Home address or personal mailing address

In addition, the OSEA Director of Fiscal Operations at classified@osea.org shall be provided with the employee's last four (4) digits of Social Security number (SSN), and District ID number or OSEA's CE number information. Information shall be provided in an editable digital file format (Excel preferred).

By the tenth (10th) day after a new classified employee begins employment the District shall provide the Association (Chapter President and OSEA Field Representative) and the OSEA Director of Fiscal Operations at classified@osea.org a report listing the following information:

- Employee name
- Date of birth
- Date of hire
- Job title
- Work location Daily hours worked
- Hourly pay rate
- Annual Salary
- Step on the salary schedule
- Cellular, home and work telephone numbers
- Any means of electronic communication, including work and personal electronic mail addresses
- Home address or personal mailing address

In addition, the OSEA Director of Fiscal Operations at classified@osea.org shall be provided with the employee Social Security number (SSN), and District ID number or OSEA's CE number information. Information shall be provided in an editable digital file format (Excel preferred).

The District agrees to provide the Association with a report listing all temporary employees, positions held, hire date, hours worked, and worksite location upon written request.

The district will provide each classified employee access to the information below, which may be made available electronically through the employee portal or District payroll report with the October paycheck indicating the following:

- Range and Step
- Hourly Rate
- Days Worked
- Salary - Monthly/Annual
- Number of Years with the District

5.4. Release Time for Designated Representatives:

Designated Representatives shall be allowed reasonable release time to attend outside trainings, activities or to serve as a full-time representative of OSEA without loss of District compensation and benefits (insurance and retirement). The Designated Representative shall use accrued leave time for short-term attendance at such events or OSEA shall reimburse the District for any compensation and benefits (insurance/retirement).

When a Designated Representative on release time discontinues or ends the release time for any reason, the employee shall be returned to their prior position or, if not feasible, to a substantially similar position without loss of seniority, rank, classification or retirement credit.

The Designated Representative shall request release time through the established District leave process.

5.5. Leave for Association and OSEA Business.

Whenever possible leave will be requested one (1) week ahead of time. Leave requests must be made to the District by the Association President or OSEA Field Representative and must receive prior approval.

The Board shall grant one (1) leave day per school month for reasonable leave to the Association President and/or his/her designee for Association related activities during the fiscal year.

Employees participating in OSEA Time Release will meet with the District to agree on dates and times for release. The State Association will reimburse the District for the cost of the substitute filling in for the absent representative.

Bargaining unit employees, upon request to their immediate supervisor, may be granted leave without pay to attend the OSEA Annual Conference.

Employees serving in state level positions will meet with District Administration to agree on dates and times for release. The State Association will reimburse the District for the cost of the substitute filling in for the absent representative.

5.6. Tickets for Athletic Events.

District classified staff are eligible to receive sixty (60) dollars' worth of General Admission tickets for use by their family to attend athletic events upon payment of a ten (10) dollar fee. The tickets will not be eligible for use for reserved grandstand seats.

5.7. Continued Training and Professional Development

In order to upgrade and update the performance of classified employees, the District and the Association shall support the principle of continued training and education.

Any member may request from their immediate supervisor and/or appropriate administrator permission to attend job-related training while on District paid time and at District expense. Approval for such training will be at the discretion of the District.

It is recognized that the professional growth and improvement of all employees is essential to fulfill the District's educational mission. The Labor Management Committee will periodically review training practices and needs. Professional growth requests should be made to the principal or supervisor. Denied requests may be appealed to the Labor Management Committee for review.

ARTICLE VI: WORKWEEK - OVERTIME

- 6.1. The workweek shall commence on Sunday at 12:00am and conclude Saturday at 11:59pm. The normal workweek within that period will consist of five (5) consecutive days unless otherwise specified in the District's calendar. Except as provided by 6.5, additional time required by the District for an employee to work beyond forty (40) hours per week or eight (8) hours in any one day shall be compensated with time and one-half (1 h) of the employee's rate of pay or, at the option of the employee, compensatory time off may be taken in lieu of overtime in accordance with state and federal law. Compensatory time off shall be at the time and one-half (1 1/2) factor. Such time may be carried over one (1) semester beyond the school year it is accrued or the employee shall be paid at their current rate of pay.
- 6.2. An employee whose normal workweek is less than forty (40) hours shall be compensated at the employee's regular hourly rate of pay or, at the option of the employee, compensatory time off equivalent to the employee's regular rate of pay, for work in addition to the employee's normal workweek. Any time in excess of forty (40) hours per week shall be compensated in accordance with 6.1 above.
- 6.3. The District retains the right to assign overtime work and supervisor approval is required.
- 6.4. Employees shall receive notice of change in formal workweek or schedule (start or end time) in writing with thirty (30) days notice. Emergency situations requiring a work schedule change shall not require thirty (30) days notice. Emergency situations shall not exceed two (2) weeks.
- 6.5. Paragraph 6.1 shall not require the District to pay overtime compensation for respecting employees regularly assigned to work a four (4) day, ten (10) hour day regular workweek, unless such employees exceed ten (10) hours in one day or forty (40) hours in one (1) week.
- 6.6. When a bargaining unit member is called back after a regularly scheduled work shift, two (2) hours of overtime pay will be guaranteed.
- 6.7. District maintenance department employees will be compensated at a rate of seventy-five dollars (\$75) per day when voluntarily serving "on call" during a weekend or holiday. While on call the employee is expected to be available to report to district facilities if needed, respond to phone calls and reply to messages, communicate with administration if necessary and perform emergency repairs. The bargaining unit member will receive the seventy-five dollars (\$75) per day stipend regardless of whether they are required to respond to a district facility. When required to be present on site, the bargaining unit member will be compensated at their normal hourly rate of pay, as delineated in 6.6 above, in addition to the stipend.
- 6.8. All employees will be expected to inform their supervisor or designee of any absence, and the reasons therefore, in a timely and reasonable manner.

The foregoing will not be applicable in instances of verifiable accident or verifiable serious emergency.
- 6.9. Temporary Increase in Hours: If an employee assigned temporary hours is required to perform substantially the same duties as the employee's regular assignment, the employee shall be compensated at their regular rate of pay. Temporary increases will be defined as less than sixty (60) days, over sixty (60) days will require discussions with the Association or result in the employee benefits being calculated based on the new hours.

ARTICLE VII: JOB POSTING

- 7.1. The District shall provide to the Association and all classified staff a list of new job openings in the bargaining unit. The job opening list shall be provided via email at least five (5) working days prior to the closing of the open positions.
- 7.2. Permanent, less-than-four (4) hour positions shall be posted for five (5) days. The Association will be notified by the District whenever a permanent nonbenefited position increases in hours and becomes a permanent, fully benefited position.
- 7.3. District employees will be considered before any out-of-district applicants. When two (2) or more in-district applicants for a vacant position are equally competent to fill the position as determined by the District, District-wide seniority will be the basis for assignment. All bargaining unit applicants, who have complied with regular application procedures, will be granted an interview if they meet the minimum qualifications of the job description and posting.
- 7.4. An employee who applies for a vacant position and is not selected may make a written request within five (5) days of the notification and be given the reasons, in writing, why they were not selected. The reasons will be provided within ten (10) days of receipt of the request.
- 7.5. Upon award of the position, ability to perform the duties will be determined by the employee's performance in the position for a period of ninety (90) calendar days. For less-than-twelve (12) month employees, the ninety (90) day period will not include summer recess. At the expiration of the ninety (90) calendar days, if the employee is not performing the duties of the new position, they will be moved to their prior position with the District.
- 7.6. New employees shall serve a one hundred twenty (120) calendar day probationary period. Employees may not be eligible to request vacation leave until the end of their probationary period. If after one hundred twenty (120) calendar days the employee is not performing at the level expected by the District, they shall have the right to be dismissed, demoted, or disciplined only for the standards established in ORS 332.544. Just Cause is defined in Article 19.1.
- 7.7. All classified employees will be fingerprinted.

ARTICLE VIII: JOB SECURITY

- 8.1. Whenever the District determines a need exists to reduce District staffing, either by the elimination of positions or by reduction in hours as defined in 8.2 below, the District shall provide the Association with advanced notification. The District and Association shall meet whereupon the parties shall attempt to agree on how the reductions will be implemented. The District may lay off employees or reduce employee work hours, based on length of service within the job classification, beginning with employees with the least seniority. Length of service shall be determined by the date of hire in the classification.

The District may order the involuntary transfer of employees from one job location to another to affect District purposes in reducing hours in a particular location. The District may also reduce hours in one or more positions before laying off an employee or employees. However, in the event permanent hours are reduced below four (4) hours per day, the employee will have the option to be laid off.

8.2. Elimination of Position/Reduction in Hours

- A. Elimination of a position or reduction of over three (3) hours for an employee with seniority shall result in the following options being available to such an employee:
1. The affected employee may use their seniority to replace an employee with the least seniority in their job classification, OR
 2. The affected employee may use their seniority to replace an employee with the least seniority in an equal or lower-paying job classification in which they have prior work experience with the District, OR
 3. The affected employee may apply for other vacant positions within the District for which they are qualified, OR
 4. The affected employee may opt for layoff.
 5. Any employee with one (1) year of seniority who has their work schedule reduced will not have their hourly wage reduced for the first three working months of layoff if they are laid off to a lower position.
 6. If one of the above options is not chosen, the employee shall be laid off.
- B. The process shall be repeated until the least senior employee in the lowest job classification affected is eliminated.
- C. No regular employee shall be eliminated from a job classification until all probationary, and temporary employees in the job classification have been eliminated.
- D. If an employee is reduced by two (2) hours or less per day, and those hours are reinstated at that site at a later date, then the employee who originally held those hours would have the first right of refusal.
- 8.3. Except in case of emergency an employee subject to layoff or work hour reduction shall be furnished written notice of impending layoff or work hour reduction at least three (3) weeks prior to the effective date of layoff/reduction.

- 8.4. If an employee who has received notice of layoff has total length of continuous service with the District which is greater than that of employees in a job classification in which they had prior work experience with the District and for which they are qualified at the time of layoff, that employee may bump any such other employee at their option provided employee performance in the prior position was satisfactory up to and including the time of transfer. A bumped employee may in turn bump any employee with less seniority in the same classification and if there is no less senior employee, such bumped employee may bump out of classification on the same terms as described in the foregoing sentence.
- 8.5. When District staffing increases in the same or lower job classification, employees who were laid off or whose work hours were reduced shall be recalled to work or full service respectively, beginning with employees with greatest seniority in an open job classification; then employees with greatest seniority in a higher job classification who request recall to a lower job classification.
- 8.6. Notice of recall shall be by written notice mailed to the most recent address on file with the District via certified return receipt mail. Employees who fail to accept recall within fourteen (14) calendar days of mailing by certified mail of the notice shall be considered to have waived the right to recall. Layoff status will automatically terminate twenty-four (24) months from the date of layoff.

ARTICLE IX: LUNCH AND REST PERIODS

- 9.1. Each employee shall receive a fifteen (15) minute break after each four (4) hour period of consecutive service in compliance with Oregon law. Such break shall be as close as possible to the halfway point of the work period in the immediate supervisor's judgment. Such breaks will be controlled by the employee's immediate supervisor.
- 9.2. Each employee shall receive a duty-free lunch period of at least one-half (h) hour but not more than one (1) hour. Such time shall be as scheduled by the employee's immediate supervisor and shall be as near as possible to the halfway point of the tour of duty. Lunch periods will not be counted as time worked. An employee who works less than six (6) hours may work continuously, without a lunch break, by mutual agreement between the bargaining unit member and the supervisor.
- 9.3. Under no circumstances will employees be allowed to attach their lunch or break times to the end of their shift.

ARTICLE X: PERSONNEL RECORDS/EVALUATIONS

- 10.1. The personnel records of any employee in the bargaining unit will shall not have any information of a critical nature that does not bear that employee's signature or initials, indicating that the employee has been shown the material, or those personnel records will contain a signed statement by the union representative that the employee has refused to sign or initial such information. In this instance a follow-up email indicating placement in the file will be sent/kept on record. An employee shall have the right to attach a written statement of their views to any material which the employee believes to be incorrect or derogatory. An employee's personnel records shall be available for inspection upon their request.
- 10.2. Information in personnel records not placed in conformance with this Article may not be used in any disciplinary action involving any employee, and shall be destroyed when discovered.
- 10.3. Material of a critical nature in an employee's personnel file shall be destroyed three (3) years after placement in the personnel file so long as there are not more recent entries of critical material.
- 10.4. Personnel records of bargaining unit members will be maintained in the District Administration Office.
- 10.5. Evaluations — Classified employees will be evaluated at least once every two (2) years. The District retains the right to evaluate classified employees every year. Evaluations will be based upon their job performance as it relates to their job description, using the current digital process or established forms and criteria. Copies of the District-established indicators for the evaluation process will be distributed to all employees. Evaluations shall be done by the supervisor or building administrator, by way of an open discussion of the comments contained in the evaluation document. All evaluations of classified employees will be completed no later than June 30. A record of the evaluation will be placed in the employee's personnel file.

ARTICLE XI: JOB CLASSIFICATION

- 11.1. Employees required by the District to perform substantially all the duties of a higher classification more than three (3) days in a pay period shall, upon the fourth day, be compensated at the rate of compensation provided in the higher classification, at the comparable step, for the amount of time spent doing out-of classification work.
- 11.2. All employees entering the District for the first time shall start on Step 1 unless an evaluation of evidence of past experience by Human Resources within the District would indicate placement on the salary schedule above Step 1.

When employees are transferred within the District, to the same range the employee will continue at the same step. When a former employee returns to the District, that employee will be placed on the appropriate salary schedule range using evaluation of evidence of past experience to indicate placement on the salary schedule above Step 1.

- 11.3. An employee who is promoted to a higher classification will be placed on the salary schedule range of the higher classification at a step which provides a salary at least one (1) step higher than provided by the employee's prior range and step.
- 11.4. The District agrees to provide each member of the bargaining unit with a copy of their then-current job description at the beginning of each school year upon request.
- 11.5. The parties agree that a position review by the joint Labor-Management Committee shall be the first recourse when an employee, the Association, and/or the District believes that significant changes, beyond the natural progression of duties, in a job description have occurred.
 - A. The Labor-Management Committee will agree on a process for evaluating requests for reclassification.
 - B. An employee may request a reclassification review if they believe their duties have significantly changed from their original job description. A reclassification review may result in a new job classification title, a new/revised job description, an increased pay rate, or no change. Should the position review result in a new/revised job description or initial/change in salary placement, both parties shall mutually develop and agree upon such changes. Changes in pay due to a revision will be effective retroactively back to the date of the request.

The employee initiates the review process by submitting a Classified Reclassification Request form to either the Human Resource Director or their union representative. The following process shall be followed:

1. The employee fills out the Classified Reclassification Request form (Appendix E) and submits it to either the HR Director or their union representative.
2. The completed form and relevant documents are reviewed during a Labor Management meeting with at least two (2) representatives for the Union and two (2) representatives for the District present. The Union and the District may both provide input on the review and/or additional information related to the review, including other context provided by the supervisor(s).

The parties acknowledge the District retains the right to make the final determination regarding a reclassification request. In cases where the request is denied, the District shall provide a written explanation within five (5) business days of the decision. This written explanation must also document reasonable changes and/or reductions to work duties that will be implemented, if any work duties are found to exceed the original job description, classification and/or CBA.

If an employee believes their reclassification was wrongfully denied, they may submit a written appeal within ten (10) business days of the decision. The appeal must include any further information or documentation that was not originally considered. Appeals shall be considered according to the same terms as above. The District shall provide a written response to the appeal within five (5) business days of a decision.

- C. No reclassification of a position shall occur unless the position has been first reviewed by the Labor-Management Committee.
- D. The District and Association acknowledge the need for periodic review and possible revision of classified job descriptions.

ARTICLE XII: IRREGULAR JOB ASSIGNMENTS

- 12.1. Any two (2) Chapter 47 members may request a job share in writing to the Superintendent. Upon preliminary approval by the Superintendent, the Association will be contacted and the parties will discuss the specifics of the request as it relates to hours/days of work, insurance, and other benefits, and other circumstances impacting the position(s), etc., related to the Collective Bargaining Agreement.
 - A. Each job share request shall be evaluated upon its own merits, without consideration of previous individuals' job share agreements.
 - B. If applicable, the Association agrees to waive the District's responsibility under Article VII - Job Posting, specific to the job share position, in consideration of job share requests.
 - C. In all cases involving job share, the District shall comply with sick leave under ORS 332.507.
- 12.2. Members who meet TSPC qualifications and are asked to serve as a substitute teacher will be paid at the state set daily substitute rate.
 - A. Members have the right to refuse the assignment.
 - B. Members will be paid in four (4)- or eight (8)- hour increments.
 - C. Any overtime accrued over eight (8) hours in one day will be paid at one and one-half (1 & 1/2) of the above hourly sub rate.
 - D. The District and Association will discuss impacts to classified staff and/or short staffed buildings on a case-by-case basis.

ARTICLE XIII: COMPENSATION

- 13.1. Non-accumulating longevity pay shall be added to the salary for long-term employees of District 6, who have served continuously, according to the following schedule (detailed in Appendix C longevity schedule):

Completion of:

6 years	1%
7 years	2%
8 years	3%
9 years	4%
10 years	5%
11 years	6%
12 years	7%
13 years	8%
14 years	9%
15 years	10%
16 years	11%
17 years	12%
18 years	13%
19 years	14%
20 years	15%
21 years	16%
22 years	17%
23 years	18%
24 years	19%
25 years	20%
26 years	21%
27 years	22%
28 years	23%

Longevity pay will be applied to the salary for employees with hire dates that fall between January 1 and June 30 on July 1 following completion of the contractually specified number of years continuously served in the District.

Longevity pay for employees whose hire dates fall between July 1 and December 31 will be effective on July 1, preceding completion of the contractually specified number of years continuously served in District 6.

Classified employees whose position requires mastery of a second language, or those employees whom the District determines will use their second language extensively in the execution of their essential job functions, will be eligible for a five percent (5%) stipend. Examples of positions that may use a second language extensively include, but are not limited to: Instructional Assistants in the TWI classrooms, office and clerical staff, Media Assistant, Library Technician, and Campus Security Supervisor.

Employees must present documentation to verify their language proficiency from the list below to the Human Resources Office to qualify.

- Interpretive Skills Assessment, level 1 or higher, or
- OPIC language proficiency test, or
- Other high level documented interpretive certification may be considered by the superintendent or the superintendent's designee.

Employees will have the stipend applied to their hourly wage the pay period following approval. Employees transferring into a position in the District that doesn't require a second language will have their hourly rate adjusted to reflect the removal of the stipend the month following their change.

- A. Bilingual Stipend Exception for employees who did not pass the proficiency test or are not working in a bilingual position:

District administrators will identify employees who may be called on to use their bi-lingual skills on an infrequent basis. Identification of these employees will be at the discretion of the District based on District need and demonstrated skills. These employees will receive a 1% stipend.

- B. Periodically, Instructional Assistants and/or other classified staff are asked to provide certain related services to students that are beyond those services typically expected of any classified employee. These tasks may include diapering, regular toileting, duties requiring contact with bodily fluids, regular injections (insulin), tube feeding, catheterization, drawing of blood, and tasks that an unlicensed individual other than family members may not perform without authorization. These tasks may require training, authorization, supervision and/or medical delegation from a registered nurse. Medical conditions not specifically listed above may qualify for the related services compensation.

Classified employees designated as EAll who support diabetic students through monitoring of blood sugar levels and monitoring of health devices (insulin pumps) are eligible for the Related Services compensation as delineated below.

When a classified employee is required to perform the tasks listed above or other services that require protocol and training by a registered nurse, they will receive three dollars (\$3) per hour extra for the specific time that they are actually involved in the process, with a minimum of two (2) hours per day. The employee will keep track of the time and will submit it with their regular timesheet.

- 13.2. For the period beginning July 1, 2026 through and including June 30, 2027, a three percent (3%) Cost of Living Adjustment (COLA) shall be applied to Step 1 of the wage scale. All subsequent steps will remain the existing step increase of three and seventy-five hundredths percent (3.75%).

For the period beginning July 1, 2027, through and including June 30, 2028, a one percent (1%) Cost of Living Adjustment (COLA) shall be applied to Step 1 of the wage scale. All subsequent steps shall be increased by zero and fifty-eight hundredths of one percent (0.58%) bringing all step increases to four and thirty-three hundredths percent (4.33%).

For the period beginning July 1, 2028, through and including June 30, 2029, a one percent (1%) Cost of Living Adjustment (COLA) shall be applied to Step 1 of the wage scale. All subsequent steps shall be increased by zero and sixty-seven hundredths percent (0.67%) bringing all step increases to five percent (5%).

- A. One (1) step increase shall be awarded to those eligible. Annual employee step increases will be awarded the first pay period of the new school year, beginning in July for twelve (12) month employees. In order to be eligible for a step increase, an employee must be employed for two-thirds (2/3) of their regular work year.
- B. If licensed staff receive a cost-of-living adjustment (COLA) greater than that provided to the classified bargaining unit, the classified bargaining unit shall receive a COLA equal to the highest adjustment granted.

Additionally, if licensed staff receives a salary increase beyond a flat COLA, whether through wage scale restructuring, step increases, or other salary enhancements, that results in overall compensation exceeding that of the classified bargaining unit by more than one-half of one percent (0.5%) for that year, the classified bargaining unit shall receive an equivalent adjustment to ensure parity in total compensation. For the purposes of this provision, "overall compensation" shall refer exclusively to compensation structures applied uniformly to the entire employee group and shall exclude discretionary payments such as stipends, bonuses, extra duty, or one-time awards. No adjustment shall be required if the difference in overall compensation is one-half of one percent (0.5%) or less.

For the purposes of this Article, the agreed-upon Cost of Living adjustment (COLA) equivalents, expressed as total compensation increases, shall be as follows:

- Fiscal Year 2026-2027: 3%
- Fiscal Year 2027-2028: 3.75%
- Fiscal Year 2028-2029: 3.75%

- 13.3. The District will pay each eligible employee one hundred percent (100%) of their position hours for up to one (1) unused personal day at their current rate of pay. Payment will be made no later than the August payroll. The employee may also choose to roll up to one (1) day of personal leave to the following year, not to exceed a total of three (3) personal days. Employees must notify the District of their desire to roll up to one (1) day by June 30 or they will automatically be paid out.
- 13.4. PERS Pickup - The District will assume and pay the employee contribution to the Public Employee Retirement System (PERS) for those employees required to participate in the system. There will be no maximum limitation on the District contribution toward the employee portion.
- 13.5. The District will pay sixty dollars (\$60) per month toward a tax-sheltered annuity when the employee contributes a minimum of thirty five dollars (\$35) per month into the tax-sheltered annuity (otherwise

known as a Section 403(b) plan). Contributions will be made in accordance with applicable federal and state law.

- 13.6. The District will pay full cost of tuition and other reasonable expenses incurred in connection with any courses, workshops, conferences, in-service training sessions or other such sessions which an employee is required to take by the District.

- 13.7. In the event of closure or delay due to inclement weather or emergency, the following is applicable:

- A. If the District determines schools are to be closed due to inclement weather, acts of God, fuel shortage or other circumstances beyond the District's control, and District personnel are instructed not to report, classified employees will be paid their normal rate for the duration of the closure.
- B. In the event the District requires an employee to report to work during the closure or delay, the employee may request transportation to and from the worksite if weather conditions are a prohibiting factor.
- C. To ensure school safety and operations the District may identify Essential Personnel. Employees designated as Essential Personnel may be required to report to work during emergency closure or delays. Employees who are required to report to work during such closures or delay shall be compensated at one and one-half (1 ½) times their regular rate of pay for all time worked.

No later than October 31 of each school year, the administrator or supervisor shall notify, via District email, employees who have been designated as Essential Personnel.

The designation of Essential Personnel shall be reviewed annually and updated as necessary.

- D. The District may identify essential employees to ensure school safety and operations. These employees may be required to report to work during emergency closures or delay. Employees who report to work will be compensated at one and one-half (1 ½) or all time worked during the closure.

It is understood that the District reserves the right to reschedule the closure days requiring all District personnel to make up the closure day. If the District reschedules employee makeup days, classified employees will work their regular shifts on employee makeup days without pay. Failure to work on makeup days will result in a pay dock for the period not worked. In such an event, twelve (12) month employees shall not be required to make up the time.

- 13.8. Miscellaneous Working Conditions

- A. The District shall not reduce the contract days of any employee without first bargaining the impact with the Association. It is understood that current practice regarding contract days will be carried forward during the term of this agreement. Additional contract days may be awarded at the discretion of administration.

The District agrees to provide financial data requested by the Association, who shall have two (2) calendar weeks to review the data prior to the commencement of bargaining. The parties agree that the period of impact bargaining shall not exceed thirty (30) calendar days after the two (2) calendar week data review period.

- B. No cafeteria employee or custodian shall be required to supervise students eating during lunch periods at the secondary level.

- C. Private Vehicles - Employees required by their supervisors to use private motor vehicles to transact District business shall be reimbursed at the rate per mile as allowed by the IRS.
- D. In the event any bargaining unit employee suffers an injury due to attack, assault, overt physical act of violence, or inappropriate physical contact by a student of the District, the employee shall not be required to work with that student until such time that the employee, Union representative and building principal have met and conferred and reached a reasonable solution to the issue. An employee shall not be considered to be insubordinate if they refuse to follow an order that would endanger the health or safety of the student, employee, or any other person.

13.9. Extra Duty and Supplemental Extra Duty Assignment Compensation

- A. The parties agree that the following conditions will be applied to the hiring and paying of classified employees who work at athletic and/or extracurricular functions. Examples of assignments include but are not limited to ticket takers, gatekeepers, scorekeepers, running game clocks, student supervision, security, dance chaperones, etc.
- B. Classified employees do not qualify for overtime pay when working a supplemental extra duty assignment, because these assignments are considered occasional and sporadic, and are in a different capacity, as defined by the Fair Labor Standards Act.

Exception: Supplemental Extra duty assignments shall be compensated at the employee's regular rate of pay when the employee is performing the same job duties as their regular assignment. In such cases, the employee shall qualify for overtime compensation if the extra duty assignment causes the employee to exceed the hours outlined in Article VI, Section 6.1. These assignments shall not interfere with the employee's regular duties without express prior authorization from building administration. Examples of extra duty assignments that may qualify for this exception include, but are not limited to, Security, custodian and athletic secretary extra duty positions.

- C. Classified employees hired for supplemental extra duty assignments as described above will be paid a specified rate for each activity. In no case will classified employees be paid less than other employees for these same duties.

The rate of pay for Supplemental extra duty assignments shall be at the discretion of the District based on applicable wage and hour laws.

- D. Extra Duty assignments, such as coaching, will be offered to licensed employees first, and then to classified employees under the following conditions.
 - 1. The extra duty assignment should not interfere with an employee's regular work duties without prior authorization by the building administrator or supervisor.
 - 2. The stipend for extra duty assignments shall be at the discretion of the District. In no case will classified employees be paid less than other employees for these same extra duty assignments, relative to their years of experience.

13.10. Final Paychecks — The District will follow all Bureau of Labor and Industry (BOLI) regulations for payment of wages. In the event of voluntary resignation or retirement paychecks will be issued on the next regularly scheduled payday. Ref ORS 652.140(5).

ARTICLE XIV: HOLIDAYS

- 14.1. All classified employees will receive time off with pay for the following holidays:

Memorial Day	one (1) day
Day following Thanksgiving Day	one (1) day
Christmas and day before or after	two (2) days
New Year's Day	one (1) day
Presidents' Day	one (1) day
Thanksgiving Day	one (1) day
Veterans' Day	one (1) day
Martin Luther King Jr. Day	one (1) day

All classified employees whose work year schedule begins in August will also receive time off with pay for the following holiday:

Labor Day one (1) day

All twelve (12)-month classified employees will also receive time off with pay for the following holidays:

*Juneteenth one (1) day
Independence Day one (1) day

*All classified employees scheduled to work the day before and the day after Juneteenth, excluding summer school, will receive time off with pay for the Holiday.

- 14.2. In order for a bargaining unit member to be eligible for holiday pay, they must be scheduled to work, and work their full shift on a workday preceding and following the holiday unless the absence on either of such days was due to any paid leave.

ARTICLE XV: VACATIONS

- 15.1. Vacation time earned by full-time twelve (12) month employees in the bargaining unit shall be awarded as indicated in the following outline:

0 to 1 year of service	5 days
2 to 5 years of service	10 days
6 to 10 years of service	15 days plus one day per year
11 or more years of service	15 days plus one day per year over ten with maximum of 20 days per year

- 15.2. Unused Vacation:

- A. Vacation time up to five (5) days that is currently due an employee and unused by the next anniversary date may be carried over for the following anniversary dates until used by the employee at a time agreed to by the Human Resources Department and the employee concerned.
- B. Vacation time up to five (5) days that is currently due to an employee and unused by the next anniversary date may be, with the approval of the Human Resources Department, paid out in the pay period following the anniversary date.
- C. No more than five (5) days can be carried over and no more than five (5) days can be paid out.
- D. An employee whose employment ceases with the District will not lose vacation time already accrued. Employees still in their probationary period at the time of separation from the District are not eligible to access or be paid out for unused vacation time.

- 15.3. Vacation time will be granted as outlined above; earned vacation will be granted at the employee's anniversary date with the District. Vacation time will be scheduled by mutual agreement of the employee and the District. If vacation time is denied by the immediate supervisor, the employee may appeal to the Human Resources Director.

- 15.4. Part-time, permanent twelve (12)-month employees in the bargaining unit shall earn vacation days as scheduled above, but said vacation will be prorated in accordance with total hours worked.

ARTICLE XVI: INSURANCE

- 16.1. The provisions of this Article do not apply to classified bargaining unit employees who work less than twenty (20) hours per week.

The District agrees to offer employees the following tiered contribution caps to use toward medical, vision, and dental insurance premiums:

Employee Only	\$703
Employee plus spouse	\$1,528
Employee plus child(ren)	\$1,362
Family	\$2,193

For the period July 1, 2026 to and including June 30, 2027, the insurance caps will increase three-point-four percent (3.4%).

It is recognized that the insurance year runs October 1 through September 30. Insurance benefit cap increases for classified employees must be comparable to within one percent (1 %) of any other employee group (i.e., administrator, managerial, confidential, licensed).

Employees who work less than thirty (30) hours a week shall not be eligible for district-paid insurance.

For those employees who work at least twenty (20) hours a week but less than thirty (30) hours a week, the District shall compensate each employee nine hundred sixty-two dollars (\$962) per year annualized (taxable compensation). Employees may elect to assign all or a portion of such compensation to one (1) of the following pre-tax options:

- A. Section 125 plan. In addition, if an employee assigns the full nine hundred sixty-two dollars (\$962) to the Section 125 plan option, the District will match an employee contribution up to forty dollars (\$40) per month into the Section 125 plan (\$480 maximum a year).
- B. A tax-sheltered annuity (otherwise known as a Section 403(b) plan). In addition, if an employee assigns the full nine hundred sixty-two dollars (\$962) to the 403(b) plan option the District will match employee contributions up to forty dollars (\$40) per month into the plan. Contributions will be made in accordance with applicable federal and state law.

The District will provide the Employee Assistance Program (EAP) from OEBC for the 2026-27 insurance year.

- 16.2. For new employees of the District, insurance premium payments will be paid so that coverage will be provided to new employees on the first day of the calendar month following their first thirty (30) calendar days of employment by the District.

16.3. Upon separation from the District:

- A. Less than twelve (12) month employees separating from the District prior to the end of their scheduled work calendar will have the district portion of their insurance premiums paid by the District through the month the separation is effected.
- B. Less than twelve (12) month employees who complete their scheduled work calendar will have the district portion of their insurance premiums paid by the District until the end of August.
- C. Twelve (12) month employees separating from the District will have the District portion of their insurance premiums paid by the District through the month the separation is effected.

16.4. The District will pay the full premium cost of long-term disability insurance with a primary integration provision for each employee. The District agrees in consultation with the Association to review policy coverage and will procure during the period of this contract coverage with a primary integration provision rather than full family integration.

The District will be the sole policyholder and will contract with the carrier.

In the event different insurance carriers are proposed by the District, the Association and the school board shall mutually agree on any changes of the carrier, plan, and/or the proposed coverage.

16.5. Section 125 — Any employee who works more than fifteen (15) hours per week shall be eligible to participate in a Section 125 program provided through the District.

16.6. High Deductible Plan Incentive

Beginning October 1, 2016, through the term of this Agreement, those benefiteligible bargaining unit employees who elect the OEGB High Deductible Health Plan (HDHP) and are eligible to participate in a Health Savings Account (HSA) shall receive a District contribution of one hundred dollars (\$100) per month to their HSA account.

Employees may also make pre-tax contributions to the HSA up to the maximum allowed by federal regulations.

16.7. Those employees ineligible for district-paid insurance shall have the option of enrolling in OEGB through the district at no cost to the District, with the employee paying the total premium cost.

16.8. Classified employees who demonstrate they have health insurance coverage under a qualifying group medical plan, in accordance with OEGB requirements and in compliance with OAR 11-040-0050, may elect to Opt Out of District offered insurance coverage. The District will compensate five hundred dollars (\$500) monthly to the eligible employees who elect to opt out of medical, dental, and vision coverage.

An employee participating in the Opt Out Program may elect for Section 125 account contributions described in this section to be applied toward any benefit that may be available under the District's applicable Section 125 plan (for example, health flexible spending arrangement and/or dependent care assistance plan), or the employee may elect to receive up to one hundred percent (100%) of the contribution as taxable compensation.

The District will comply with all federal requirements to ensure that its Section 125 plan, as well as 403(b) tax shelter annuity, does not lose its exempt status, including the terms of the District's Section 125 plan document (as applicable), as well as the applicable rules, restrictions and limitation of OEGB, the insurance carrier and the District's chosen Section 125 plan administrator and the District's third party administrator.

- 16.9. In 2027, the parties will reopen this Agreement for negotiation of insurance for contract year 2027-2028. Each of the parties may select one additional non-compensation article to re-open for negotiations.

In 2028, the parties will reopen this Agreement for negotiation of insurance for contract year 2028-2029. Each of the parties may select one additional non-compensation article to re-open for negotiations.

ARTICLE XVII: LEAVES

17.1. Sick Leave

- A. Bargaining unit members will be granted ten (10) days sick leave for each school year or one (1) day per month employed. Unused sick leave will accumulate without limit. A bargaining unit member whose term of illness extends beyond the recess period of any accumulated sick leave will be entitled to all accumulated sick leave and will continue to receive paychecks against prior years' accumulated sick leave. Sick leave will be allowed for use to care for immediate family.
- B. Any use of sick leave exceeding five (5) consecutive days will require a doctor's written verification, if the District so requests
- C. Upon retirement, employees with ten (10) consecutive years of employment, and eligible for retirement under PERS requirements, the District will pay the retiree a bonus in recognition of their years of service for accumulated sick leave.

For employees who have served between ten (10) and twenty-nine (29) consecutive years the District will pay the retiree the equivalent to five dollars (\$5) per hour of accumulated sick leave.

For employees who have served thirty (30) or more consecutive years the District will pay the retiree the equivalent to eight dollars (\$8) per hour of accumulated sick leave.

- D. Sick Leave Bank. The Sick Leave Bank is intended to provide an employee with paid leave in the event of "serious health condition" that makes the employee unable to perform the functions of their position, once they have used all accumulated paid leave.

"Serious health condition" shall be defined as any illness, injury, impairment, or physical or mental condition that involves inpatient care in a hospital, hospice, or residential medical care facility, or continued treatment by a health care provider. This does not include elective surgery or medical procedures that can be postponed until recess periods unless ordered by a physician, or illnesses that are considered normal and routine such as colds, flu, etc.

Eligibility

- 1. Employee must have permanent employment status.
- 2. Employee must have completed one (1) year in a permanent position with the District.
- 3. Employee must have a "serious health condition" as defined above.
- 4. Employee must have exhausted all their available sick leave and other paid leave hours.
- 5. Employee must submit a written request for Sick Leave Bank hours to the OSEA Chapter Executive Board.

Employees will be eligible for no more than twenty (20) days from the Sick Leave Bank per fiscal year.

Procedures for requesting Sick Leave Bank days and contributions, and for application review and final determination shall be developed by the Labor-Management Team.

- 17.2. Personal Leave - Non accumulative personal leave of two (2) days per fiscal year will be granted when needed for the following reasons:
- A. Personal business which requires absence during the school day.
 - B. Illness in the immediate family (when sick leave for this purpose has already been used). The employee will give twenty-four (24) hour prior notice to their principal or supervisor whenever possible.
 - C. No personal leave will be granted on the day immediately preceding or immediately following school vacation periods or holidays except when an emergency occurs, the employee will certify such emergency in writing.
 - D. The District will reimburse each eligible employee one hundred percent (100%) of their position hours for up to one unused personal day at their current rate of pay. Employees must have at least one full hour of personal leave remaining to be considered eligible for reimbursement. Reimbursement will be made no later than the August payroll date. An employee shall also have the following options:
 - 1. If the employee has up to one (1) unused personal day, the employee may carry over such day or portion thereof to the following year, not to exceed a total of three (3) personal days.
 - 2. If an employee, who is eligible for longevity pay, has up to two (2) unused personal days, the employee may carry over such day/days or portion thereof to the following year, not to exceed a total of four (4) personal days. **NOTE: This is also covered in 13.2.**
 - 3. If the employee has up to two (2) unused personal days, the employee may be reimbursed one hundred percent (100%) of their position hours for one (1) personal day and may carry over one hundred percent (100%) of their position hours for up to one (1) personal day to the following year, not to exceed a total of three (3) personal days. Or the employee may carry fifty percent (50%) of their position hours for up to two (personal days to the following year, not to exceed a total of three (3) personal days.
- 17.3. An employee who falsely certifies the reasons herein mentioned, shall be liable for disciplinary action, including dismissal, and the form presented to an employee on which to make such certifications shall caution that such disciplinary action, for such erroneous certifications, is possible.
- 17.4. Personal Leave Without Pay — Unpaid leave for reasons other than for medical necessity is not an accepted form of leave and will not be authorized except under the following conditions. Upon the recommendation of the immediate supervisor, the Superintendent in their discretion may grant an additional leave without pay for the following reasons:
- A. Critical illness, injury or death of a person encompassed within the "immediate family" or with whom a very close relationship exists.
 - B. Unusual conditions or events over which the employee has no control and which require their presence.
 - C. District insurance contributions will only be continued if required by law.
 - D. Chronic use of this leave may be subject to disciplinary action.

17.5. Extended Unpaid Medical Leave Time and Limitations — Employees who have exhausted all forms of paid leave shall be eligible for an extended medical leave without pay for up to one (1) year. Requests for such leave shall be made in writing to the Superintendent. The District may request a medical certification. The Superintendent shall have final decision making authority on this type of leave request and is not subject to the grievance procedure in this agreement.

- A. If circumstances occur during a temporary medical leave which extends to the end of the year, an employee may return immediately to a position, provided the doctor certifies that the person is in sound health and provided an appropriate vacancy exists. If there is no vacancy, such employee shall be given preferential status as soon as an appropriate vacancy does exist.
- B. Insurance benefits included in Article XVI of the contract for the leave period shall continue for an employee on temporary medical leave at their own expense.

17.6. Bereavement - Employees in the bargaining unit shall be able to use up to five (5) days for bereavement leave per occurrence. Bereavement leave shall not be accumulative. Employees on bereavement leave shall receive compensation as though that employee worked a normal shift for that period. All other benefits shall also continue for the period of bereavement leave. Bereavement leave shall be available for the death of a member of the employee's immediate family, or a death of a member of the employee's spouse's immediate family, or a guardian or a person who served as a guardian without the legal designation for the employee. If leave is denied by the supervisor, the decision may be appealed to the Labor Management Committee.

"Immediate family" as used in Section 17.1, 17.2, 17.4, 17.5 and 17.6 shall mean child or the child's spouse or domestic partner, grandchild or the grandchild's spouse or domestic partner, spouse, domestic partner, parent or the parent's spouse or domestic partner, sibling or the sibling's spouse or domestic partner, brother, sister, step-sibling or the step-sibling's spouse or domestic partner, or grandparent or the grandparent's spouse or domestic partner. However, for good cause shown, and within the discretion of a supervisor, a person not bearing any of the relationships specified by these terms to an employee, may be considered within such employee's immediate family for the purpose of effectuating the spirit and purpose of such aforesaid sections.

The District shall comply with the Oregon Family Leave Act (OFLA) regarding bereavement leave. The paid bereavement leave in this section shall run concurrently with leave under OFLA.

The definition of "family members" under OFLA is different than the definition of "immediate family/" under this section. The additional leave provided under OFLA will only apply for family members defined under the law.

17.7. Workers Compensation Insurance / Paid Leave Oregon

A. Workers' Compensation Insurance/Paid Leave Oregon

A classified employee who receives a benefit under Workers' Compensation Insurance and/or Paid Leave Oregon may elect to use accrued paid leave to make up the difference between their benefits and their normal salary. Upon receiving written notice of such an election, the District shall deduct and apply the number of accrued paid leave hours necessary to ensure that the classified employee receives their normal salary. The requesting classified employee will provide the necessary information related to the leave granted under Workers' Compensation or Paid Leave Oregon to facilitate the classified employee's deduction and application of the appropriate accrued leave hours. Classified employees who apply for

PLO may not realize their full compensation until the district has accurate benefit information from the provider.

B. Paid Leave Oregon

While receiving Paid Leave Oregon benefits, the District will continue to provide all District-provided insurance benefits (e.g., health insurance) and continue to pay any contributions required by this agreement. Classified employees who opt-out of insurance shall receive a check from the District for the full opt-out stipend each month. Any required classified employee contributions towards those benefits will be the responsibility of the member. Classified employees are responsible for remitting the Employee portion pursuant to Payroll requirements for continuation of these benefits.

1. Classified employee's seniority will continue to be credited while on approved Paid Leave Oregon.
2. Upon return, classified employees shall be placed in the same or equivalent position, maintaining their range and job classification.

ARTICLE XVIII: GRIEVANCE PROCEDURE

- 18.1. A grievance is defined to be any question or controversy between any bargaining unit member or the Association and the District involving the interpretation or application of the provisions of this Agreement.

A grievance may be filed by an individual employee, by the Association on behalf of an individual employee, or by the Association on its own behalf. As used in the grievance procedure, the word "days" shall be defined as meaning "working days."

Step 1 - Informal

Within twenty (20) days after the occurrence of the cause for complaint, however, if the aggrieved employee did not become aware of the occurrence until a later date, then they must initiate action within twenty (20) days following actual knowledge of such occurrence.

Except in the case of a discharge, the affected employee and/or the Association representative shall discuss informally with the immediate supervisor/principal and/or superintendent any complaint arising out of the interpretation of the terms of this Agreement before filing a formal complaint. The Association and the District may waive the timelines by mutual agreement if the parties are engaged in informal discussion.

The grievant shall state that this is a grievance and specify the relief or remedy sought at this time.

Each grievance will be processed in the following manner:

Step 2

If the grievant is not satisfied with the disposition at the informal level, the grievant will reduce their grievance to writing stating reasons therefore, and the relief requested and will present it to their supervisor. Within five (5) workdays after submission of the written grievance to the supervisor, the supervisor will state their decision in writing and provide a copy to the grievant. For grievance procedure purposes, supervisors are as follows:

Employees	Supervisors
Cooks	Cafeteria Supervisors
Custodians	Building Principal or designee
Maintenance/Grounds	Supervisor of Maintenance
Assistants	Building Principal or designee
Secretaries	Building Principal or designee

Step 3

If the grievant is not satisfied with the decision concerning the grievance made by the supervisor, they may within five (5) work days of the receipt of such decision, request such supervisor to forward their grievance to the Superintendent of Schools, or their designated representative, for hearing. The Superintendent of Schools or their designated representative, will schedule a hearing at a time and place

mutually acceptable to the parties within five (5) days of receipt of the grievance. Within five (5) work days following such hearing, the Superintendent of Schools, or their designated representative shall state the decision in writing furnishing the reasons therefore, attach it to the grievance form, and forward a complete copy to the grievant.

Any additional reasons for denial of the grievance will be made known to the grievant at least fifteen (15) days prior to arbitration.

Step 4

If the aggrieved person is not satisfied with the disposition of their grievance at Step 3, or if no decision has been rendered within the time prescribed, the aggrieved may request that the Association submit the grievance to arbitration. The Association may submit the matter to arbitration within fifteen (15) days of the date of disposition at Step 3.

Within ten (10) work days after such written notice of submission to arbitration, the District and the Association will agree upon a mutually acceptable arbitrator, and will obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the Employment Relations Board (ERB) by either party. The parties shall then be bound by the rules and procedures of the ERB in the selection of an arbitrator.

The arbitrator so elected shall confer with the representatives of the Board and the Association, hold hearings promptly, and shall issue their decision not later than twenty (20) days from the date of the close of the hearings, or, if oral hearings have been waived, then from the date of final statements and proofs on the issues that are submitted to them. The arbitrator shall have initial authority to determine whether or not the dispute is arbitrable and once so determined, they shall proceed to determine the merits of the dispute. The arbitrator's decision shall be in writing and shall set forth their findings of fact, reasoning and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision which requires commission of an act prohibited by law or which is a violation of the terms of this Agreement. The arbitrator shall have no authority to amend, modify, alter, add to, or subtract from this Agreement unless the District and the Association agree to give them specific authorization to do so. They shall confine themselves to the precise issues submitted for arbitration. The arbitrator shall have no authority to limit or interfere with the powers, duties and responsibilities of the District under applicable law, and the rules and regulations thereof having the force and effect of law. They shall be bound by the principles of the law relating to contract interpretation followed by Oregon Courts. The decision of the arbitrator shall be submitted to the District and the Association and shall be final and binding on both parties.

The cost for the service of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and cost of the hearing room shall be borne equally by the District and the Association. Any other expenses incurred shall be paid by the party incurring same.

The names of any witnesses who will be used in arbitration must be made known to the other party seventy-two (72) hours prior to the first arbitration session.

Filing a grievance in writing constitutes an election of remedies and is a waiver of any and all rights by the appealing party to litigate or otherwise contest the appealed subject matter in any court or other forum.

- 18.2. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
- 18.3. Grievance representatives' names shall be given to the District by the Association. Grievance representatives will be permitted reasonable time to investigate and process grievances. Association business, other than the investigation or processing of grievance shall be conducted by such representatives on District time, but shall not interfere with the work assignment of any other employees.
- 18.4. The president of the local chapter, or, in their absence, the vice president of the local chapter, shall have the rights accorded to grievance representatives.
- 18.5. The District agrees neither to interfere with any employee's right to pursue a grievance nor to subject any employee to punitive measures of any sort by reason of pursuance of a grievance. The term "punitive measures" shall include, but not be limited to, demotions, reductions in pay, unwarranted changes in position, and dismissal.
- 18.6. No issue will be arbitrated unless it results from an action or occurrence which takes place on or after the date or execution of this Agreement.
- 18.7. Any award shall have no binding precedential value beyond the duration of this Agreement.

ARTICLE XIX: EMPLOYEE DISCIPLINE - JUST CAUSE

- 19.1. Bargaining unit members shall have the right to be dismissed, demoted, or disciplined only for just cause and in accordance with due process. In the event of unsatisfactory service, the following procedure will be followed:

The supervisor shall conduct a conference with the employee and the Association representative, if the employee so requests. The employee will be informed of:

- A. The deficiencies noted in their performance.
- B. Suggestions on how the employee can improve.
- C. The specified number of days given to correct the deficiencies.
- D. Possible consequences for failure to improve the deficiencies.

- 19.2. No written warning notice as above provided need be given in the event of alleged willful insubordination, commission of a criminal offense while on duty, intoxication or alcohol consumption while on duty, being under the influence or use of narcotics while on duty, or other flagrant misconduct. In such case the member may be suspended immediately until the misconduct is investigated and a decision made to retain, discharge, demote or otherwise discipline the member.

If the member is cleared of the alleged misconduct, the member will be immediately reinstated without loss of pay or other benefits. If discharge or demotion is ordered, the date of discharge or demotion may be the date of suspension or such other later date as may be specified by the District.

- 19.3. Whenever a member is required to appear before the Superintendent or District Board concerning any matter which would be a matter of record and could adversely affect the continuation of their employment or any wages or increments pertaining thereto, then they will be:

- A. Given prior notice in writing of the reasons for such meeting and
- B. By the notice, be advised of right to have a representative of the Association or legal counsel present to advise and represent their interests during such meeting or interview.

- 19.4. If a department head or other supervisor has reason to discipline an employee the head or supervisor will make reasonable efforts to impose such discipline in a manner that will maintain confidentiality and not embarrass or humiliate the employee in front of other employees or the public.

- 19.5. Remedy under this Article is as follows:

- A. Resort to the grievance procedure beginning at Step 3, Superintendent's hearing. Appeal from the Superintendent's decision shall be to the School Board for hearing pursuant to ORS 332.544 in lieu of binding arbitration as otherwise provided in the grievance procedure.
- B. Hearing before the Board at a mutually acceptable time and date shall be in executive session or in public, whichever the employee shall choose.

- C. Board procedures in hearing shall afford the employee the following minimum due process elements:
1. Notice in writing of the charges.
 2. Right to counsel as provided above in 19.3-B.
 3. Opportunity to fully respond to the charges, to call witnesses on their behalf.
 4. To receive the Board's decision in writing, which decision shall be final and binding on all parties, and contain the Board's findings of facts supporting its decision.

ARTICLE XX: STRIKES - LOCKOUTS

- 20.1. The Association and its members will not initiate, cause, or participate or join in any strike, work stoppage, withholding of services, slowdown, picketing, and recognition of a picket line or any other restriction of work during the term of the Agreement and thereafter subject to compliance with the provisions of Oregon Revised Statutes (ORS) Chapter 243.
- 20.2. The District agrees that the employees within the bargaining unit shall not be locked out from performing their duties within the District during the life of this Agreement or successor agreement negotiations.

ARTICLE XXI: FUNDING

- 21.1. All compensation is contingent upon approval of funding by the established budget procedure. No change in the rate of compensation provided for in this Agreement will be effected without first bargaining with the Association in accordance with the provisions of ORS Chapter 243.

Notwithstanding any other language herein contained, this Agreement is further subject to and limited by any and all mandatory federal government and State of Oregon laws and regulations relating to wage increases and guidelines.

ARTICLE XXII: TRANSFERS

- 22.1. Voluntary Transfers - An employee wishing to be considered for reassignment within the District may file with the Personnel Office a written statement indicating their position of interest. Such a statement does not constitute a commitment to reassignment by the employee, but only serves as notice of interest for use by the administration. Employees must still follow the regular application procedures of Article 7.1.
- 22.2. Involuntary Transfers - No bargaining unit member will be involuntarily transferred from one position to another within the same classification more than three (3) times in any five (5) year period. Nothing in this article shall limit the district's abilities and rights afforded under Article 8.1.

An employee who is involuntarily transferred as a result of discipline to a lower classification will be paid at the rate provided in the lower classification at the step closest to their previous salary.

ARTICLE XXIII: TERM OF AGREEMENT

This Agreement will become effective on July 1, 2026, through June 30, 2029, and shall be extended annually thereafter unless either or both parties inform the other of the intention to modify the agreement.

COLLECTIVE BARGAINING AGREEMENT

between

JACKSON COUNTY SCHOOL DISTRICT NO. 6 and CHAPTER 47 OF THE OREGON SCHOOL EMPLOYEES ASSOCIATION

This Contract is made and entered into this _____ day _____, of 2026 by and between the Oregon School Employees Association, Chapter #47, hereinafter referred to as the "Association" and the Board of Education of Jackson County (Central Point) School District #6, hereinafter referred to as the "Board" or "District."

Extension of Contract

OREGON SCHOOL EMPLOYEES ASSOCIATION CHAPTER #47	CENTRAL POINT SCHOOL DISTRICT
_____ OSEA Chapter 47 President Alecia Elverude	_____ Chairman of the Board
_____ OSEA Field Representative Lisa March	_____ Clerk of the District Walt Davenport
<u>OSEA Bargaining Team Members</u> Alecia Elverude Chris Hanson Laurie James Jodi Medina Adam Seibert Rosemary Smith	<u>District Bargaining Team Members</u> Walt Davenport Brad Eaton Tom Rambo Dan Weaver

APPENDIX A: JOB CLASSIFICATION RANGES

Range 9	Range 15
Baker	Accounting Technician
Campus Monitor	Lead Night Worker
Educational Assistant I	School Office Manager
Food Service Assistant	
Office Clerk	Range 16
Production Assistant	Bilingual Parent/Community Liaison
	District Promotions Technician
Range 10	Makers Lab Coordinator
Attendance Clerk	Student Information System Coordinator
Cook Manager II	Technology Systems Specialist
Media Assistant	
Secretary II	Range 17
	Maintenance Worker II
Range 11	
Cook Manager III	Range 18
Educational Assistant II	Technology Specialist - Field Technician
School Custodian	
Secretary III	Range 19
	Speech/Language Pathologist Assistant
Range 12	Youth Transition Specialist
Cook Manager IV	
Courier/Warehouse Delivery	Range 20
Educational Assistant III	Custodial Coordinator
Lab Support (Computer, Blended Learning Lab, Makers Lab, STEAM)	Head Groundskeeper
Library Technician	Maintenance Worker III
Range 13	Range 21
Bookkeeper	Post-Secondary Education Coordinator
Campus Security	
Educational Support Specialist	Range 23
Lead Custodian	Mechanic
Program Support Secretary	
Registrar	Range 24
Secretary IV	Maintenance Specialist - Electrician I
Technology Assistant	
	Range 25
Range 14	Maintenance Specialist - Electrician II
Educational Assistant III (MAPS+)	
Groundskeeper I	Range 27
Maintenance Worker I	Mechanical Specialist (HVAC)
Technology Assistant II	

APPENDIX B - SALARY SCHEDULE 2026-2027

Classified Salary Schedule (3.0% COLA - 3.75% STEPS)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
[Range 9]	\$16.26	\$16.87	\$17.50	\$18.16	\$18.84	\$19.55
[Range 10]	\$17.04	\$17.68	\$18.34	\$19.03	\$19.74	\$20.48
[Range 11]	\$17.85	\$18.52	\$19.22	\$19.94	\$20.68	\$21.46
[Range 12]	\$18.80	\$19.50	\$20.23	\$20.99	\$21.78	\$22.60
[Range 13]	\$19.76	\$20.50	\$21.26	\$22.06	\$22.89	\$23.75
[Range 14]	\$20.63	\$21.40	\$22.21	\$23.04	\$23.90	\$24.80
[Range 15]	\$21.68	\$22.49	\$23.34	\$24.21	\$25.12	\$26.06
[Range 16]	\$22.70	\$23.55	\$24.43	\$25.35	\$26.30	\$27.29
[Range 17]	\$23.83	\$24.73	\$25.65	\$26.62	\$27.61	\$28.65
[Range 18]	\$25.05	\$25.99	\$26.96	\$27.98	\$29.02	\$30.11
[Range 19]	\$26.25	\$27.23	\$28.25	\$29.31	\$30.41	\$31.55
[Range 20]	\$27.58	\$28.61	\$29.69	\$30.80	\$31.95	\$33.15
[Range 21]	\$28.93	\$30.02	\$31.14	\$32.31	\$33.52	\$34.78
[Range 22]	\$30.40	\$31.54	\$32.72	\$33.95	\$35.22	\$36.54
[Range 23]	\$31.91	\$33.10	\$34.34	\$35.63	\$36.97	\$38.35
[Range 24]	\$33.52	\$34.78	\$36.08	\$37.43	\$38.84	\$40.29
[Range 25]	\$35.11	\$36.43	\$37.79	\$39.21	\$40.68	\$42.21
[Range 26]	\$36.85	\$38.23	\$39.66	\$41.15	\$42.69	\$44.29
[Range 27]	\$38.65	\$40.10	\$41.60	\$43.16	\$44.78	\$46.46
[Range 28]	\$40.54	\$42.06	\$43.64	\$45.27	\$46.97	\$48.73
[Range 29]	\$42.55	\$44.14	\$45.80	\$47.52	\$49.30	\$51.15
[Range 30]	\$44.64	\$46.31	\$48.05	\$49.85	\$51.72	\$53.66
[Range 31]	\$46.84	\$48.60	\$50.42	\$52.31	\$54.28	\$56.31
[Range 32]	\$49.15	\$51.00	\$52.91	\$54.89	\$56.95	\$59.09
[Range 33]	\$51.58	\$53.51	\$55.52	\$57.60	\$59.76	\$62.00
[Range 34]	\$54.12	\$56.15	\$58.25	\$60.44	\$62.70	\$65.05

APPENDIX B - SALARY SCHEDULE - LONGEVITY 2026-2027 (6-16 YRS)

Eligible after 6 completed years with Central Point School District

Completion of 6 yrs-1%	Completion of 7 yrs-2%	Completion of 8 yrs-3%	Completion of 9 yrs-4%	Completion of 10 yrs-5%	Completion of 11 yrs-6%	Completion of 12 yrs-7%	Completion of 13 yrs-8%	Completion of 14 yrs-9%	Completion of 15 yrs-10%	Completion of 16 yrs-11%
\$19.74	\$19.94	\$20.13	\$20.33	\$20.52	\$20.72	\$20.91	\$21.11	\$21.31	\$21.50	\$21.70
\$20.69	\$20.89	\$21.10	\$21.30	\$21.51	\$21.71	\$21.92	\$22.12	\$22.33	\$22.53	\$22.74
\$21.67	\$21.89	\$22.10	\$22.32	\$22.53	\$22.75	\$22.96	\$23.18	\$23.39	\$23.61	\$23.82
\$22.82	\$23.05	\$23.28	\$23.50	\$23.73	\$23.95	\$24.18	\$24.41	\$24.63	\$24.86	\$25.08
\$23.99	\$24.22	\$24.46	\$24.70	\$24.94	\$25.17	\$25.41	\$25.65	\$25.89	\$26.12	\$26.36
\$25.05	\$25.29	\$25.54	\$25.79	\$26.04	\$26.29	\$26.53	\$26.78	\$27.03	\$27.28	\$27.53
\$26.32	\$26.58	\$26.84	\$27.10	\$27.36	\$27.63	\$27.89	\$28.15	\$28.41	\$28.67	\$28.93
\$27.56	\$27.83	\$28.11	\$28.38	\$28.65	\$28.92	\$29.20	\$29.47	\$29.74	\$30.02	\$30.29
\$28.94	\$29.22	\$29.51	\$29.80	\$30.08	\$30.37	\$30.66	\$30.94	\$31.23	\$31.51	\$31.80
\$30.41	\$30.72	\$31.02	\$31.32	\$31.62	\$31.92	\$32.22	\$32.52	\$32.82	\$33.12	\$33.43
\$31.87	\$32.18	\$32.50	\$32.81	\$33.13	\$33.44	\$33.76	\$34.08	\$34.39	\$34.71	\$35.02
\$33.48	\$33.81	\$34.15	\$34.48	\$34.81	\$35.14	\$35.47	\$35.80	\$36.14	\$36.47	\$36.80
\$35.13	\$35.47	\$35.82	\$36.17	\$36.52	\$36.86	\$37.21	\$37.56	\$37.91	\$38.26	\$38.60
\$36.91	\$37.27	\$37.64	\$38.00	\$38.37	\$38.73	\$39.10	\$39.46	\$39.83	\$40.19	\$40.56
\$38.74	\$39.12	\$39.50	\$39.89	\$40.27	\$40.66	\$41.04	\$41.42	\$41.81	\$42.19	\$42.57
\$40.70	\$41.10	\$41.50	\$41.90	\$42.31	\$42.71	\$43.11	\$43.52	\$43.92	\$44.32	\$44.72
\$42.63	\$43.05	\$43.47	\$43.89	\$44.32	\$44.74	\$45.16	\$45.58	\$46.00	\$46.43	\$46.85
\$44.74	\$45.18	\$45.62	\$46.07	\$46.51	\$46.95	\$47.39	\$47.84	\$48.28	\$48.72	\$49.17
\$46.92	\$47.39	\$47.85	\$48.32	\$48.78	\$49.25	\$49.71	\$50.17	\$50.64	\$51.10	\$51.57
\$49.22	\$49.71	\$50.20	\$50.68	\$51.17	\$51.66	\$52.15	\$52.63	\$53.12	\$53.61	\$54.09
\$51.66	\$52.17	\$52.68	\$53.19	\$53.70	\$54.22	\$54.73	\$55.24	\$55.75	\$56.26	\$56.77
\$54.20	\$54.73	\$55.27	\$55.81	\$56.34	\$56.88	\$57.42	\$57.95	\$58.49	\$59.03	\$59.56
\$56.88	\$57.44	\$58.00	\$58.56	\$59.13	\$59.69	\$60.25	\$60.82	\$61.38	\$61.94	\$62.51
\$59.68	\$60.27	\$60.86	\$61.45	\$62.04	\$62.63	\$63.22	\$63.82	\$64.41	\$65.00	\$65.59
\$62.62	\$63.24	\$63.86	\$64.48	\$65.10	\$65.72	\$66.34	\$66.96	\$67.58	\$68.20	\$68.82
\$65.70	\$66.35	\$67.00	\$67.66	\$68.31	\$68.96	\$69.61	\$70.26	\$70.91	\$71.56	\$72.21

APPENDIX B - SALARY SCHEDULE - LONGEVITY 2026-2027 (17-28 YRS)

Completion of 17 yrs-12%	Completion of 18 yrs-13%	Completion of 19 yrs-14%	Completion of 20 yrs-15%	Completion of 21 yrs-16%	Completion of 22 yrs-17%	Completion of 23 yrs-18%	Completion of 24 yrs-19%	Completion of 25 yrs-20%	Completion of 26 yrs-21%	Completion of 27 yrs-22%	Completion of 28 yrs-23%
\$21.89	\$22.09	\$22.28	\$22.48	\$22.67	\$22.87	\$23.06	\$23.26	\$23.46	\$23.65	\$23.85	\$24.04
\$22.94	\$23.15	\$23.35	\$23.56	\$23.76	\$23.97	\$24.17	\$24.38	\$24.58	\$24.79	\$24.99	\$25.20
\$24.03	\$24.25	\$24.46	\$24.68	\$24.89	\$25.11	\$25.32	\$25.54	\$25.75	\$25.97	\$26.18	\$26.39
\$25.31	\$25.53	\$25.76	\$25.99	\$26.21	\$26.44	\$26.66	\$26.89	\$27.12	\$27.34	\$27.57	\$27.79
\$26.60	\$26.84	\$27.07	\$27.31	\$27.55	\$27.78	\$28.02	\$28.26	\$28.50	\$28.73	\$28.97	\$29.21
\$27.77	\$28.02	\$28.27	\$28.52	\$28.77	\$29.01	\$29.26	\$29.51	\$29.76	\$30.01	\$30.25	\$30.50
\$29.19	\$29.45	\$29.71	\$29.97	\$30.23	\$30.49	\$30.75	\$31.01	\$31.27	\$31.53	\$31.79	\$32.06
\$30.56	\$30.83	\$31.11	\$31.38	\$31.65	\$31.93	\$32.20	\$32.47	\$32.74	\$33.02	\$33.29	\$33.56
\$32.09	\$32.37	\$32.66	\$32.95	\$33.23	\$33.52	\$33.81	\$34.09	\$34.38	\$34.67	\$34.95	\$35.24
\$33.73	\$34.03	\$34.33	\$34.63	\$34.93	\$35.23	\$35.53	\$35.83	\$36.14	\$36.44	\$36.74	\$37.04
\$35.34	\$35.65	\$35.97	\$36.28	\$36.60	\$36.91	\$37.23	\$37.55	\$37.86	\$38.18	\$38.49	\$38.81
\$37.13	\$37.46	\$37.79	\$38.12	\$38.46	\$38.79	\$39.12	\$39.45	\$39.78	\$40.11	\$40.45	\$40.78
\$38.95	\$39.30	\$39.65	\$39.99	\$40.34	\$40.69	\$41.04	\$41.39	\$41.73	\$42.08	\$42.43	\$42.78
\$40.93	\$41.29	\$41.66	\$42.02	\$42.39	\$42.75	\$43.12	\$43.48	\$43.85	\$44.21	\$44.58	\$44.95
\$42.96	\$43.34	\$43.72	\$44.11	\$44.49	\$44.87	\$45.26	\$45.64	\$46.03	\$46.41	\$46.79	\$47.18
\$45.13	\$45.53	\$45.93	\$46.34	\$46.74	\$47.14	\$47.55	\$47.95	\$48.35	\$48.75	\$49.16	\$49.56
\$47.27	\$47.69	\$48.11	\$48.54	\$48.96	\$49.38	\$49.80	\$50.22	\$50.65	\$51.07	\$51.49	\$51.91
\$49.61	\$50.05	\$50.50	\$50.94	\$51.38	\$51.82	\$52.27	\$52.71	\$53.15	\$53.60	\$54.04	\$54.48
\$52.03	\$52.50	\$52.96	\$53.43	\$53.89	\$54.36	\$54.82	\$55.28	\$55.75	\$56.21	\$56.68	\$57.14
\$54.58	\$55.07	\$55.56	\$56.04	\$56.53	\$57.02	\$57.51	\$57.99	\$58.48	\$58.97	\$59.46	\$59.94
\$57.28	\$57.80	\$58.31	\$58.82	\$59.33	\$59.84	\$60.35	\$60.87	\$61.38	\$61.89	\$62.40	\$62.91
\$60.10	\$60.64	\$61.17	\$61.71	\$62.25	\$62.78	\$63.32	\$63.86	\$64.39	\$64.93	\$65.47	\$66.00
\$63.07	\$63.63	\$64.20	\$64.76	\$65.32	\$65.89	\$66.45	\$67.01	\$67.57	\$68.14	\$68.70	\$69.26
\$66.18	\$66.77	\$67.36	\$67.95	\$68.54	\$69.13	\$69.72	\$70.31	\$70.91	\$71.50	\$72.09	\$72.68
\$69.44	\$70.06	\$70.68	\$71.30	\$71.92	\$72.54	\$73.16	\$73.78	\$74.40	\$75.02	\$75.64	\$76.26
\$72.86	\$73.51	\$74.16	\$74.81	\$75.46	\$76.11	\$76.76	\$77.41	\$78.06	\$78.71	\$79.37	\$80.02

APPENDIX C - BILINGUAL SALARY SCHEDULE 2026-27

Bilingual Schedule 88-longevity 5% - 26/27

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
[Range 9]	\$17.07	\$17.71	\$18.38	\$19.07	\$19.78	\$20.52
[Range 10]	\$17.89	\$18.56	\$19.26	\$19.98	\$20.73	\$21.51
[Range 11]	\$18.74	\$19.45	\$20.18	\$20.93	\$21.72	\$22.53
[Range 12]	\$19.74	\$20.48	\$21.25	\$22.04	\$22.87	\$23.73
[Range 13]	\$20.74	\$21.52	\$22.33	\$23.17	\$24.03	\$24.94
[Range 14]	\$21.66	\$22.47	\$23.32	\$24.19	\$25.10	\$26.04
[Range 15]	\$22.76	\$23.62	\$24.50	\$25.42	\$26.38	\$27.36
[Range 16]	\$23.83	\$24.73	\$25.66	\$26.62	\$27.62	\$28.65
[Range 17]	\$25.02	\$25.96	\$26.94	\$27.95	\$29.00	\$30.08
[Range 18]	\$26.30	\$27.29	\$28.31	\$29.37	\$30.48	\$31.62
[Range 19]	\$27.56	\$28.59	\$29.66	\$30.78	\$31.93	\$33.13
[Range 20]	\$28.96	\$30.04	\$31.17	\$32.34	\$33.55	\$34.81
[Range 21]	\$30.38	\$31.52	\$32.70	\$33.92	\$35.20	\$36.52
[Range 22]	\$31.92	\$33.11	\$34.36	\$35.64	\$36.98	\$38.37
[Range 23]	\$33.50	\$34.76	\$36.06	\$37.41	\$38.82	\$40.27
[Range 24]	\$35.19	\$36.51	\$37.88	\$39.30	\$40.78	\$42.31
[Range 25]	\$36.87	\$38.25	\$39.68	\$41.17	\$42.71	\$44.32
[Range 26]	\$38.69	\$40.14	\$41.65	\$43.21	\$44.83	\$46.51
[Range 27]	\$40.58	\$42.10	\$43.68	\$45.32	\$47.02	\$48.78
[Range 28]	\$42.57	\$44.16	\$45.82	\$47.54	\$49.32	\$51.17
[Range 29]	\$44.68	\$46.35	\$48.09	\$49.89	\$51.76	\$53.70
[Range 30]	\$46.87	\$48.63	\$50.45	\$52.34	\$54.31	\$56.34
[Range 31]	\$49.19	\$51.03	\$52.95	\$54.93	\$56.99	\$59.13
[Range 32]	\$51.61	\$53.55	\$55.56	\$57.64	\$59.80	\$62.04
[Range 33]	\$54.16	\$56.19	\$58.29	\$60.48	\$62.75	\$65.10
[Range 34]	\$56.82	\$58.95	\$61.16	\$63.46	\$65.84	\$68.31

APPENDIX C - BILINGUAL SALARY SCHEDULE - LONGEVITY 2026-27 (6-16 YRS)

Eligible after 6 completed years with Central Point School District

Completion of 6 yrs-1%	Completion of 7 yrs-2%	Completion of 8 yrs-3%	Completion of 9 yrs-4%	Completion of 10 yrs-5%	Completion of 11 yrs-6%	Completion of 12 yrs-7%	Completion of 13 yrs-8%	Completion of 14 yrs-9%	Completion of 15 yrs-10%	Completion of 16 yrs-11%
\$20.73	\$20.93	\$21.14	\$21.34	\$21.55	\$21.75	\$21.96	\$22.17	\$22.37	\$22.58	\$22.78
\$21.72	\$21.94	\$22.15	\$22.37	\$22.58	\$22.80	\$23.01	\$23.23	\$23.44	\$23.66	\$23.87
\$22.76	\$22.98	\$23.21	\$23.43	\$23.66	\$23.88	\$24.11	\$24.33	\$24.56	\$24.79	\$25.01
\$23.96	\$24.20	\$24.44	\$24.68	\$24.91	\$25.15	\$25.39	\$25.63	\$25.86	\$26.10	\$26.34
\$25.18	\$25.43	\$25.68	\$25.93	\$26.18	\$26.43	\$26.68	\$26.93	\$27.18	\$27.43	\$27.68
\$26.30	\$26.56	\$26.82	\$27.08	\$27.34	\$27.60	\$27.86	\$28.12	\$28.38	\$28.64	\$28.90
\$27.64	\$27.91	\$28.19	\$28.46	\$28.73	\$29.01	\$29.28	\$29.55	\$29.83	\$30.10	\$30.37
\$28.94	\$29.22	\$29.51	\$29.80	\$30.08	\$30.37	\$30.66	\$30.94	\$31.23	\$31.52	\$31.80
\$30.38	\$30.68	\$30.98	\$31.29	\$31.59	\$31.89	\$32.19	\$32.49	\$32.79	\$33.09	\$33.39
\$31.93	\$32.25	\$32.57	\$32.88	\$33.20	\$33.52	\$33.83	\$34.15	\$34.46	\$34.78	\$35.10
\$33.46	\$33.79	\$34.12	\$34.45	\$34.79	\$35.12	\$35.45	\$35.78	\$36.11	\$36.44	\$36.77
\$35.16	\$35.51	\$35.85	\$36.20	\$36.55	\$36.90	\$37.25	\$37.59	\$37.94	\$38.29	\$38.64
\$36.88	\$37.25	\$37.61	\$37.98	\$38.34	\$38.71	\$39.07	\$39.44	\$39.80	\$40.17	\$40.53
\$38.75	\$39.14	\$39.52	\$39.90	\$40.29	\$40.67	\$41.05	\$41.44	\$41.82	\$42.20	\$42.59
\$40.67	\$41.08	\$41.48	\$41.88	\$42.29	\$42.69	\$43.09	\$43.49	\$43.90	\$44.30	\$44.70
\$42.73	\$43.15	\$43.58	\$44.00	\$44.42	\$44.85	\$45.27	\$45.69	\$46.11	\$46.54	\$46.96
\$44.76	\$45.20	\$45.65	\$46.09	\$46.53	\$46.98	\$47.42	\$47.86	\$48.30	\$48.75	\$49.19
\$46.97	\$47.44	\$47.90	\$48.37	\$48.83	\$49.30	\$49.76	\$50.23	\$50.69	\$51.16	\$51.62
\$49.27	\$49.76	\$50.24	\$50.73	\$51.22	\$51.71	\$52.20	\$52.68	\$53.17	\$53.66	\$54.15
\$51.68	\$52.19	\$52.71	\$53.22	\$53.73	\$54.24	\$54.75	\$55.26	\$55.78	\$56.29	\$56.80
\$54.24	\$54.78	\$55.32	\$55.85	\$56.39	\$56.93	\$57.46	\$58.00	\$58.54	\$59.08	\$59.61
\$56.91	\$57.47	\$58.03	\$58.60	\$59.16	\$59.72	\$60.29	\$60.85	\$61.41	\$61.98	\$62.54
\$59.72	\$60.31	\$60.90	\$61.49	\$62.08	\$62.68	\$63.27	\$63.86	\$64.45	\$65.04	\$65.63
\$62.66	\$63.28	\$63.90	\$64.52	\$65.14	\$65.77	\$66.39	\$67.01	\$67.63	\$68.25	\$68.87
\$65.75	\$66.40	\$67.06	\$67.71	\$68.36	\$69.01	\$69.66	\$70.31	\$70.96	\$71.61	\$72.26
\$68.99	\$69.67	\$70.36	\$71.04	\$71.72	\$72.40	\$73.09	\$73.77	\$74.45	\$75.14	\$75.82

APPENDIX C - BILINGUAL SALARY SCHEDULE - LONGEVITY 2026-27 (17-28 YRS)

Completion of 17 yrs-12%	Completion of 18 yrs-13%	Completion of 19 yrs-14%	Completion of 20 yrs-15%	Completion of 21 yrs-16%	Completion of 22 yrs-17%	Completion of 23 yrs-18%	Completion of 24 yrs-19%	Completion of 25 yrs-20%	Completion of 26 yrs-21%	Completion of 27 yrs-22%	Completion of 28 yrs-23%
\$22.99	\$23.19	\$23.40	\$23.60	\$23.81	\$24.01	\$24.22	\$24.42	\$24.63	\$24.83	\$25.04	\$25.24
\$24.09	\$24.30	\$24.52	\$24.73	\$24.95	\$25.16	\$25.38	\$25.59	\$25.81	\$26.02	\$26.24	\$26.45
\$25.24	\$25.46	\$25.69	\$25.91	\$26.14	\$26.36	\$26.59	\$26.81	\$27.04	\$27.26	\$27.49	\$27.71
\$26.57	\$26.81	\$27.05	\$27.29	\$27.52	\$27.76	\$28.00	\$28.24	\$28.47	\$28.71	\$28.95	\$29.18
\$27.93	\$28.18	\$28.43	\$28.68	\$28.92	\$29.17	\$29.42	\$29.67	\$29.92	\$30.17	\$30.42	\$30.67
\$29.16	\$29.42	\$29.68	\$29.94	\$30.20	\$30.46	\$30.73	\$30.99	\$31.25	\$31.51	\$31.77	\$32.03
\$30.65	\$30.92	\$31.20	\$31.47	\$31.74	\$32.02	\$32.29	\$32.56	\$32.84	\$33.11	\$33.38	\$33.66
\$32.09	\$32.38	\$32.66	\$32.95	\$33.24	\$33.52	\$33.81	\$34.09	\$34.38	\$34.67	\$34.95	\$35.24
\$33.69	\$33.99	\$34.29	\$34.59	\$34.90	\$35.20	\$35.50	\$35.80	\$36.10	\$36.40	\$36.70	\$37.00
\$35.41	\$35.73	\$36.05	\$36.36	\$36.68	\$36.99	\$37.31	\$37.63	\$37.94	\$38.26	\$38.57	\$38.89
\$37.10	\$37.44	\$37.77	\$38.10	\$38.43	\$38.76	\$39.09	\$39.42	\$39.75	\$40.09	\$40.42	\$40.75
\$38.99	\$39.33	\$39.68	\$40.03	\$40.38	\$40.73	\$41.08	\$41.42	\$41.77	\$42.12	\$42.47	\$42.82
\$40.90	\$41.26	\$41.63	\$41.99	\$42.36	\$42.72	\$43.09	\$43.45	\$43.82	\$44.18	\$44.55	\$44.92
\$42.97	\$43.36	\$43.74	\$44.12	\$44.51	\$44.89	\$45.27	\$45.66	\$46.04	\$46.43	\$46.81	\$47.19
\$45.10	\$45.51	\$45.91	\$46.31	\$46.72	\$47.12	\$47.52	\$47.92	\$48.33	\$48.73	\$49.13	\$49.53
\$47.38	\$47.81	\$48.23	\$48.65	\$49.08	\$49.50	\$49.92	\$50.35	\$50.77	\$51.19	\$51.61	\$52.04
\$49.63	\$50.08	\$50.52	\$50.96	\$51.41	\$51.85	\$52.29	\$52.74	\$53.18	\$53.62	\$54.07	\$54.51
\$52.09	\$52.56	\$53.02	\$53.49	\$53.95	\$54.42	\$54.88	\$55.35	\$55.81	\$56.28	\$56.74	\$57.21
\$54.63	\$55.12	\$55.61	\$56.10	\$56.59	\$57.07	\$57.56	\$58.05	\$58.54	\$59.02	\$59.51	\$60.00
\$57.31	\$57.82	\$58.33	\$58.85	\$59.36	\$59.87	\$60.38	\$60.89	\$61.40	\$61.92	\$62.43	\$62.94
\$60.15	\$60.69	\$61.22	\$61.76	\$62.30	\$62.83	\$63.37	\$63.91	\$64.45	\$64.98	\$65.52	\$66.06
\$63.11	\$63.67	\$64.23	\$64.80	\$65.36	\$65.92	\$66.49	\$67.05	\$67.61	\$68.18	\$68.74	\$69.30
\$66.22	\$66.81	\$67.41	\$68.00	\$68.59	\$69.18	\$69.77	\$70.36	\$70.95	\$71.54	\$72.14	\$72.73
\$69.49	\$70.11	\$70.73	\$71.35	\$71.97	\$72.59	\$73.21	\$73.83	\$74.45	\$75.07	\$75.69	\$76.31
\$72.91	\$73.57	\$74.22	\$74.87	\$75.52	\$76.17	\$76.82	\$77.47	\$78.12	\$78.77	\$79.42	\$80.08
\$76.50	\$77.19	\$77.87	\$78.55	\$79.23	\$79.92	\$80.60	\$81.28	\$81.97	\$82.65	\$83.33	\$84.02

APPENDIX B-1 - SALARY SCHEDULE 2027-2028

Classified Salary Schedule (1% Base COLA, 4.33% between STEPS)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
[Range 9]	\$16.42	\$17.13	\$17.88	\$18.65	\$19.46	\$20.30
[Range 10]	\$17.21	\$17.96	\$18.73	\$19.55	\$20.39	\$21.28
[Range 11]	\$18.03	\$18.81	\$19.63	\$20.48	\$21.36	\$22.29
[Range 12]	\$18.99	\$19.81	\$20.67	\$21.56	\$22.50	\$23.47
[Range 13]	\$19.95	\$20.82	\$21.72	\$22.66	\$23.64	\$24.67
[Range 14]	\$20.84	\$21.74	\$22.68	\$23.66	\$24.69	\$25.76
[Range 15]	\$21.90	\$22.85	\$23.84	\$24.87	\$25.95	\$27.07
[Range 16]	\$22.93	\$23.92	\$24.96	\$26.04	\$27.17	\$28.34
[Range 17]	\$24.07	\$25.11	\$26.20	\$27.34	\$28.52	\$29.76
[Range 18]	\$25.30	\$26.40	\$27.54	\$28.73	\$29.98	\$31.28
[Range 19]	\$26.51	\$27.66	\$28.86	\$30.11	\$31.41	\$32.77
[Range 20]	\$27.85	\$29.06	\$30.32	\$31.63	\$33.00	\$34.43
[Range 21]	\$29.22	\$30.49	\$31.81	\$33.19	\$34.62	\$36.12
[Range 22]	\$30.70	\$32.03	\$33.42	\$34.87	\$36.38	\$37.95
[Range 23]	\$32.23	\$33.62	\$35.08	\$36.60	\$38.18	\$39.84
[Range 24]	\$33.85	\$35.32	\$36.85	\$38.45	\$40.11	\$41.85
[Range 25]	\$35.46	\$37.00	\$38.60	\$40.27	\$42.02	\$43.84
[Range 26]	\$37.22	\$38.83	\$40.51	\$42.27	\$44.10	\$46.01
[Range 27]	\$39.03	\$40.72	\$42.49	\$44.33	\$46.25	\$48.26
[Range 28]	\$40.95	\$42.72	\$44.57	\$46.50	\$48.52	\$50.62
[Range 29]	\$42.97	\$44.84	\$46.78	\$48.81	\$50.92	\$53.13
[Range 30]	\$45.09	\$47.04	\$49.08	\$51.20	\$53.42	\$55.74
[Range 31]	\$47.31	\$49.36	\$51.50	\$53.73	\$56.06	\$58.49
[Range 32]	\$49.65	\$51.80	\$54.04	\$56.38	\$58.83	\$61.37
[Range 33]	\$52.09	\$54.35	\$56.71	\$59.16	\$61.73	\$64.40
[Range 34]	\$54.66	\$57.03	\$59.50	\$62.07	\$64.76	\$67.57

APPENDIX B-1 - SALARY SCHEDULE - LONGEVITY 2027-2028 (6-16 YRS)

Eligible after 6 completed years with Central Point School District

Completion of 6 yrs-1%	Completion of 7 yrs-2%	Completion of 8 yrs-3%	Completion of 9 yrs-4%	Completion of 10 yrs-5%	Completion of 11 yrs-6%	Completion of 12 yrs-7%	Completion of 13 yrs-8%	Completion of 14 yrs-9%	Completion of 15 yrs-10%	Completion of 16 yrs-11%
\$20.51	\$20.71	\$20.91	\$21.11	\$21.32	\$21.52	\$21.72	\$21.93	\$22.13	\$22.33	\$22.54
\$21.49	\$21.70	\$21.91	\$22.13	\$22.34	\$22.55	\$22.77	\$22.98	\$23.19	\$23.40	\$23.62
\$22.51	\$22.74	\$22.96	\$23.18	\$23.40	\$23.63	\$23.85	\$24.07	\$24.30	\$24.52	\$24.74
\$23.71	\$23.94	\$24.18	\$24.41	\$24.65	\$24.88	\$25.11	\$25.35	\$25.58	\$25.82	\$26.05
\$24.91	\$25.16	\$25.41	\$25.65	\$25.90	\$26.15	\$26.39	\$26.64	\$26.89	\$27.13	\$27.38
\$26.02	\$26.27	\$26.53	\$26.79	\$27.05	\$27.30	\$27.56	\$27.82	\$28.08	\$28.33	\$28.59
\$27.34	\$27.61	\$27.88	\$28.15	\$28.42	\$28.69	\$28.96	\$29.24	\$29.51	\$29.78	\$30.05
\$28.63	\$28.91	\$29.19	\$29.48	\$29.76	\$30.04	\$30.33	\$30.61	\$30.89	\$31.18	\$31.46
\$30.06	\$30.35	\$30.65	\$30.95	\$31.25	\$31.54	\$31.84	\$32.14	\$32.44	\$32.73	\$33.03
\$31.59	\$31.90	\$32.22	\$32.53	\$32.84	\$33.16	\$33.47	\$33.78	\$34.09	\$34.41	\$34.72
\$33.10	\$33.43	\$33.76	\$34.08	\$34.41	\$34.74	\$35.07	\$35.39	\$35.72	\$36.05	\$36.38
\$34.78	\$35.12	\$35.47	\$35.81	\$36.16	\$36.50	\$36.85	\$37.19	\$37.53	\$37.88	\$38.22
\$36.48	\$36.85	\$37.21	\$37.57	\$37.93	\$38.29	\$38.65	\$39.01	\$39.37	\$39.74	\$40.10
\$38.33	\$38.71	\$39.09	\$39.47	\$39.85	\$40.23	\$40.61	\$40.99	\$41.37	\$41.75	\$42.13
\$40.24	\$40.64	\$41.03	\$41.43	\$41.83	\$42.23	\$42.63	\$43.03	\$43.42	\$43.82	\$44.22
\$42.27	\$42.69	\$43.11	\$43.53	\$43.94	\$44.36	\$44.78	\$45.20	\$45.62	\$46.04	\$46.46
\$44.28	\$44.72	\$45.15	\$45.59	\$46.03	\$46.47	\$46.91	\$47.35	\$47.78	\$48.22	\$48.66
\$46.47	\$46.93	\$47.39	\$47.85	\$48.31	\$48.77	\$49.23	\$49.69	\$50.15	\$50.61	\$51.07
\$48.74	\$49.22	\$49.70	\$50.19	\$50.67	\$51.15	\$51.63	\$52.12	\$52.60	\$53.08	\$53.56
\$51.13	\$51.63	\$52.14	\$52.64	\$53.15	\$53.66	\$54.16	\$54.67	\$55.18	\$55.68	\$56.19
\$53.66	\$54.19	\$54.72	\$55.25	\$55.78	\$56.31	\$56.85	\$57.38	\$57.91	\$58.44	\$58.97
\$56.29	\$56.85	\$57.41	\$57.97	\$58.52	\$59.08	\$59.64	\$60.20	\$60.75	\$61.31	\$61.87
\$59.08	\$59.66	\$60.25	\$60.83	\$61.42	\$62.00	\$62.59	\$63.17	\$63.76	\$64.34	\$64.93
\$61.99	\$62.60	\$63.22	\$63.83	\$64.44	\$65.06	\$65.67	\$66.28	\$66.90	\$67.51	\$68.13
\$65.05	\$65.69	\$66.33	\$66.98	\$67.62	\$68.27	\$68.91	\$69.55	\$70.20	\$70.84	\$71.49
\$68.25	\$68.92	\$69.60	\$70.27	\$70.95	\$71.63	\$72.30	\$72.98	\$73.65	\$74.33	\$75.00

APPENDIX B-1 - SALARY SCHEDULE - LONGEVITY 2027-2028 (17-28 YRS)

Completion of 17 yrs-12%	Completion of 18 yrs-13%	Completion of 19 yrs-14%	Completion of 20 yrs-15%	Completion of 21 yrs-16%	Completion of 22 yrs-17%	Completion of 23 yrs-18%	Completion of 24 yrs-19%	Completion of 25 yrs-20%	Completion of 26 yrs-21%	Completion of 27 yrs-22%	Completion of 28 yrs-23%
\$22.74	\$22.94	\$23.14	\$23.35	\$23.55	\$23.75	\$23.96	\$24.16	\$24.36	\$24.57	\$24.77	\$24.97
\$23.83	\$24.04	\$24.26	\$24.47	\$24.68	\$24.89	\$25.11	\$25.32	\$25.53	\$25.74	\$25.96	\$26.17
\$24.96	\$25.19	\$25.41	\$25.63	\$25.86	\$26.08	\$26.30	\$26.52	\$26.75	\$26.97	\$27.19	\$27.42
\$26.29	\$26.52	\$26.76	\$26.99	\$27.23	\$27.46	\$27.70	\$27.93	\$28.17	\$28.40	\$28.64	\$28.87
\$27.63	\$27.87	\$28.12	\$28.37	\$28.61	\$28.86	\$29.11	\$29.35	\$29.60	\$29.85	\$30.09	\$30.34
\$28.85	\$29.11	\$29.36	\$29.62	\$29.88	\$30.14	\$30.39	\$30.65	\$30.91	\$31.17	\$31.42	\$31.68
\$30.32	\$30.59	\$30.86	\$31.13	\$31.40	\$31.67	\$31.94	\$32.21	\$32.48	\$32.75	\$33.03	\$33.30
\$31.74	\$32.03	\$32.31	\$32.59	\$32.88	\$33.16	\$33.44	\$33.73	\$34.01	\$34.29	\$34.58	\$34.86
\$33.33	\$33.63	\$33.92	\$34.22	\$34.52	\$34.82	\$35.12	\$35.41	\$35.71	\$36.01	\$36.31	\$36.60
\$35.03	\$35.34	\$35.66	\$35.97	\$36.28	\$36.60	\$36.91	\$37.22	\$37.53	\$37.85	\$38.16	\$38.47
\$36.70	\$37.03	\$37.36	\$37.69	\$38.02	\$38.34	\$38.67	\$39.00	\$39.33	\$39.65	\$39.98	\$40.31
\$38.57	\$38.91	\$39.26	\$39.60	\$39.94	\$40.29	\$40.63	\$40.98	\$41.32	\$41.67	\$42.01	\$42.35
\$40.46	\$40.82	\$41.18	\$41.54	\$41.90	\$42.26	\$42.63	\$42.99	\$43.35	\$43.71	\$44.07	\$44.43
\$42.51	\$42.89	\$43.27	\$43.65	\$44.03	\$44.41	\$44.79	\$45.17	\$45.55	\$45.93	\$46.31	\$46.68
\$44.62	\$45.02	\$45.42	\$45.81	\$46.21	\$46.61	\$47.01	\$47.41	\$47.81	\$48.20	\$48.60	\$49.00
\$46.87	\$47.29	\$47.71	\$48.13	\$48.55	\$48.97	\$49.39	\$49.80	\$50.22	\$50.64	\$51.06	\$51.48
\$49.10	\$49.54	\$49.98	\$50.42	\$50.85	\$51.29	\$51.73	\$52.17	\$52.61	\$53.05	\$53.48	\$53.92
\$51.53	\$51.99	\$52.45	\$52.91	\$53.37	\$53.83	\$54.29	\$54.75	\$55.21	\$55.67	\$56.13	\$56.59
\$54.05	\$54.53	\$55.01	\$55.49	\$55.98	\$56.46	\$56.94	\$57.42	\$57.91	\$58.39	\$58.87	\$59.35
\$56.69	\$57.20	\$57.71	\$58.21	\$58.72	\$59.22	\$59.73	\$60.24	\$60.74	\$61.25	\$61.76	\$62.26
\$59.50	\$60.03	\$60.56	\$61.10	\$61.63	\$62.16	\$62.69	\$63.22	\$63.75	\$64.28	\$64.81	\$65.35
\$62.43	\$62.98	\$63.54	\$64.10	\$64.66	\$65.21	\$65.77	\$66.33	\$66.88	\$67.44	\$68.00	\$68.56
\$65.51	\$66.10	\$66.68	\$67.26	\$67.85	\$68.43	\$69.02	\$69.60	\$70.19	\$70.77	\$71.36	\$71.94
\$68.74	\$69.35	\$69.97	\$70.58	\$71.19	\$71.81	\$72.42	\$73.04	\$73.65	\$74.26	\$74.88	\$75.49
\$72.13	\$72.77	\$73.42	\$74.06	\$74.71	\$75.35	\$75.99	\$76.64	\$77.28	\$77.93	\$78.57	\$79.21
\$75.68	\$76.35	\$77.03	\$77.71	\$78.38	\$79.06	\$79.73	\$80.41	\$81.08	\$81.76	\$82.44	\$83.11

APPENDIX C-1 - BILINGUAL SALARY SCHEDULE 2027-28

Bilingual Schedule 88-longevity 5% - 27/28

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
[Range 9]	\$17.24	\$17.99	\$18.77	\$19.58	\$20.43	\$21.32
[Range 10]	\$18.07	\$18.85	\$19.67	\$20.52	\$21.41	\$22.34
[Range 11]	\$18.93	\$19.75	\$20.61	\$21.50	\$22.43	\$23.40
[Range 12]	\$19.94	\$20.80	\$21.70	\$22.64	\$23.62	\$24.65
[Range 13]	\$20.95	\$21.86	\$22.81	\$23.79	\$24.82	\$25.90
[Range 14]	\$21.88	\$22.83	\$23.81	\$24.85	\$25.92	\$27.05
[Range 15]	\$22.99	\$23.99	\$25.03	\$26.11	\$27.24	\$28.42
[Range 16]	\$24.07	\$25.12	\$26.20	\$27.34	\$28.52	\$29.76
[Range 17]	\$25.28	\$26.37	\$27.51	\$28.71	\$29.95	\$31.25
[Range 18]	\$26.57	\$27.72	\$28.92	\$30.17	\$31.48	\$32.84
[Range 19]	\$27.83	\$29.04	\$30.30	\$31.61	\$32.98	\$34.41
[Range 20]	\$29.25	\$30.51	\$31.84	\$33.22	\$34.65	\$36.16
[Range 21]	\$30.68	\$32.01	\$33.40	\$34.84	\$36.35	\$37.93
[Range 22]	\$32.24	\$33.63	\$35.09	\$36.61	\$38.20	\$39.85
[Range 23]	\$33.84	\$35.30	\$36.83	\$38.43	\$40.09	\$41.83
[Range 24]	\$35.55	\$37.09	\$38.69	\$40.37	\$42.12	\$43.94
[Range 25]	\$37.23	\$38.85	\$40.53	\$42.29	\$44.12	\$46.03
[Range 26]	\$39.08	\$40.77	\$42.54	\$44.38	\$46.30	\$48.31
[Range 27]	\$40.99	\$42.76	\$44.61	\$46.55	\$48.56	\$50.67
[Range 28]	\$42.99	\$44.86	\$46.80	\$48.83	\$50.94	\$53.15
[Range 29]	\$45.12	\$47.08	\$49.12	\$51.25	\$53.47	\$55.78
[Range 30]	\$47.34	\$49.39	\$51.53	\$53.76	\$56.09	\$58.52
[Range 31]	\$49.68	\$51.83	\$54.08	\$56.42	\$58.87	\$61.42
[Range 32]	\$52.13	\$54.39	\$56.74	\$59.20	\$61.77	\$64.44
[Range 33]	\$54.70	\$57.07	\$59.54	\$62.12	\$64.81	\$67.62
[Range 34]	\$57.39	\$59.88	\$62.47	\$65.18	\$68.00	\$70.95

APPENDIX C-1 - BILINGUAL SALARY SCHEDULE - LONGEVITY 2027-28 (6-16 YRS)

Eligible after 6 completed years with Central Point School District

Completion of 6 yrs-1%	Completion of 7 yrs-2%	Completion of 8 yrs-3%	Completion of 9 yrs-4%	Completion of 10 yrs-5%	Completion of 11 yrs-6%	Completion of 12 yrs-7%	Completion of 13 yrs-8%	Completion of 14 yrs-9%	Completion of 15 yrs-10%	Completion of 16 yrs-11%
\$21.53	\$21.74	\$21.96	\$22.17	\$22.38	\$22.60	\$22.81	\$23.02	\$23.24	\$23.45	\$23.66
\$22.56	\$22.79	\$23.01	\$23.23	\$23.46	\$23.68	\$23.90	\$24.13	\$24.35	\$24.57	\$24.80
\$23.64	\$23.87	\$24.11	\$24.34	\$24.57	\$24.81	\$25.04	\$25.28	\$25.51	\$25.74	\$25.98
\$24.89	\$25.14	\$25.38	\$25.63	\$25.88	\$26.12	\$26.37	\$26.62	\$26.86	\$27.11	\$27.36
\$26.16	\$26.42	\$26.68	\$26.94	\$27.20	\$27.45	\$27.71	\$27.97	\$28.23	\$28.49	\$28.75
\$27.32	\$27.59	\$27.86	\$28.13	\$28.40	\$28.67	\$28.94	\$29.21	\$29.48	\$29.75	\$30.02
\$28.71	\$28.99	\$29.28	\$29.56	\$29.84	\$30.13	\$30.41	\$30.70	\$30.98	\$31.27	\$31.55
\$30.06	\$30.36	\$30.65	\$30.95	\$31.25	\$31.55	\$31.84	\$32.14	\$32.44	\$32.74	\$33.03
\$31.56	\$31.87	\$32.18	\$32.50	\$32.81	\$33.12	\$33.43	\$33.75	\$34.06	\$34.37	\$34.68
\$33.17	\$33.50	\$33.83	\$34.16	\$34.48	\$34.81	\$35.14	\$35.47	\$35.80	\$36.13	\$36.46
\$34.75	\$35.10	\$35.44	\$35.79	\$36.13	\$36.48	\$36.82	\$37.16	\$37.51	\$37.85	\$38.20
\$36.52	\$36.88	\$37.24	\$37.60	\$37.96	\$38.33	\$38.69	\$39.05	\$39.41	\$39.77	\$40.13
\$38.31	\$38.69	\$39.07	\$39.45	\$39.83	\$40.21	\$40.58	\$40.96	\$41.34	\$41.72	\$42.10
\$40.25	\$40.65	\$41.05	\$41.45	\$41.85	\$42.24	\$42.64	\$43.04	\$43.44	\$43.84	\$44.24
\$42.25	\$42.67	\$43.09	\$43.50	\$43.92	\$44.34	\$44.76	\$45.18	\$45.60	\$46.01	\$46.43
\$44.38	\$44.82	\$45.26	\$45.70	\$46.14	\$46.58	\$47.02	\$47.46	\$47.90	\$48.34	\$48.78
\$46.49	\$46.95	\$47.41	\$47.87	\$48.33	\$48.79	\$49.25	\$49.71	\$50.17	\$50.63	\$51.09
\$48.79	\$49.27	\$49.76	\$50.24	\$50.72	\$51.21	\$51.69	\$52.17	\$52.66	\$53.14	\$53.62
\$51.18	\$51.68	\$52.19	\$52.70	\$53.20	\$53.71	\$54.22	\$54.72	\$55.23	\$55.74	\$56.24
\$53.68	\$54.21	\$54.75	\$55.28	\$55.81	\$56.34	\$56.87	\$57.40	\$57.93	\$58.47	\$59.00
\$56.34	\$56.90	\$57.46	\$58.01	\$58.57	\$59.13	\$59.69	\$60.25	\$60.80	\$61.36	\$61.92
\$59.11	\$59.69	\$60.28	\$60.87	\$61.45	\$62.04	\$62.62	\$63.21	\$63.79	\$64.38	\$64.96
\$62.03	\$62.64	\$63.26	\$63.87	\$64.49	\$65.10	\$65.71	\$66.33	\$66.94	\$67.56	\$68.17
\$65.09	\$65.73	\$66.38	\$67.02	\$67.67	\$68.31	\$68.95	\$69.60	\$70.24	\$70.89	\$71.53
\$68.30	\$68.97	\$69.65	\$70.33	\$71.00	\$71.68	\$72.35	\$73.03	\$73.71	\$74.38	\$75.06
\$71.66	\$72.37	\$73.08	\$73.79	\$74.50	\$75.21	\$75.92	\$76.63	\$77.33	\$78.04	\$78.75

APPENDIX C-1 - BILINGUAL SALARY SCHEDULE - LONGEVITY 2027-28 (17-28 YRS)

Completion of 17 yrs-12%	Completion of 18 yrs-13%	Completion of 19 yrs-14%	Completion of 20 yrs-15%	Completion of 21 yrs-16%	Completion of 22 yrs-17%	Completion of 23 yrs-18%	Completion of 24 yrs-19%	Completion of 25 yrs-20%	Completion of 26 yrs-21%	Completion of 27 yrs-22%	Completion of 28 yrs-23%
\$23.88	\$24.09	\$24.30	\$24.52	\$24.73	\$24.94	\$25.15	\$25.37	\$25.58	\$25.79	\$26.01	\$26.22
\$25.02	\$25.24	\$25.47	\$25.69	\$25.91	\$26.14	\$26.36	\$26.59	\$26.81	\$27.03	\$27.26	\$27.48
\$26.21	\$26.45	\$26.68	\$26.91	\$27.15	\$27.38	\$27.62	\$27.85	\$28.09	\$28.32	\$28.55	\$28.79
\$27.60	\$27.85	\$28.10	\$28.34	\$28.59	\$28.84	\$29.08	\$29.33	\$29.57	\$29.82	\$30.07	\$30.31
\$29.01	\$29.27	\$29.53	\$29.79	\$30.04	\$30.30	\$30.56	\$30.82	\$31.08	\$31.34	\$31.60	\$31.86
\$30.29	\$30.56	\$30.83	\$31.10	\$31.37	\$31.64	\$31.91	\$32.18	\$32.46	\$32.73	\$33.00	\$33.27
\$31.83	\$32.12	\$32.40	\$32.69	\$32.97	\$33.26	\$33.54	\$33.82	\$34.11	\$34.39	\$34.68	\$34.96
\$33.33	\$33.63	\$33.93	\$34.22	\$34.52	\$34.82	\$35.12	\$35.41	\$35.71	\$36.01	\$36.31	\$36.60
\$35.00	\$35.31	\$35.62	\$35.93	\$36.25	\$36.56	\$36.87	\$37.18	\$37.50	\$37.81	\$38.12	\$38.43
\$36.78	\$37.11	\$37.44	\$37.77	\$38.10	\$38.43	\$38.75	\$39.08	\$39.41	\$39.74	\$40.07	\$40.40
\$38.54	\$38.88	\$39.23	\$39.57	\$39.92	\$40.26	\$40.60	\$40.95	\$41.29	\$41.64	\$41.98	\$42.33
\$40.50	\$40.86	\$41.22	\$41.58	\$41.94	\$42.30	\$42.66	\$43.03	\$43.39	\$43.75	\$44.11	\$44.47
\$42.48	\$42.86	\$43.24	\$43.62	\$44.00	\$44.38	\$44.76	\$45.14	\$45.52	\$45.89	\$46.27	\$46.65
\$44.64	\$45.03	\$45.43	\$45.83	\$46.23	\$46.63	\$47.03	\$47.42	\$47.82	\$48.22	\$48.62	\$49.02
\$46.85	\$47.27	\$47.69	\$48.10	\$48.52	\$48.94	\$49.36	\$49.78	\$50.20	\$50.61	\$51.03	\$51.45
\$49.22	\$49.66	\$50.10	\$50.54	\$50.98	\$51.41	\$51.85	\$52.29	\$52.73	\$53.17	\$53.61	\$54.05
\$51.55	\$52.02	\$52.48	\$52.94	\$53.40	\$53.86	\$54.32	\$54.78	\$55.24	\$55.70	\$56.16	\$56.62
\$54.11	\$54.59	\$55.07	\$55.56	\$56.04	\$56.52	\$57.00	\$57.49	\$57.97	\$58.45	\$58.94	\$59.42
\$56.75	\$57.26	\$57.76	\$58.27	\$58.78	\$59.28	\$59.79	\$60.30	\$60.80	\$61.31	\$61.82	\$62.32
\$59.53	\$60.06	\$60.59	\$61.12	\$61.65	\$62.19	\$62.72	\$63.25	\$63.78	\$64.31	\$64.84	\$65.38
\$62.48	\$63.03	\$63.59	\$64.15	\$64.71	\$65.27	\$65.82	\$66.38	\$66.94	\$67.50	\$68.06	\$68.61
\$65.55	\$66.13	\$66.72	\$67.30	\$67.89	\$68.47	\$69.06	\$69.64	\$70.23	\$70.81	\$71.40	\$71.98
\$68.79	\$69.40	\$70.01	\$70.63	\$71.24	\$71.86	\$72.47	\$73.08	\$73.70	\$74.31	\$74.93	\$75.54
\$72.18	\$72.82	\$73.47	\$74.11	\$74.75	\$75.40	\$76.04	\$76.69	\$77.33	\$77.98	\$78.62	\$79.27
\$75.74	\$76.41	\$77.09	\$77.76	\$78.44	\$79.12	\$79.79	\$80.47	\$81.15	\$81.82	\$82.50	\$83.17
\$79.46	\$80.17	\$80.88	\$81.59	\$82.30	\$83.01	\$83.72	\$84.43	\$85.14	\$85.85	\$86.56	\$87.27

APPENDIX B-2 - SALARY SCHEDULE 2028-2029

Classified Salary Schedule (1.0% Base COLA, 5% between STEPS)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
[Range 9]	\$16.59	\$17.42	\$18.29	\$19.20	\$20.16	\$21.17
[Range 10]	\$17.38	\$18.25	\$19.16	\$20.12	\$21.13	\$22.19
[Range 11]	\$18.21	\$19.12	\$20.08	\$21.08	\$22.13	\$23.24
[Range 12]	\$19.18	\$20.13	\$21.14	\$22.20	\$23.31	\$24.47
[Range 13]	\$20.15	\$21.16	\$22.22	\$23.33	\$24.50	\$25.72
[Range 14]	\$21.04	\$22.10	\$23.20	\$24.36	\$25.58	\$26.86
[Range 15]	\$22.12	\$23.22	\$24.38	\$25.60	\$26.88	\$28.23
[Range 16]	\$23.16	\$24.31	\$25.53	\$26.81	\$28.15	\$29.55
[Range 17]	\$24.31	\$25.53	\$26.80	\$28.14	\$29.55	\$31.03
[Range 18]	\$25.55	\$26.83	\$28.17	\$29.58	\$31.06	\$32.61
[Range 19]	\$26.77	\$28.11	\$29.52	\$30.99	\$32.54	\$34.17
[Range 20]	\$28.13	\$29.54	\$31.02	\$32.57	\$34.20	\$35.91
[Range 21]	\$29.51	\$30.99	\$32.54	\$34.16	\$35.87	\$37.67
[Range 22]	\$31.01	\$32.56	\$34.19	\$35.90	\$37.69	\$39.58
[Range 23]	\$32.55	\$34.17	\$35.88	\$37.68	\$39.56	\$41.54
[Range 24]	\$34.19	\$35.90	\$37.70	\$39.58	\$41.56	\$43.64
[Range 25]	\$35.82	\$37.61	\$39.49	\$41.46	\$43.53	\$45.71
[Range 26]	\$37.59	\$39.47	\$41.44	\$43.51	\$45.69	\$47.97
[Range 27]	\$39.42	\$41.40	\$43.46	\$45.64	\$47.92	\$50.32
[Range 28]	\$41.36	\$43.42	\$45.59	\$47.87	\$50.27	\$52.78
[Range 29]	\$43.40	\$45.57	\$47.85	\$50.24	\$52.76	\$55.40
[Range 30]	\$45.54	\$47.81	\$50.20	\$52.71	\$55.35	\$58.12
[Range 31]	\$47.79	\$50.18	\$52.68	\$55.32	\$58.08	\$60.99
[Range 32]	\$50.14	\$52.65	\$55.28	\$58.05	\$60.95	\$64.00
[Range 33]	\$52.61	\$55.25	\$58.01	\$60.91	\$63.95	\$67.15
[Range 34]	\$55.20	\$57.96	\$60.86	\$63.91	\$67.10	\$70.46

APPENDIX B-2 - SALARY SCHEDULE - LONGEVITY 2028-2029 (6-16 YRS)

Eligible after 6 completed years with Central Point School District

Completion of 6 yrs-1%	Completion of 7 yrs-2%	Completion of 8 yrs-3%	Completion of 9 yrs-4%	Completion of 10 yrs-5%	Completion of 11 yrs-6%	Completion of 12 yrs-7%	Completion of 13 yrs-8%	Completion of 14 yrs-9%	Completion of 15 yrs-10%	Completion of 16 yrs-11%
\$21.38	\$21.59	\$21.80	\$22.02	\$22.23	\$22.44	\$22.65	\$22.86	\$23.07	\$23.29	\$23.50
\$22.41	\$22.63	\$22.85	\$23.07	\$23.29	\$23.52	\$23.74	\$23.96	\$24.18	\$24.40	\$24.63
\$23.47	\$23.71	\$23.94	\$24.17	\$24.40	\$24.64	\$24.87	\$25.10	\$25.33	\$25.57	\$25.80
\$24.72	\$24.96	\$25.21	\$25.45	\$25.70	\$25.94	\$26.19	\$26.43	\$26.68	\$26.92	\$27.17
\$25.98	\$26.23	\$26.49	\$26.75	\$27.01	\$27.26	\$27.52	\$27.78	\$28.03	\$28.29	\$28.55
\$27.13	\$27.39	\$27.66	\$27.93	\$28.20	\$28.47	\$28.74	\$29.01	\$29.28	\$29.54	\$29.81
\$28.51	\$28.79	\$29.07	\$29.35	\$29.64	\$29.92	\$30.20	\$30.48	\$30.77	\$31.05	\$31.33
\$29.85	\$30.14	\$30.44	\$30.74	\$31.03	\$31.33	\$31.62	\$31.92	\$32.21	\$32.51	\$32.80
\$31.34	\$31.65	\$31.96	\$32.27	\$32.58	\$32.89	\$33.20	\$33.51	\$33.82	\$34.13	\$34.44
\$32.94	\$33.27	\$33.59	\$33.92	\$34.24	\$34.57	\$34.90	\$35.22	\$35.55	\$35.88	\$36.20
\$34.51	\$34.86	\$35.20	\$35.54	\$35.88	\$36.22	\$36.56	\$36.91	\$37.25	\$37.59	\$37.93
\$36.26	\$36.62	\$36.98	\$37.34	\$37.70	\$38.06	\$38.42	\$38.78	\$39.14	\$39.50	\$39.85
\$38.04	\$38.42	\$38.80	\$39.17	\$39.55	\$39.93	\$40.30	\$40.68	\$41.06	\$41.43	\$41.81
\$39.97	\$40.37	\$40.76	\$41.16	\$41.55	\$41.95	\$42.35	\$42.74	\$43.14	\$43.53	\$43.93
\$41.95	\$42.37	\$42.79	\$43.20	\$43.62	\$44.03	\$44.45	\$44.86	\$45.28	\$45.69	\$46.11
\$44.08	\$44.51	\$44.95	\$45.38	\$45.82	\$46.26	\$46.69	\$47.13	\$47.57	\$48.00	\$48.44
\$46.17	\$46.63	\$47.08	\$47.54	\$48.00	\$48.45	\$48.91	\$49.37	\$49.83	\$50.28	\$50.74
\$48.45	\$48.93	\$49.41	\$49.89	\$50.37	\$50.85	\$51.33	\$51.81	\$52.29	\$52.77	\$53.25
\$50.82	\$51.32	\$51.83	\$52.33	\$52.83	\$53.34	\$53.84	\$54.34	\$54.84	\$55.35	\$55.85
\$53.31	\$53.84	\$54.36	\$54.89	\$55.42	\$55.95	\$56.48	\$57.00	\$57.53	\$58.06	\$58.59
\$55.95	\$56.50	\$57.06	\$57.61	\$58.16	\$58.72	\$59.27	\$59.83	\$60.38	\$60.93	\$61.49
\$58.70	\$59.28	\$59.86	\$60.44	\$61.02	\$61.60	\$62.19	\$62.77	\$63.35	\$63.93	\$64.51
\$61.60	\$62.21	\$62.82	\$63.43	\$64.04	\$64.65	\$65.26	\$65.87	\$66.48	\$67.09	\$67.70
\$64.64	\$65.28	\$65.92	\$66.56	\$67.20	\$67.84	\$68.48	\$69.12	\$69.76	\$70.40	\$71.04
\$67.82	\$68.49	\$69.17	\$69.84	\$70.51	\$71.18	\$71.85	\$72.52	\$73.19	\$73.87	\$74.54
\$71.16	\$71.87	\$72.57	\$73.27	\$73.98	\$74.68	\$75.39	\$76.09	\$76.80	\$77.50	\$78.21

APPENDIX B-2 - SALARY SCHEDULE - LONGEVITY 2028-2029 (17-28 YRS)

Completion of 17 yrs-12%	Completion of 18 yrs-13%	Completion of 19 yrs-14%	Completion of 20 yrs-15%	Completion of 21 yrs-16%	Completion of 22 yrs-17%	Completion of 23 yrs-18%	Completion of 24 yrs-19%	Completion of 25 yrs-20%	Completion of 26 yrs-21%	Completion of 27 yrs-22%	Completion of 28 yrs-23%
\$23.71	\$23.92	\$24.13	\$24.34	\$24.56	\$24.77	\$24.98	\$25.19	\$25.40	\$25.61	\$25.83	\$26.04
\$24.85	\$25.07	\$25.29	\$25.51	\$25.73	\$25.96	\$26.18	\$26.40	\$26.62	\$26.84	\$27.07	\$27.29
\$26.03	\$26.26	\$26.50	\$26.73	\$26.96	\$27.19	\$27.43	\$27.66	\$27.89	\$28.12	\$28.35	\$28.59
\$27.41	\$27.66	\$27.90	\$28.15	\$28.39	\$28.63	\$28.88	\$29.12	\$29.37	\$29.61	\$29.86	\$30.10
\$28.81	\$29.06	\$29.32	\$29.58	\$29.84	\$30.09	\$30.35	\$30.61	\$30.86	\$31.12	\$31.38	\$31.64
\$30.08	\$30.35	\$30.62	\$30.89	\$31.16	\$31.42	\$31.69	\$31.96	\$32.23	\$32.50	\$32.77	\$33.04
\$31.61	\$31.90	\$32.18	\$32.46	\$32.74	\$33.02	\$33.31	\$33.59	\$33.87	\$34.15	\$34.44	\$34.72
\$33.10	\$33.39	\$33.69	\$33.99	\$34.28	\$34.58	\$34.87	\$35.17	\$35.46	\$35.76	\$36.05	\$36.35
\$34.75	\$35.06	\$35.37	\$35.68	\$35.99	\$36.30	\$36.61	\$36.92	\$37.24	\$37.55	\$37.86	\$38.17
\$36.53	\$36.85	\$37.18	\$37.51	\$37.83	\$38.16	\$38.48	\$38.81	\$39.14	\$39.46	\$39.79	\$40.12
\$38.27	\$38.61	\$38.96	\$39.30	\$39.64	\$39.98	\$40.32	\$40.66	\$41.01	\$41.35	\$41.69	\$42.03
\$40.21	\$40.57	\$40.93	\$41.29	\$41.65	\$42.01	\$42.37	\$42.73	\$43.09	\$43.45	\$43.80	\$44.16
\$42.19	\$42.56	\$42.94	\$43.32	\$43.69	\$44.07	\$44.45	\$44.82	\$45.20	\$45.58	\$45.95	\$46.33
\$44.32	\$44.72	\$45.12	\$45.51	\$45.91	\$46.30	\$46.70	\$47.10	\$47.49	\$47.89	\$48.28	\$48.68
\$46.52	\$46.94	\$47.36	\$47.77	\$48.19	\$48.60	\$49.02	\$49.43	\$49.85	\$50.26	\$50.68	\$51.09
\$48.88	\$49.31	\$49.75	\$50.18	\$50.62	\$51.06	\$51.49	\$51.93	\$52.37	\$52.80	\$53.24	\$53.68
\$51.20	\$51.65	\$52.11	\$52.57	\$53.02	\$53.48	\$53.94	\$54.40	\$54.85	\$55.31	\$55.77	\$56.22
\$53.73	\$54.21	\$54.69	\$55.17	\$55.65	\$56.13	\$56.61	\$57.09	\$57.57	\$58.05	\$58.53	\$59.01
\$56.35	\$56.86	\$57.36	\$57.86	\$58.37	\$58.87	\$59.37	\$59.88	\$60.38	\$60.88	\$61.39	\$61.89
\$59.11	\$59.64	\$60.17	\$60.70	\$61.23	\$61.75	\$62.28	\$62.81	\$63.34	\$63.87	\$64.39	\$64.92
\$62.04	\$62.60	\$63.15	\$63.70	\$64.26	\$64.81	\$65.37	\$65.92	\$66.47	\$67.03	\$67.58	\$68.14
\$65.09	\$65.67	\$66.25	\$66.84	\$67.42	\$68.00	\$68.58	\$69.16	\$69.74	\$70.32	\$70.90	\$71.48
\$68.31	\$68.92	\$69.53	\$70.14	\$70.75	\$71.36	\$71.97	\$72.58	\$73.19	\$73.80	\$74.41	\$75.02
\$71.67	\$72.31	\$72.95	\$73.59	\$74.23	\$74.87	\$75.51	\$76.15	\$76.79	\$77.43	\$78.07	\$78.71
\$75.21	\$75.88	\$76.55	\$77.22	\$77.90	\$78.57	\$79.24	\$79.91	\$80.58	\$81.25	\$81.92	\$82.60
\$78.91	\$79.62	\$80.32	\$81.02	\$81.73	\$82.43	\$83.14	\$83.84	\$84.55	\$85.25	\$85.96	\$86.66

APPENDIX B-2 - BILINGUAL SALARY SCHEDULE 2028-29

Bilingual Schedule 88-longevity 5% - 28/29

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
[Range 9]	\$17.42	\$18.29	\$19.20	\$20.16	\$21.17	\$22.23
[Range 10]	\$18.25	\$19.16	\$20.12	\$21.13	\$22.19	\$23.29
[Range 11]	\$19.12	\$20.08	\$21.08	\$22.13	\$23.24	\$24.40
[Range 12]	\$20.13	\$21.14	\$22.20	\$23.31	\$24.47	\$25.70
[Range 13]	\$21.16	\$22.22	\$23.33	\$24.50	\$25.72	\$27.01
[Range 14]	\$22.10	\$23.20	\$24.36	\$25.58	\$26.86	\$28.20
[Range 15]	\$23.22	\$24.38	\$25.60	\$26.88	\$28.23	\$29.64
[Range 16]	\$24.31	\$25.53	\$26.81	\$28.15	\$29.55	\$31.03
[Range 17]	\$25.53	\$26.80	\$28.14	\$29.55	\$31.03	\$32.58
[Range 18]	\$26.83	\$28.17	\$29.58	\$31.06	\$32.61	\$34.24
[Range 19]	\$28.11	\$29.52	\$30.99	\$32.54	\$34.17	\$35.88
[Range 20]	\$29.54	\$31.02	\$32.57	\$34.20	\$35.91	\$37.70
[Range 21]	\$30.99	\$32.54	\$34.16	\$35.87	\$37.67	\$39.55
[Range 22]	\$32.56	\$34.19	\$35.90	\$37.69	\$39.58	\$41.55
[Range 23]	\$34.17	\$35.88	\$37.68	\$39.56	\$41.54	\$43.62
[Range 24]	\$35.90	\$37.70	\$39.58	\$41.56	\$43.64	\$45.82
[Range 25]	\$37.61	\$39.49	\$41.46	\$43.53	\$45.71	\$48.00
[Range 26]	\$39.47	\$41.44	\$43.51	\$45.69	\$47.97	\$50.37
[Range 27]	\$41.40	\$43.46	\$45.64	\$47.92	\$50.32	\$52.83
[Range 28]	\$43.42	\$45.59	\$47.87	\$50.27	\$52.78	\$55.42
[Range 29]	\$45.57	\$47.85	\$50.24	\$52.76	\$55.40	\$58.16
[Range 30]	\$47.81	\$50.20	\$52.71	\$55.35	\$58.12	\$61.02
[Range 31]	\$50.18	\$52.68	\$55.32	\$58.08	\$60.99	\$64.04
[Range 32]	\$52.65	\$55.28	\$58.05	\$60.95	\$64.00	\$67.20
[Range 33]	\$55.25	\$58.01	\$60.91	\$63.95	\$67.15	\$70.51
[Range 34]	\$57.96	\$60.86	\$63.91	\$67.10	\$70.46	\$73.98

APPENDIX C-2 - BILINGUAL SALARY SCHEDULE - LONGEVITY 2028-29 (6-16 YRS)

Eligible after 6 completed years with Central Point School District

Completion of 6 yrs-1%	Completion of 7 yrs-2%	Completion of 8 yrs-3%	Completion of 9 yrs-4%	Completion of 10 yrs-5%	Completion of 11 yrs-6%	Completion of 12 yrs-7%	Completion of 13 yrs-8%	Completion of 14 yrs-9%	Completion of 15 yrs-10%	Completion of 16 yrs-11%
\$22.45	\$22.67	\$22.89	\$23.12	\$23.34	\$23.56	\$23.78	\$24.01	\$24.23	\$24.45	\$24.67
\$23.53	\$23.76	\$23.99	\$24.23	\$24.46	\$24.69	\$24.92	\$25.16	\$25.39	\$25.62	\$25.86
\$24.65	\$24.89	\$25.14	\$25.38	\$25.62	\$25.87	\$26.11	\$26.36	\$26.60	\$26.84	\$27.09
\$25.95	\$26.21	\$26.47	\$26.73	\$26.98	\$27.24	\$27.50	\$27.75	\$28.01	\$28.27	\$28.52
\$27.28	\$27.55	\$27.82	\$28.09	\$28.36	\$28.63	\$28.90	\$29.17	\$29.44	\$29.71	\$29.98
\$28.48	\$28.76	\$29.05	\$29.33	\$29.61	\$29.89	\$30.17	\$30.46	\$30.74	\$31.02	\$31.30
\$29.93	\$30.23	\$30.53	\$30.82	\$31.12	\$31.42	\$31.71	\$32.01	\$32.30	\$32.60	\$32.90
\$31.34	\$31.65	\$31.96	\$32.27	\$32.58	\$32.89	\$33.20	\$33.51	\$33.82	\$34.13	\$34.44
\$32.91	\$33.23	\$33.56	\$33.88	\$34.21	\$34.54	\$34.86	\$35.19	\$35.51	\$35.84	\$36.16
\$34.59	\$34.93	\$35.27	\$35.61	\$35.96	\$36.30	\$36.64	\$36.98	\$37.33	\$37.67	\$38.01
\$36.24	\$36.60	\$36.96	\$37.32	\$37.67	\$38.03	\$38.39	\$38.75	\$39.11	\$39.47	\$39.83
\$38.08	\$38.45	\$38.83	\$39.21	\$39.59	\$39.96	\$40.34	\$40.72	\$41.09	\$41.47	\$41.85
\$39.94	\$40.34	\$40.74	\$41.13	\$41.53	\$41.92	\$42.32	\$42.71	\$43.11	\$43.50	\$43.90
\$41.97	\$42.39	\$42.80	\$43.22	\$43.63	\$44.05	\$44.46	\$44.88	\$45.29	\$45.71	\$46.13
\$44.05	\$44.49	\$44.93	\$45.36	\$45.80	\$46.23	\$46.67	\$47.11	\$47.54	\$47.98	\$48.41
\$46.28	\$46.74	\$47.20	\$47.65	\$48.11	\$48.57	\$49.03	\$49.49	\$49.94	\$50.40	\$50.86
\$48.48	\$48.96	\$49.44	\$49.92	\$50.40	\$50.88	\$51.36	\$51.84	\$52.32	\$52.80	\$53.28
\$50.88	\$51.38	\$51.88	\$52.39	\$52.89	\$53.39	\$53.90	\$54.40	\$54.91	\$55.41	\$55.91
\$53.36	\$53.89	\$54.42	\$54.95	\$55.47	\$56.00	\$56.53	\$57.06	\$57.59	\$58.12	\$58.64
\$55.97	\$56.53	\$57.08	\$57.64	\$58.19	\$58.75	\$59.30	\$59.85	\$60.41	\$60.96	\$61.52
\$58.75	\$59.33	\$59.91	\$60.49	\$61.07	\$61.65	\$62.24	\$62.82	\$63.40	\$63.98	\$64.56
\$61.63	\$62.24	\$62.85	\$63.46	\$64.07	\$64.68	\$65.29	\$65.91	\$66.52	\$67.13	\$67.74
\$64.68	\$65.32	\$65.96	\$66.60	\$67.24	\$67.88	\$68.52	\$69.16	\$69.80	\$70.44	\$71.08
\$67.87	\$68.54	\$69.21	\$69.88	\$70.56	\$71.23	\$71.90	\$72.57	\$73.24	\$73.91	\$74.59
\$71.21	\$71.92	\$72.62	\$73.33	\$74.03	\$74.74	\$75.44	\$76.15	\$76.85	\$77.56	\$78.26
\$74.72	\$75.46	\$76.20	\$76.94	\$77.68	\$78.42	\$79.16	\$79.90	\$80.64	\$81.38	\$82.12

APPENDIX C-2 - BILINGUAL SALARY SCHEDULE - LONGEVITY 2028-29 (17-28 YRS)

Completion of 17 yrs-12%	Completion of 18 yrs-13%	Completion of 19 yrs-14%	Completion of 20 yrs-15%	Completion of 21 yrs-16%	Completion of 22 yrs-17%	Completion of 23 yrs-18%	Completion of 24 yrs-19%	Completion of 25 yrs-20%	Completion of 26 yrs-21%	Completion of 27 yrs-22%	Completion of 28 yrs-23%
\$24.90	\$25.12	\$25.34	\$25.56	\$25.78	\$26.01	\$26.23	\$26.45	\$26.67	\$26.90	\$27.12	\$27.34
\$26.09	\$26.32	\$26.56	\$26.79	\$27.02	\$27.25	\$27.49	\$27.72	\$27.95	\$28.19	\$28.42	\$28.65
\$27.33	\$27.58	\$27.82	\$28.06	\$28.31	\$28.55	\$28.80	\$29.04	\$29.28	\$29.53	\$29.77	\$30.02
\$28.78	\$29.04	\$29.30	\$29.55	\$29.81	\$30.07	\$30.32	\$30.58	\$30.84	\$31.09	\$31.35	\$31.61
\$30.25	\$30.52	\$30.79	\$31.06	\$31.33	\$31.60	\$31.87	\$32.14	\$32.41	\$32.68	\$32.95	\$33.22
\$31.58	\$31.87	\$32.15	\$32.43	\$32.71	\$32.99	\$33.28	\$33.56	\$33.84	\$34.12	\$34.40	\$34.69
\$33.19	\$33.49	\$33.79	\$34.08	\$34.38	\$34.68	\$34.97	\$35.27	\$35.56	\$35.86	\$36.16	\$36.45
\$34.75	\$35.06	\$35.38	\$35.69	\$36.00	\$36.31	\$36.62	\$36.93	\$37.24	\$37.55	\$37.86	\$38.17
\$36.49	\$36.82	\$37.14	\$37.47	\$37.79	\$38.12	\$38.45	\$38.77	\$39.10	\$39.42	\$39.75	\$40.07
\$38.35	\$38.70	\$39.04	\$39.38	\$39.72	\$40.07	\$40.41	\$40.75	\$41.09	\$41.44	\$41.78	\$42.12
\$40.19	\$40.54	\$40.90	\$41.26	\$41.62	\$41.98	\$42.34	\$42.70	\$43.06	\$43.41	\$43.77	\$44.13
\$42.22	\$42.60	\$42.98	\$43.36	\$43.73	\$44.11	\$44.49	\$44.86	\$45.24	\$45.62	\$45.99	\$46.37
\$44.30	\$44.69	\$45.09	\$45.48	\$45.88	\$46.27	\$46.67	\$47.06	\$47.46	\$47.85	\$48.25	\$48.65
\$46.54	\$46.96	\$47.37	\$47.79	\$48.20	\$48.62	\$49.03	\$49.45	\$49.87	\$50.28	\$50.70	\$51.11
\$48.85	\$49.29	\$49.72	\$50.16	\$50.60	\$51.03	\$51.47	\$51.90	\$52.34	\$52.78	\$53.21	\$53.65
\$51.32	\$51.78	\$52.24	\$52.69	\$53.15	\$53.61	\$54.07	\$54.53	\$54.98	\$55.44	\$55.90	\$56.36
\$53.76	\$54.24	\$54.72	\$55.20	\$55.68	\$56.16	\$56.64	\$57.12	\$57.60	\$58.08	\$58.56	\$59.04
\$56.42	\$56.92	\$57.42	\$57.93	\$58.43	\$58.93	\$59.44	\$59.94	\$60.45	\$60.95	\$61.45	\$61.96
\$59.17	\$59.70	\$60.23	\$60.76	\$61.28	\$61.81	\$62.34	\$62.87	\$63.40	\$63.93	\$64.45	\$64.98
\$62.07	\$62.62	\$63.18	\$63.73	\$64.29	\$64.84	\$65.40	\$65.95	\$66.50	\$67.06	\$67.61	\$68.17
\$65.14	\$65.73	\$66.31	\$66.89	\$67.47	\$68.05	\$68.63	\$69.22	\$69.80	\$70.38	\$70.96	\$71.54
\$68.35	\$68.96	\$69.57	\$70.18	\$70.79	\$71.40	\$72.01	\$72.62	\$73.23	\$73.84	\$74.45	\$75.06
\$71.72	\$72.36	\$73.00	\$73.64	\$74.28	\$74.92	\$75.57	\$76.21	\$76.85	\$77.49	\$78.13	\$78.77
\$75.26	\$75.93	\$76.60	\$77.27	\$77.95	\$78.62	\$79.29	\$79.96	\$80.63	\$81.31	\$81.98	\$82.65
\$78.97	\$79.68	\$80.38	\$81.09	\$81.79	\$82.50	\$83.20	\$83.91	\$84.61	\$85.32	\$86.02	\$86.73
\$82.86	\$83.60	\$84.34	\$85.08	\$85.82	\$86.56	\$87.30	\$88.03	\$88.77	\$89.51	\$90.25	\$90.99

APPENDIX D - EMPLOYMENT OF RETIRED CLASSIFIED EMPLOYEE

CENTRAL POINT SCHOOL DISTRICT 6

RE-EMPLOYMENT OF RETIRED CLASSIFIED EMPLOYEE CONTRACT AGREEMENT

I hereby agree to complete the terms of the contract provisions stated below, as determined by Article 1.4 of the Collective Bargaining Agreement between CENTRAL POINT SCHOOL DISTRICT 6 and Oregon School Employees Association Chapter 47.

Conditions of Re-employment:

Employees who retire under PERS from CENTRAL POINT SCHOOL DISTRICT 6 and who are subsequently re-hired by the District, as well as employees who are retired under PERS from other public entities, will continue to retain their status as bargaining unit members represented by Oregon School Employees Association Chapter 47. The District maintains the right to make re-employment decisions based on the District's needs and budget considerations, as determined by the District in its sole discretion, and such decisions are hereby expressly agreed to not subject to grievance or any other condition of review. All rights and benefits under the Collective Bargaining Agreement will be afforded to bargaining unit members retired under PERS, except those rights and/or benefits expressly set forth below as exclusions:

Classified employees retiring under PERS during the current contract year may be selected for re-employment in a limited duration assignment in their current job classification:

Will be paid the remainder of money owed to them at the time of their retirement.

Unused sick leave will be reported to PERS, zeroing out the accumulated balance of sick leave. Employee retains any unused personal leave.

Will be paid on a per diem basis at his/her the employee's salary step at the time of retirement for the remainder of the work calendar.

Will receive one (1) day of paid sick leave per contracted month at the beginning of their service period. Unused sick leave will be forfeited at the conclusion of this contract service period.

At the conclusion of this service period, the employee's seniority for purposes of rehire will be forfeited.

Are required to complete normal application procedures, as set forth in Article VII: Job Posting, to be considered for re-employment in their current position, or any other vacancy in the District, for the following year.

Classified bargaining unit members retired under PERS employed or re-employed by the District as regular employees:

Are considered regular classified employees subject to this separate employment contract agreement, which expires at the end of the current work calendar.

Will retain longevity with the District, as set forth in Article 13.1. Length of service, for the purpose of job security, shall be determined by the first day of service in the current work calendar.

Will receive one (1) day of paid sick leave per contracted month at the beginning of their service period. Unused sick leave will be forfeited at the conclusion of this contract agreement.

Are required to complete normal application procedures as an out of district applicant, as set forth in Article VII: Job Posting, to be considered for re-employment in their current job classification, or any other vacancy in the District, for the following any subsequent year.

Association Bargaining unit members retired under PERS that who are employed by the District pursuant to Section 1 or 2, above, will not accrue any new retirement benefits from the District following such re- employment but will be permitted to continue to receive their PERS retirement benefits previously accrued. The District will be required to pay to PERS the Employer Contribution Rate on the re-employed member's wages as if the re-employed member were an active PERS member, however, in the event that any changes are made to Senate Bill 1049, either by the Oregon legislature or as a result of a legal challenge to the validity of Senate Bill 1049, during the term of this Agreement, the parties agree to modify this MOU agreement accordingly in order to comply with such changes.

Re-employment: _____

Contract Completion Date: _____

Hours Worked Per Day: _____

Employee Signature: _____

Date: _____

For the District: _____

Date: _____

APPENDIX E - CLASSIFIED RECLASSIFICATION REQUEST FORM

Central Point School District 6 - Classified Reclassification Request

Name: _____

Date: _____

Current Position: _____

Date of hire for this position: _____

- Reviewed Current Job Description

Location: _____

Supervisor: _____

How do your duties differ from those listed on your job description? _____

When did you begin performing these additional duties? _____

Did your supervisor request that you perform these additional duties? _____

Describe the level of knowledge, skills and abilities needed for these additional job duties: _____

What knowledge of district policies and state law is required to complete the additional required duties of this position?

What other information would you like to provide that is relevant to your reclassification request?

Who else should we speak to in regard to the details of your reclassification request?

Submit the following to: Human Resources or Union Representative

- Written rationale summarizing the duties that have been completed outside of the current classification.
- Please include/attach a daily schedule that shows evidence of working outside of the current classification.
- Copy of current job description attached.
- Other applicable job descriptions attached.

Requested information will be presented to Labor Management.