

BARGAINING PACKAGE OFFER MONDAY, 8-24-26 12:00 PM OFFER ENDS ON FRIDAY, 8-28-26 @ 5 PM

This is a summary of article changes made by the district

Article 5 Association Rights & Responsibilities

- **5.12:** We clarified substitute costs by removing FICA and Workers' Comp because of the District contract with Edustaff. We pay Edustaff a flat fee for substitute costs.

Article 6 Working Conditions

- **6.6:** Added the BOLI language for lunch periods: Lunch periods cannot be combined with 15-minute paid breaks, nor can they be stacked at the beginning or end of a shift to shorten work hours.
- **6.7:** Added the BOLI Break and Meal Chart and clarified that breaks would be 15 minutes and not 10 minutes, as in BOLI Law. 15-minute breaks have been common break practice in our District.
- **6.23:** Agreed to move the transportation manual article from 24.12 to 6.23.

Article 7 Work Calendar

- **7.1:** Agreed to add language that the GA-ACE President and Vice-President would be involved in planning beginning district-wide staff development.
- **7.2:** Agreed to provide all calendars for employees by the end of May for the following year.
- **7.3:** Agreed to the language that added the sentence “as long as the employee meets the minimum qualifications for the work.”

Article 8 Employee Safety

- **8.2:** Added that transportation employees are provided training to support student needs.
- **8.4:** Titled it “Safe Working Conditions” and added language to match the certified contract.
- **8.5:** Increased glasses damage to the full amount reimbursement if the receipt is provided.
- **8.6:** Titled it “Medically Fragile Students” and added language that information will be provided as soon as it is available to the District.
- **8.7:** Copied “Healthy Learning Environment” from the certified contract.
- **8.8:** Copied the process for when an employee is hurt by a student from the certified contract.
- **8.9:** Took GA-ACE’s language on “Fit for Duty.”

Article 13 Professional Growth

- **13.1a:** Will collaborate on survey data and planning district-wide trainings.
- **13.1c:** Increased Professional Development funds to \$500 per person.

Article 19 Layoff

- **19.1:** Added language that District will meet with GA-ACE President prior to any RIF/layoff.
- **19.5:** Agreed to move Article 36.5 to Article 19.5.

- **19.8, 19.10, and 19.12:** Agreed to take GA-ACE's language
- **19.16:** Agreed to GA-ACE's strike-out language
- Minor language changes for clarity of the language

Article 20 Paid Leave

- Agreed to GA-ACE's language in **20.1a, 20.1e, 20.1i**, and the removal of 20.1j.
- **20.1m.2:** Agreed to the addition of GA-ACE's language.
- **20.2b:** Added "Paid Leave Oregon and Oregon Family Leave Act."
- **20.2c:** Agreed to add language to clarify donated leaves.
- **20.2h:** Agreed to increase the length of time donated days may be used; it may be used through June of the following year of the donation to match current practice.
- **20.3:** Added "Bereavement Language" to match the certified contract.
- **20.4:** Added "Jury Duty Language" to match the certified contract.
- **20.6:** Agreed to GA-ACE removal of 20.6a, 20.6b, and 20.6c calculations and reporting of leaves.
- **20.7:** Agreed to add "Leave and Protection for Victims of Crimes" from certified language.
- **20.8:** Agreed to add Certified Language "Paid Leave for Absence Due to Testing, Quarantine, or Isolation."

Article 22 Paid Holidays

- **22:** Re-asserted current Contract Language.

Article 23 Vacation Provisions

- **23:** Re-asserted our last offer on 4-2-26.

Article 24 Miscellaneous Benefits

- **24.3:** Accepted GA-ACE's language about medical hardship.
- **24.13:** Re-asserted current contract language. Found out that we can give food service workers the chance to purchase meals for \$1.00.

Article 25 Compensation

- **25:** Changed COLA offering.

Article 26 Insurance

- **26:** Re-asserted our last offer on 7-28-26.

Article 29 Funding

- **29:** Re-asserted current contract language.

Article 35 Resignations

- **35.3:** Changed benefit deduction months to March, April, May, and June.

Package Offer

A

ARTICLE 25: COMPENSATION
GAPS Package Proposal OFFER A, 8/24/26,
12:00 pm
Offer Expires Friday, 8/28/26, 5:00 pm

PACKAGE OFFER A:

25.1 For ~~2023-2024~~ 2026-2027:

~~2.25% COLA (see salary schedule)~~

Employer PERS pick up effective December 2023

Effective July 1, 2026 the 2026-2027 salary schedule will be increased by ~~3.5%~~ 4% COLA. - Except as noted below: See Attached Salary Schedule
The SEA - BIC/SSC Position is frozen at the 2025-2026 rate

COLA increase will be paid retroactively as necessary to July 1, 2026 on salary schedule positions only.

All extra time, and exception time, and differential pay will not be eligible for retroactive pay.

The district will match employee's contribution for TSAs (Tax Shelter Annuities) as follows: 6 or more hours per day = ~~\$47.00~~ \$50.00 per month match; 3 to 5.99 hours per day = ~~\$32.00~~ \$35.00 per month match. The TSA benefit will not be retroactive.

For ~~2024-2025~~ 2027-2028:

~~4% COLA (see salary schedule)~~

The district will match employee's contribution for TSAs (Tax Shelter Annuities) as follows: 6 or more hours per day = ~~\$47.00~~ \$55.00 per month match; 3 to 5.99 hours per day = ~~\$32.00~~ \$40.00 per month match. ~~Additional \$50 per month cap increase for health insurance (prior to pooling dollars).~~

Effective July 1, 2027, the 2027-2028 salary schedule shall be increased by the same percentage increase in the Western Oregon Region CPI-U as is shown for February, 2027, with a maximum increase of 5% and a minimum increase of 3%.
The SEA - BIC/SSC Position is frozen at the 2025-2026 rate

For ~~2025-2026~~ 2028-2029:

~~3% COLA (which may increase based on the Western State Consumer Price Index CPIU on April 15, 2024 - April 15, 2025 matched up to 5%.~~

The district will match employee's contribution for TSAs (Tax Shelter Annuities) as

follows: 6 or more hours per day = ~~\$47.00~~ \$55.00 per month match; 3 to 5.99 hours per day = ~~\$32.00~~ \$40.00 per month match. ~~Additional \$50 per month cap increase for health insurance (prior to pooling dollars).~~

Effective July 1, 2028, the 2028-2029 salary schedule shall be increased by the same percentage increase in the Western Oregon Region CPI-U as is shown for February, 2028, with a maximum increase of 5% and a minimum increase of 3%.
The SEA - BIC/SSC Position is frozen at the 2025-2026 rate

- 25.2 ~~Adjusting the Pay Date Calendar:~~ The District shall provide to the Association no later than June 1 the adopted school calendar for the following school year. If the Association notifies the District of In a situation in which the last 25th working day of the month is a holiday or falls on a weekend, the pay date will be the last working day prior to the 25th of the month.for some classified employees is prior to the pay date, then the District will either (a) adjust the pay date to an earlier date that is the last working day of the month for classified employees, or (b) notify all classified employees of the situation at the time that pay dates for the year are publicized, giving options for resolving the problem, such as automatic payroll deposit, pickup of paycheck at District office or building, etc.
- 25.3 Coaching/Extra Duty Assignments: Any bargaining unit member employed by the District to coach or to do game duty, shall be paid according to the schedule applied to members of the certified bargaining unit.
- a. ~~Employees who perform duties in positions designated by the District for extra duty compensation shall be paid an hourly wage equal to the state minimum wage in effect at the time of performance. MOVED FROM D)~~The District will establish a limit on the total number of hours an employee may work in an extra duty so that the total hourly compensation for the extra duty position earned by the employee does not exceed the District's scheduled extra duty stipend for the position. An employee may not exceed the established maximum hours without advance approval of the District.
- b. ~~Any hours worked in the performance of such an extra duty position that are in excess of forty (40) total work hours in the week (extra duty hours and regular position hours combined) shall be counted as overtime and paid at one and one half times the hourly rate set forth in section a. above.~~Should the total hourly compensation received by the employee at the end of the extra duty assignment be less than the District's scheduled extra duty stipend for the position, the District will pay the employee the difference.
- c. ~~Hours worked in an extra duty assignment shall not be counted toward an employee's proration for insurance purposes.~~

Extra Duty Position, Athletic Assistant: This position shall be paid ~~\$15.26 per hour~~ according to the Certified Extra Duty salary schedule. Like all extra duty positions, this position is contracted from year to year and therefore is not entitled to any additional benefits under this negotiated contract. If an employee who holds this

position is an hourly wage earner and is entitled to overtime under state and federal guidelines, the parties agree to honor overtime pay above forty (40) hours per week.

25.4 Differentials:

~~a. Behavior: Special education bus drivers and school bus attendants who transport children who attend the high behavior needs programs (i.e. Structured Support, Lifeskills Programs, and Communication Classrooms) will receive a 2% differential when transporting these students to and from these high behavior need programs. This percentage will be in addition to the 2% that special education drivers currently receive for driving special needs routes.~~

a. Bilingual: Any employee who has passed the GAPS District vetting process for oral language proficiency in a language other than English will be eligible for additional compensation under this article if:

1. The employee is designated for interpretation duties by the building principal or supervisor based upon the needs of that assignment.
2. The employee uses these language skills in the performance of their job with the approval of the principal or supervisor.

Upon performance of these tasks, the employee will be eligible to receive a two (2) percent differential in addition to their normal wage.

~~b. Food Service: Food service assistants, including van drivers, cook managers, and assistant cook managers in base kitchens shall receive an extra 3% in addition to their regular salary rates. Food service assistants at elementary schools with at least 10 hours of daily FSA time who the District designates as a lead worker (designating and directing work of others) shall receive a 2% differential in addition to their regular wage. FSA's at elementary schools with less than ten (10) hours of daily FSA time who the District designates as lead worker shall receive a 1 % differential in addition to their regular wage.~~

~~c.~~ B. Lead Night Custodian: When more than one custodian works after the head custodian shift at the high school, one will be designated by the district as "lead". The lead custodian will be paid a 2% differential for time worked after the end of the head custodian's shift while other workers are present during the school year. During non- school times (i.e. winter and spring breaks, summer), the differential is only paid on days the head custodian does not work at all. No employee shall receive out of class pay and the 2% differential concurrently.

- d- C. Elementary Lead Custodian: Elementary custodians working in buildings with significant facility usage, large square footage, and responsibility for coordinating the work supervision of other custodian(s) will be administratively designated as the Lead Custodian (i.e. Meadow Ridge and Oak Grove). The Lead Custodian will be paid a 2% differential during the 191 days the Lead is required.
- e- D.Shift differential: When any employee is required to work regularly after 6:00 p.m or before 6:00am for a period of four calendar weeks, that employee shall be paid an extra 3% in addition to their regular salary rate for all time worked after 6:00 p.m. or before 6:00 a.m.
- Employees who, as of October 1, 2005, were required to work regularly after 5:00 p.m. shall continue to be paid an extra 3% in addition to their regular salary rate for all time worked after 5:00 p.m.

- 25.5 Out of Classification Work-Higher Classification: An employee temporarily assigned by the District to replace an absent employee who is in a higher classification shall be considered working out of classification. An employee required to work out of classification for two (2) or more hours per day for more than five (5) days will be entitled to the rate of pay that is the comparable step in the new classification range which provides a salary one (1) step higher than that previously received or the first step of the new classification range, whichever is greater, from the first day of the assignment.

~~However, if a person is on the longevity step of the salary schedule, it will be calculated by multiplying the 1.04 times the fifth step on the classification the person had been on. The employee will then be placed on the salary schedule for the new job at the step that provides at least a 4% increase. To that salary will be added the longevity amount (calculated by figuring the dollar amount of the double bump in that classification) and this longevity amount will continue to be added as the employee moves across the schedule. When the employee reaches the fifth step of that schedule, the next year they will move on to the longevity step.~~

When a person is being paid at a higher classification rate because of out of classification duties, any paid holidays that fall within that time period should be paid at the rate that the person was getting during the period of the holiday.

For example, a custodian that works as a maintenance person during the month of December and for the first part of January would receive maintenance pay for the Christmas and New Year paid holiday. This is based on the fact that the pay before and after the holiday was as a maintenance person.

- 25.6 Out of Classification Work- Lower Classification: The parties understand that from time to time employees may be assigned duties, temporarily, from a lower classification. The employee will continue to be paid at their current wage and

will progress with all of their normal benefits. However, if these duties continue for two (2) calendar months or more the employees may:

- ~~a.~~ Request a meeting with the supervisor making the assignments of the duties in question, to obtain an explanation as to why the duties were assigned;
- ~~b.~~ Make suggestions to the supervisor, either in a meeting or in writing, as to alternative ways of providing for those duties to be performed;
- ~~c.~~ Request additional training to assist in the performance of those duties; and/or
- ~~d.~~ Request that their performance of those duties be noted in their

personnel file. An employee shall not receive less pay for assignments in lower classification duties.

This section does not apply to current positions or new positions whose original composition was a combination of job duties from more than one classification or situations where demotion or downward reclassification has occurred (see section 25.716). This section does apply to positions where no additional hours can be added to provide an additional service.

- 25.7 **Pay Advance and Pay Draws:** Each employee has the opportunity to submit up to a total of three (3) requests for a pay advance ~~and/or draw~~ each year; no more than one request per month. ~~(Note: Not three advance requests and three draw requests.)~~

- A pay advance request ~~would~~ **could** occur for the **5th 10th, 10th or the 15th of the month.**
- ~~A pay draw request would occur for the 15th and 20th of the month.~~
- One emergency request after the 20th in the lifetime of the employee. The emergency advance would count towards one (1) of the three (3) requests per year.

The District has an established procedure of issuing paychecks once a month. The District recognizes that occasionally an employee will have a financial emergency that may necessitate a payroll advance/~~draw~~. The following guidelines will be followed:

- ~~a. An employee wanting a payroll advance/draw needs to submit the District Pay Advance/Draw Form by 1:00 PM to the District Business Office:~~

- For a pay advance, submit the form by 1:00 PM **on the day prior to the draw being processed by the 10th of the month.** The District will process **the request** to be paid out on ~~the 11th or~~ the next business day **contingent upon your financial institution.**
- ~~For a pay draw, submit the form by 1:00 PM on the 15th, to be paid out~~

~~on the 16th or the next business day; or, submit the form by 1:00 PM on the 20th, to be paid out on the 21st or the next business day. Payment will be disbursed the following day, contingent upon your financial institution.~~

- ~~b.~~ A. Three (3) ~~draws/~~advances may be requested per year via submission of the same form for all employees.
- ~~c.~~ B. In agreement, the District will pay out up to one-half of the employee's monthly net wages per request.
- ~~d.~~ C. Payroll advances will be limited to one a month, and three (3) advances within a 12 month period. Except for twelve (12) month employees, no pay draws will be allowed in July or August.

25.8 Pay Steps Language: Newly hired employees will normally be placed at the first step on the salary schedule for their designated classification. However, if an employee has prior experience in a similar position, the District may place an employee on step in accordance with their experience. ~~Hiring managers will recommend step placement to be authorized by Human Resources Administration. Employees will be allowed a lookback period to 7/1/2020 to provide the district with verification of step placement correction based upon prior experience not compensated for. The employee is responsible to initiate the step advancement based upon document of experience and a written verification from the employees' supervisor. Step advancement is not eligible for retroactive payments.~~

Beginning with the first of the fiscal year following six months of employment, employees shall progress one horizontal step on the salary schedule if performance has been satisfactory and they are continuing employment with the District.

Employees advanced to a higher or lower paying job will be placed on the ~~lowest~~ salary step ~~which in the applicable range which will give them at least a 4% increase aligns with their qualifying years of experience~~ and will continue to receive normal step adjustments.

Employees who are reemployed into the same classification after a break in service (such as retirement or resignation) will be placed on a step that reflects their years of District experience and other relevant experience in that classification.

All other conditions of the contract dealing with probation, advancement, etc. will apply to each new classified employee regardless of the initial placement on the salary schedule.

In order to be eligible for a step on the salary schedule, an employee must have worked one-half of the days of their work calendar for that year. Unpaid leave days do not count as days worked for step advancement, unless protected leave is utilized. Paid leave days do count as days worked.

When an employee is hired for additional hours in a classification with a rate of pay lower than that of the classification in which the employee is currently working, the employee shall be placed on the salary schedule for those additional hours in the

following manner:

- a. If the employee has no prior experience within the category, then the placement will be at Step 1.
- b. If the employee has prior experience in the category, then they will be placed on the step of the schedule that matches the total amount of category experience.

25.9 ~~Paychecks: Employees hired after July 1, 2010 will be required to~~ receive their pay through direct deposit. A summary of salary paid will be emailed to employees who are using direct deposit. If an employee does not have email access, they will need to make arrangements with the business office for an alternative means to receive a monthly pay summary.

Regardless of the option chosen, the employee cannot change their selection until the following school year. If an employee chooses the twelve (12) equal pay check option, then insurance payments will be taken out in equal increments from each month's check. For those employees selecting ten (10) equal paychecks, the insurance payment will be deducted according to Article 26.3.

Employees will receive their paychecks by 5 pm on the 25th of each month, or by 5 pm the previous workday if the 25th falls on a weekend or holiday.

Employees who work less than 200 days per year, may elect to have their salary divided into 10 equal paychecks. To be provided the 10 month pay option, employees must notify ~~Human Resources~~ the Business Department in writing prior to September 15 of each year.

All employees not electing to receive their pay in 10 equal checks, will receive their pay in 12 equal payments. Balance of contract payments (July and August paychecks) will be paid via direct deposit in June, therefore, employees will receive their June, July, and August direct deposit payments in June.

~~Employees will have the option to notify the district in writing, prior to September 15 of each year, their preference to receive paper checks for the following July and August balance of contract paychecks. The district will hold the checks until the following July and August pay dates, at which time, the district will mail the employee checks.~~

12 month employees: Employees who work July through June will receive one direct deposit payment each month.

11 month employees: Employees who work August through June will receive two payments in June. ~~unless they elect to have their July check held for them until July.~~

10 month employees: Employees who work September through June will receive three payments in June. ~~unless they elect to have their July and August checks held for them until July and August.~~

- 25.10 Probationary Period: A probationary period of six months' employment will be required of all new employees in the bargaining unit. During this period of probation an employee may be terminated. At the end of the probationary period the employee will be evaluated and advanced to permanent status or terminated. The probationary period may be extended for up to three (3) months by mutual consent provided that the supervisor has discussed specific concerns regarding job performance with the employee prior to performing the formal evaluation at the end of the six (6) months.

An employee who applies and is selected for a different district position (outside of their current classification) shall serve a sixty (60) working day probationary period in that new position. Should the District perceive performance concerns during the probationary period the employee will be provided with a letter of expectations which will include training options provided by the District. If the performance does not satisfactorily improve the District may return the employee to their previously held position. In this case there will be nothing included in the employee's personnel file regarding the performance related reasons why the employee did not successfully complete the probationary period. The employee may also return to their previously held position at any time during the probationary period if requested by the employee and agreed to by the supervisor.

The employee's previously held position will not be permanently filled until the conclusion of the probationary period. With mutual agreement between employee and supervisor, the probationary period may conclude prior to expiration of the sixty (60) working days. This will allow the district to then permanently fill the vacated position.

Movement from one classification to another within the Assistants Category shall not be subject to this language and changes in positions shall be governed by existing contract language.

- 25.11 ~~Severance Sick Leave Incentive:~~ Beginning July 1, 2002 the District will provide a severance sick leave incentive pay for bargaining unit members. To be eligible an employee must have ~~30~~ 20 years in PERS regardless of age or shall be retiring from the District at age 55 or older. The severance sick leave incentive pay shall be calculated at \$15 for every unused sick leave day (one (1) sick day is equivalent to six (6) six leave hours) up to 150 days.
- 25.12 Spray license: When an employee is assigned to spray under the license of a licensed pesticide/herbicide sprayer, that licensed pesticide/herbicide sprayer will receive an annual stipend of \$500. This stipend is compensation for those months that pesticide/herbicide spraying is performed.
- 25.13 Employee Overpayment: Whenever an employee has received an overpayment, the following steps will occur:
- 1) The District shall provide documentation of the amount and the sources of the overpayment and a proposed repayment plan.
 - 2) The District will meet with the Association and the impacted employee upon request by the employee or the Association.

- 3) Repayment by the employee shall be in accordance with Oregon law.
- 4) ~~The District and Association will negotiate the terms of the repayment and provide those terms to the employee in writing.~~
- 4) ~~If no negotiated agreement is reached regarding terms for repayment, this does not prohibit the District from taking other steps, under the law, to recover overpayments where no negotiated agreement is reached, such as action in small claims court.~~

25.14 Summer Pay –Food Service: Food service workers employed during the summer months shall be paid at the rate of pay specific to the position that they applied for. FSA rates specified on the salary schedule. The food service lead workers shall be paid at the assistant cook manager base kitchen wage. These positions will be posted. ~~As of July 1, summer food service workers shall receive their normal step on the salary schedule.~~

25.15 Timesheet Changes: The District will put into place written guidelines for buildings and the District office on how to communicate changes made on timesheets that have been turned into the District.

25.16 Voluntary Reductions/Demotions/Bumping: When an employee is moved to a lower paying classification as a result of a demotion, a voluntary request of the employee, ~~or~~ through bumping into a lower paying classification as a result of reduction in force or a downward reclassification of the position, the employee shall be moved into the new pay range at the step that reflects relevant total District experience in the new position. ~~When an employee is moved to a lower paying classification as a result of a downward reclassification of the position, the employee will be placed on the new salary range at the step that is nearest the employee's current rate, but no less than the employee is currently earning. If the employee's rate before the reclassification is above the highest step in the new lower pay range, the employee shall receive no reduction in pay and no increase until future salary increases boost that step to a pay rate higher than that currently earned by the employee.~~

~~25.17 Fitness Memberships: All CDL holders, including School Bus Drivers, are subject to stringent physical fitness standards. In an effort to make it possible for all Greater Albany Public School (GAPS) employees who are required to maintain a CDL (as a result of the position they hold in the district) GAPS had made arrangements with local athletic clubs for reduced membership rates and GAPS will continue to subsidize the cost.~~

~~— Employees who identify themselves as Greater Albany Public School District employees can sign up at the Albany YMCA; SamFit in Corvallis, Lebanon or Albany; or at Anytime Fitness in Albany for an individual (not family) membership. The gym will bill the district directly for monthly fees.~~

~~Employees will be responsible for access card fees at the clubs that require them.~~

These are the current providers:

- ~~YMCA~~
- ~~Anytime Fitness (first two months will be payroll deducted upon signup)~~
- ~~SamFit (Albany, Corvallis, and Lebanon locations)~~

~~Regardless of location GAPS agrees to pay \$10 of the monthly membership rate with the employee paying the balance of membership. Each eligible GA-ACE member who signs up agrees to have a monthly payroll deduction for the employee's portion of the membership cost. For employees who receive 10 checks, the deductions for the summer month's membership will be taken out of the last paycheck for the school year.~~

~~There will be three days during the year in which memberships can be added. Those dates are September 15 and January 15, and March 15. Written notice of cancellation must be made to the gym and GAPS. New employees will be eligible at the time of employment.~~

25.17 will be moved to Misc Benefits Article #24

GAPS 2026-2027 4% COLA
GAPS Comprehensive Package Proposal, 8/24/26 12:00pm
Offer Expires Friday, 8/28/26, 5:00pm

Package A Proposal

ASSISTANTS 2026-2027 SALARY SCHEDULE - 4% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ED ASSISTANT	\$16.47	\$16.96	\$17.47	\$18.00	\$18.54	\$19.09	\$19.67	\$20.26
SEA	\$18.31	\$18.88	\$19.46	\$20.04	\$20.64	\$21.26	\$21.90	\$22.56
LIBRARY ASST	\$18.31	\$18.88	\$19.46	\$20.04	\$20.64	\$21.26	\$21.90	\$22.56
CHILD CARE ASSISTANT1	\$16.47	\$16.96	\$17.47	\$18.00	\$18.54	\$19.09	\$19.67	\$20.26
CHILD CARE SPEC	\$18.78	\$19.34	\$19.93	\$20.53	\$21.14	\$21.78	\$22.43	\$23.10
LEAD CHILD CARE SPEC	\$22.34	\$23.00	\$23.70	\$24.41	\$25.14	\$25.90	\$26.68	\$27.48
PCA	\$20.57	\$21.18	\$21.83	\$22.48	\$23.15	\$23.85	\$24.56	\$25.30
LEAD SEA AT TLC	\$21.66	\$22.32	\$22.98	\$23.67	\$24.39	\$25.12	\$25.88	\$26.64
CAMP. SUPV. COORD	\$18.61	\$19.16	\$19.74	\$20.32	\$20.94	\$21.57	\$22.21	\$22.88
WORK EXP SPEC	\$26.98	\$27.81	\$28.64	\$29.49	\$30.39	\$31.29	\$32.23	\$33.20
Speech Lang Path Asst	\$28.41	\$29.27	\$30.14	\$31.04	\$31.98	\$32.94	\$33.92	\$34.94
Sign Language Interpreter	\$28.41	\$29.27	\$30.14	\$31.04	\$31.98	\$32.94	\$33.92	\$34.94
AVID Tutor	\$15.84	\$16.32	\$16.81	\$17.31	\$17.83	\$18.37	\$18.92	\$19.48
Behavior Resource Asst	\$20.57	\$21.18	\$21.83	\$22.48	\$23.15	\$23.85	\$24.56	\$25.30
Beh Intervention Coord	\$31.24	\$32.20	\$33.17	\$34.16	\$35.19	\$36.24	\$37.34	\$38.45
SEA - BIC/SSC***	\$27.32	\$28.14	\$28.98	\$29.85	\$30.75	\$31.67	\$32.62	\$33.60
Bilingual Asst	\$19.59	\$20.18	\$20.79	\$21.41	\$22.05	\$22.71	\$23.39	\$24.10
LPN	\$33.24	\$34.23	\$35.26	\$36.32	\$37.41	\$38.52	\$39.69	\$40.87
SEA-Communication	\$20.57	\$21.18	\$21.83	\$22.48	\$23.15	\$23.85	\$24.56	\$25.30

***Frozen

2026-2027 BUSINESS OFFICE - 4% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCT CLERK	\$18.61	\$19.16	\$19.74	\$20.32	\$20.94	\$21.57	\$22.21	\$22.88
ACCOUNTANT/PAYROLL SPEC	\$35.14	\$36.19	\$37.28	\$38.40	\$39.55	\$40.74	\$41.96	\$43.22
Bookkeeper I/HR Specialist I	\$22.26	\$22.92	\$23.62	\$24.33	\$25.05	\$25.80	\$26.58	\$27.37
Bookkeeper II/HR Specialist II	\$25.95	\$26.73	\$27.53	\$28.35	\$29.20	\$30.09	\$30.98	\$31.92
Bookkeeper III/HR Specialist III	\$26.98	\$27.81	\$28.64	\$29.49	\$30.39	\$31.29	\$32.23	\$33.20
Bookkeeper IV Hourly	\$28.05	\$28.89	\$29.76	\$30.66	\$31.57	\$32.52	\$33.50	\$34.51
Bookkeeper V/Loss Control Spec	\$28.84	\$29.70	\$30.60	\$31.51	\$32.47	\$33.44	\$34.44	\$35.47
Facility Use/Loss Cont	\$28.05	\$28.89	\$29.76	\$30.66	\$31.57	\$32.52	\$33.50	\$34.51

2026-2027 CUSTODIAL - 4% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CUSTODIAN-HOURLY	\$20.47	\$21.08	\$21.72	\$22.37	\$23.04	\$23.73	\$24.44	\$25.18
Head Custodian MS Hourly	\$22.89	\$23.60	\$24.32	\$25.04	\$25.79	\$26.56	\$27.36	\$28.18
Head Cust HS Hourly	\$23.65	\$24.38	\$25.11	\$25.86	\$26.63	\$27.44	\$28.26	\$29.11
Custodial Specialist	\$25.21	\$25.97	\$26.75	\$27.55	\$28.38	\$29.23	\$30.11	\$31.01

2026-2027 FOOD SERVICE - 4% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
FOOD SERVICE ASST	\$17.16	\$17.68	\$18.21	\$18.76	\$19.31	\$19.90	\$20.49	\$21.10
VAN DRIVER	\$17.68	\$18.20	\$18.76	\$19.32	\$19.90	\$20.49	\$21.11	\$21.74
FSA SMALL SCH LEAD	\$17.34	\$17.85	\$18.40	\$18.95	\$19.51	\$20.09	\$20.70	\$21.31
FSA BASE KITCHEN	\$17.68	\$18.20	\$18.76	\$19.32	\$19.90	\$20.49	\$21.11	\$21.74
MS SCH LEAD/ASST COOK MGR BASE K	\$18.16	\$18.70	\$19.26	\$19.84	\$20.44	\$21.05	\$21.68	\$22.34
COOK MGR II & III	\$20.72	\$21.34	\$21.99	\$22.64	\$23.32	\$24.02	\$24.74	\$25.48
COOK MANAGER	\$21.34	\$21.99	\$22.64	\$23.32	\$24.01	\$24.74	\$25.48	\$26.25
COOK MANAGER BASE KITCHEN	\$25.34	\$26.10	\$26.88	\$27.70	\$28.52	\$29.38	\$30.26	\$31.17
COOK MGR IIIB	\$23.39	\$24.61	\$25.34	\$26.10	\$26.88	\$27.70	\$28.53	\$29.38

2026-2027 SECRETARIAL - 4% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CLERICAL SPEC I Hourly	\$18.34	\$18.92	\$19.49	\$20.07	\$20.68	\$21.30	\$21.93	\$22.59
CLERICAL SPEC II Hourly	\$19.44	\$20.03	\$20.62	\$21.25	\$21.88	\$22.54	\$23.21	\$23.91
Comm Schools Coord	\$22.81	\$23.49	\$24.19	\$24.92	\$25.67	\$26.44	\$27.23	\$28.05
COUNSELING SEC/REGISTRAR II Hrly	\$20.52	\$21.13	\$21.77	\$22.42	\$23.09	\$23.78	\$24.49	\$25.23
REGISTRAR III Hourly	\$21.91	\$22.58	\$23.25	\$23.95	\$24.67	\$25.41	\$26.17	\$26.96
SOM I Hourly	\$24.04	\$24.78	\$25.53	\$26.30	\$27.08	\$27.90	\$28.74	\$29.60
SOM II Hourly	\$24.04	\$24.78	\$25.53	\$26.30	\$27.08	\$27.90	\$28.74	\$29.60
SOM III Hourly	\$24.04	\$24.78	\$25.53	\$26.30	\$27.08	\$27.90	\$28.74	\$29.60
SEC I Hourly	\$21.18	\$21.84	\$22.50	\$23.17	\$23.86	\$24.58	\$25.31	\$26.07
SEC II Hourly	\$23.71	\$24.43	\$25.17	\$25.93	\$26.70	\$27.50	\$28.33	\$29.17
SEC III Hourly	\$26.26	\$27.08	\$27.89	\$28.72	\$29.59	\$30.47	\$31.39	\$32.33
BUSINESS TO SCHOOL Hourly	\$20.52	\$21.13	\$21.77	\$22.42	\$23.09	\$23.78	\$24.49	\$25.23
TRANSLATOR	\$23.82	\$24.53	\$25.27	\$26.03	\$26.81	\$27.61	\$28.44	\$29.30
Translator II	\$28.02	\$28.86	\$29.72	\$30.62	\$31.53	\$32.48	\$33.46	\$34.46
Bilingual Clerical	\$19.59	\$20.18	\$20.79	\$21.41	\$22.05	\$22.71	\$23.39	\$24.10

2026-2027 TECHNOLOGY - 4% COLA

POSITIONS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Net Tech Hourly	\$29.07	\$29.94	\$30.84	\$31.76	\$32.72	\$33.70	\$34.72	\$35.76
Computer Technician I	\$27.42	\$28.26	\$29.11	\$29.98	\$30.88	\$31.81	\$32.76	\$33.75
Net Tech II	\$31.27	\$32.22	\$33.18	\$34.17	\$35.20	\$36.25	\$37.35	\$38.47
Lead Network Tech III	\$32.65	\$33.65	\$34.66	\$35.70	\$36.77	\$37.88	\$39.01	\$40.18
Student Tech Assistant	\$16.94	\$17.47	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Lead Network Engineer/Tech IV	\$34.42	\$35.45	\$36.52	\$37.62	\$38.74	\$39.90	\$41.10	\$42.34

2026-2027 TRANSPORTATION - 4% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BUS DRIVER	\$22.48	\$23.16	\$23.86	\$24.58	\$25.30	\$26.06	\$26.85	\$27.66
SPECIAL NEEDS DRIVER	\$22.94	\$23.63	\$24.34	\$25.07	\$25.82	\$26.60	\$27.39	\$28.22
SPECIAL NEEDS DRIVER W/1%	\$23.17	\$23.87	\$24.58	\$25.31	\$26.08	\$26.86	\$27.67	\$28.50
RELIEF DRIVER	\$23.35	\$24.06	\$24.77	\$26.56	\$26.28	\$27.07	\$27.88	\$28.71
DRIVER TRAINER	\$24.64	\$25.38	\$26.14	\$26.93	\$27.73	\$28.56	\$30.05	\$30.31
ASW HOURLY	\$22.01	\$22.69	\$23.37	\$24.08	\$24.79	\$25.54	\$26.30	\$27.09
MECHANIC II	\$28.24	\$29.09	\$29.96	\$30.87	\$31.79	\$32.74	\$33.73	\$34.74
MECHANIC III	\$29.65	\$30.58	\$31.52	\$32.50	\$33.51	\$34.55	\$35.59	\$36.65
LEAD MECHANIC	\$32.31	\$33.26	\$34.26	\$35.29	\$36.35	\$37.44	\$38.56	\$39.72
TOA	\$21.18	\$21.84	\$22.50	\$23.17	\$23.86	\$24.58	\$25.31	\$26.07
BUS ATTENDANT	\$19.64	\$20.23	\$20.83	\$21.46	\$22.10	\$22.77	\$23.45	\$24.15
BUS ATTENDANT* W/1%	\$19.83	\$20.43	\$21.04	\$21.67	\$22.32	\$22.99	\$23.69	\$24.39
Driver Dev Coord	\$26.22	\$27.03	\$27.84	\$28.67	\$29.54	\$30.42	\$31.34	\$32.28
Dispatch Router	\$24.46	\$25.19	\$25.95	\$26.73	\$27.53	\$28.35	\$29.20	\$30.08
Driver Spec Ed Diff	\$0.46	\$0.47	\$0.49	\$0.50	\$0.52	\$0.53	\$0.55	\$0.56
Attendant SPED Differential	\$0.39	\$0.40	\$0.41	\$0.42	\$0.44	\$0.45	\$0.46	\$0.48
Type 10 Driver	\$20.53	\$21.14	\$21.78	\$22.43	\$23.10	\$23.80	\$24.51	\$25.24
Type 10 Driver .50 Diff. Leave Comp	\$0.56	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
LEAD ASW	\$23.77	\$24.50	\$25.24	\$25.99	\$26.77	\$27.58	\$28.40	\$29.26

2026-2027 WARE/GROUNDS/MAINTENANCE - 4% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Groundskeeper Hourly	\$21.24	\$21.88	\$22.54	\$23.21	\$23.91	\$24.63	\$25.37	\$26.12
Courier Hourly	\$22.50	\$23.19	\$23.89	\$24.61	\$25.34	\$26.10	\$26.88	\$27.70
Maintenance Entry Level	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42	\$27.21	\$28.03	\$28.87
Maint 1	\$27.98	\$28.81	\$29.67	\$30.57	\$31.48	\$32.43	\$33.39	\$34.40
Maint 2	\$29.85	\$30.74	\$31.66	\$32.61	\$33.59	\$34.60	\$35.64	\$36.70
Maint 3	\$32.83	\$33.82	\$34.84	\$35.88	\$36.95	\$38.06	\$39.21	\$40.38
Maint 4	\$37.54	\$38.67	\$39.83	\$41.03	\$42.26	\$43.53	\$44.84	\$46.19
Maint 5	\$42.65	\$43.95	\$45.26	\$46.62	\$48.03	\$49.46	\$50.95	\$52.48
Maint 6 / DDC Control Spec.	\$44.74	\$46.08	\$47.47	\$48.89	\$50.36	\$51.88	\$53.42	\$55.03

GAPS 2027-2028 3% COLA
GAPS Comprehensive Package Proposal, 8/24/26 12:00pm
Offer Expires Friday, 8/28/26, 5:00pm

Package A Proposal

3% COLA (which may increase based on the Western State Consumer Price Index-CPIU matched up to 5%)

ASSISTANTS 2027-2028 SALARY SCHEDULE - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ED ASSISTANT	\$16.96	\$17.47	\$17.99	\$18.54	\$19.10	\$19.66	\$20.26	\$20.87
SEA	\$18.86	\$19.45	\$20.04	\$20.64	\$21.26	\$21.90	\$22.56	\$23.24
LIBRARY ASST	\$18.86	\$19.45	\$20.04	\$20.64	\$21.26	\$21.90	\$22.56	\$23.24
CHILD CARE ASSISTANT1	\$16.96	\$17.47	\$17.99	\$18.54	\$19.10	\$19.66	\$20.26	\$20.87
CHILD CARE SPEC	\$19.34	\$19.92	\$20.53	\$21.15	\$21.77	\$22.43	\$23.10	\$23.79
LEAD CHILD CARE SPEC	\$23.01	\$23.69	\$24.41	\$25.14	\$25.89	\$26.68	\$27.48	\$28.30
PCA	\$21.19	\$21.82	\$22.48	\$23.15	\$23.84	\$24.57	\$25.30	\$26.06
LEAD SEA AT TLC	\$22.31	\$22.99	\$23.67	\$24.38	\$25.12	\$25.87	\$26.66	\$27.44
CAMP. SUPV. COORD	\$19.17	\$19.73	\$20.33	\$20.93	\$21.57	\$22.22	\$22.88	\$23.57
WORK EXP SPEC	\$27.79	\$28.64	\$29.50	\$30.37	\$31.30	\$32.23	\$33.20	\$34.20
Speech Lang Path Asst	\$29.26	\$30.15	\$31.04	\$31.97	\$32.94	\$33.93	\$34.94	\$35.99
Sign Language Interpreter	\$29.26	\$30.15	\$31.04	\$31.97	\$32.94	\$33.93	\$34.94	\$35.99
AVID Tutor	\$16.32	\$16.81	\$17.31	\$17.83	\$18.36	\$18.92	\$19.49	\$20.06
Behavior Resource Asst	\$21.19	\$21.82	\$22.48	\$23.15	\$23.84	\$24.57	\$25.30	\$26.06
Beh Intervention Coord	\$32.18	\$33.17	\$34.17	\$35.18	\$36.25	\$37.33	\$38.46	\$39.60
SEA - BIC/SSC***	\$27.32	\$28.14	\$28.98	\$29.85	\$30.75	\$31.67	\$32.62	\$33.60
Bilingual Asst	\$20.18	\$20.79	\$21.41	\$22.05	\$22.71	\$23.39	\$24.09	\$24.82
LPN	\$34.24	\$35.26	\$36.32	\$37.41	\$38.53	\$39.68	\$40.88	\$42.10
SEA-Communication	\$21.19	\$21.82	\$22.48	\$23.15	\$23.84	\$24.57	\$25.30	\$26.06

***Frozen

2027-2028 BUSINESS OFFICE - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCT CLERK	\$19.17	\$19.73	\$20.33	\$20.93	\$21.57	\$22.22	\$22.88	\$23.57
ACCOUNTANT/PAYROLL SPEC	\$36.19	\$37.28	\$38.40	\$39.55	\$40.74	\$41.96	\$43.22	\$44.52
Bookkeeper I/HR Specialist I	\$22.93	\$23.61	\$24.33	\$25.06	\$25.80	\$26.57	\$27.38	\$28.19
Bookkeeper II/HR Specialist II	\$26.73	\$27.53	\$28.36	\$29.20	\$30.08	\$30.99	\$31.91	\$32.88
Bookkeeper III/HR Specialist III	\$27.79	\$28.64	\$29.50	\$30.37	\$31.30	\$32.23	\$33.20	\$34.20
Bookkeeper IV Hourly	\$28.89	\$29.76	\$30.65	\$31.58	\$32.52	\$33.50	\$34.51	\$35.55
Bookkeeper V/Loss Control Spec	\$29.71	\$30.59	\$31.52	\$32.46	\$33.44	\$34.44	\$35.47	\$36.53
Facility Use/Loss Cont	\$28.89	\$29.76	\$30.65	\$31.58	\$32.52	\$33.50	\$34.51	\$35.55

2027-2028 CUSTODIAL - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CUSTODIAN-HOURLY	\$21.08	\$21.71	\$22.37	\$23.04	\$23.73	\$24.44	\$25.17	\$25.94
Head Custodian MS Hourly	\$23.58	\$24.31	\$25.05	\$25.79	\$26.56	\$27.36	\$28.18	\$29.03
Head Cust HS Hourly	\$24.36	\$25.11	\$25.86	\$26.64	\$27.43	\$28.26	\$29.11	\$29.98
Custodial Specialist	\$25.97	\$26.75	\$27.55	\$28.38	\$29.23	\$30.11	\$31.01	\$31.94

2027-2028 FOOD SERVICE - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
FOOD SERVICE ASST	\$17.67	\$18.21	\$18.76	\$19.32	\$19.89	\$20.50	\$21.10	\$21.73
VAN DRIVER	\$18.21	\$18.75	\$19.32	\$19.90	\$20.50	\$21.10	\$21.74	\$22.39
FSA SMALL SCH LEAD	\$17.86	\$18.39	\$18.95	\$19.52	\$20.10	\$20.69	\$21.32	\$21.95
FSA BASE KITCHEN	\$18.21	\$18.75	\$19.32	\$19.90	\$20.50	\$21.10	\$21.74	\$22.39
FSA LG SCH LEAD/ASST COOK MGR BASE K	\$18.70	\$19.26	\$19.84	\$20.44	\$21.05	\$21.68	\$22.33	\$23.01
COOK MGR II & III	\$21.34	\$21.98	\$22.65	\$23.32	\$24.02	\$24.74	\$25.48	\$26.24
COOK MANAGER	\$21.98	\$22.65	\$23.32	\$24.02	\$24.73	\$25.48	\$26.24	\$27.04
COOK MANAGER BASE KITCHEN	\$26.10	\$26.88	\$27.69	\$28.53	\$29.38	\$30.26	\$31.17	\$32.11
COOK MGR IIIB	\$24.09	\$25.35	\$26.10	\$26.88	\$27.69	\$28.53	\$29.39	\$30.26

2027-2028 SECRETARIAL - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CLERICAL SPEC I Hourly	\$18.89	\$19.49	\$20.07	\$20.67	\$21.30	\$21.94	\$22.59	\$23.27
CLERICAL SPEC II Hourly	\$20.02	\$20.63	\$21.24	\$21.89	\$22.54	\$23.22	\$23.91	\$24.63
High Schools Coord	\$23.49	\$24.19	\$24.92	\$25.67	\$26.44	\$27.23	\$28.05	\$28.89
COUNSELING SEC/REGISTRAR II Hrly	\$21.14	\$21.76	\$22.42	\$23.09	\$23.78	\$24.49	\$25.22	\$25.99
REGISTRAR III Hourly	\$22.57	\$23.26	\$23.95	\$24.67	\$25.41	\$26.17	\$26.96	\$27.77
SOM I Hourly	\$24.76	\$25.52	\$26.30	\$27.09	\$27.89	\$28.74	\$29.60	\$30.49
SOM II Hourly	\$24.76	\$25.52	\$26.30	\$27.09	\$27.89	\$28.74	\$29.60	\$30.49
SOM III Hourly	\$24.76	\$25.52	\$26.30	\$27.09	\$27.89	\$28.74	\$29.60	\$30.49
SEC I Hourly	\$21.82	\$22.50	\$23.18	\$23.87	\$24.58	\$25.32	\$26.07	\$26.85
SEC II Hourly	\$24.42	\$25.16	\$25.93	\$26.71	\$27.50	\$28.33	\$29.18	\$30.05
SEC III Hourly	\$27.05	\$27.89	\$28.73	\$29.58	\$30.48	\$31.38	\$32.33	\$33.30
BUSINESS TO SCHOOL Hourly	\$21.14	\$21.76	\$22.42	\$23.09	\$23.78	\$24.49	\$25.22	\$25.99
TRANSLATOR	\$24.53	\$25.27	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29	\$30.18
Translator II	\$28.86	\$29.73	\$30.61	\$31.54	\$32.48	\$33.45	\$34.46	\$35.49
Bilingual Clerical	\$20.18	\$20.79	\$21.41	\$22.05	\$22.71	\$23.39	\$24.09	\$24.82

2027-2028 TECHNOLOGY - 3% COLA

POSITIONS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Net Tech Hourly	\$29.94	\$30.84	\$31.77	\$32.71	\$33.70	\$34.71	\$35.76	\$36.83
Computer Technician I	\$28.24	\$29.11	\$29.98	\$30.88	\$31.81	\$32.76	\$33.74	\$34.76
Net Tech II	\$32.21	\$33.19	\$34.18	\$35.20	\$36.26	\$37.34	\$38.47	\$39.62
Lead Network Tech III	\$33.63	\$34.66	\$35.70	\$36.77	\$37.87	\$39.02	\$40.18	\$41.39
Student Tech Assistant	\$17.45	\$17.99	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Lead Network Engineer/Tech IV	\$35.45	\$36.51	\$37.62	\$38.75	\$39.90	\$41.10	\$42.33	\$43.61

2027-2028 TRANSPORTATION - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BUS DRIVER	\$23.15	\$23.86	\$24.57	\$25.32	\$26.06	\$26.84	\$27.66	\$28.48
SPECIAL NEEDS DRIVER W/1%	\$23.87	\$24.58	\$25.32	\$26.07	\$26.86	\$27.67	\$28.50	\$29.35
RELIEF DRIVER	\$24.05	\$24.78	\$25.52	\$27.36	\$27.07	\$27.88	\$28.72	\$29.57
DRIVER TRAINER	\$25.38	\$26.14	\$26.92	\$27.74	\$28.56	\$29.42	\$30.95	\$31.22
ASW HOURLY	\$22.67	\$23.37	\$24.07	\$24.80	\$25.53	\$26.31	\$27.09	\$27.91
MECHANIC II	\$29.09	\$29.97	\$30.86	\$31.80	\$32.74	\$33.73	\$34.74	\$35.78
MECHANIC III	\$30.54	\$31.50	\$32.46	\$33.47	\$34.52	\$35.59	\$36.65	\$37.75
LEAD MECHANIC	\$33.28	\$34.26	\$35.29	\$36.35	\$37.44	\$38.56	\$39.72	\$40.91
TOA	\$21.82	\$22.50	\$23.18	\$23.87	\$24.58	\$25.32	\$26.07	\$26.85
BUS ATTENDANT* W/1%	\$20.42	\$21.04	\$21.67	\$22.32	\$22.99	\$23.68	\$24.40	\$25.12
Driver Dev Coord	\$27.01	\$27.84	\$28.68	\$29.53	\$30.43	\$31.33	\$32.28	\$33.25
Dispatch Router	\$25.19	\$25.95	\$26.73	\$27.53	\$28.36	\$29.20	\$30.08	\$30.98
Driver Spec Ed Diff	\$0.47	\$0.49	\$0.50	\$0.52	\$0.53	\$0.55	\$0.56	\$0.58
Attendant SPED Differential	\$0.40	\$0.41	\$0.42	\$0.44	\$0.45	\$0.46	\$0.48	\$0.49
Type 10 Driver	\$21.15	\$21.77	\$22.43	\$23.10	\$23.79	\$24.51	\$25.25	\$26.00
Type 10 Driver .50 Diff. Leave Comp	\$0.57	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
LEAD ASW	\$24.49	\$25.24	\$25.99	\$26.77	\$27.58	\$28.40	\$29.26	\$30.13

2027-2028 WARE/GROUNDS/MAINTENANCE - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Groundskeeper Hourly	\$21.88	\$22.54	\$23.22	\$23.91	\$24.63	\$25.37	\$26.13	\$26.90
Courier Hourly	\$23.18	\$23.89	\$24.61	\$25.35	\$26.10	\$26.88	\$27.69	\$28.53
Maintenance Entry Level	\$24.16	\$24.90	\$25.65	\$26.42	\$27.21	\$28.03	\$28.87	\$29.71
Maint 1	\$28.82	\$29.67	\$30.56	\$31.49	\$32.42	\$33.40	\$34.39	\$35.40
Maint 2	\$30.75	\$31.66	\$32.61	\$33.59	\$34.60	\$35.64	\$36.71	\$37.80
Maint 3	\$33.81	\$34.83	\$35.89	\$36.96	\$38.06	\$39.20	\$40.39	\$41.59
Maint 4	\$38.67	\$39.83	\$41.02	\$42.26	\$43.53	\$44.84	\$46.19	\$47.58
Maint 5	\$43.93	\$45.27	\$46.62	\$48.02	\$49.47	\$50.94	\$52.48	\$54.05
Maint 6 / DDC Control Spec.	\$46.08	\$47.46	\$48.89	\$50.36	\$51.87	\$53.44	\$55.02	\$56.68

GAPS 2028-2029 3% COLA
GAPS Comprehensive Package Proposal, 8/24/26 12:00pm
Offer Expires Friday, 8/28/26, 5:00pm

Package A Proposal

3% COLA (which may increase based on the Western State Consumer Price Index-CPIU matched up to 5%)

ASSISTANTS 2028-2029 SALARY SCHEDULE - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ED ASSISTANT	\$17.47	\$17.99	\$18.53	\$19.10	\$19.67	\$20.25	\$20.87	\$21.50
SEA	\$19.43	\$20.03	\$20.64	\$21.26	\$21.90	\$22.56	\$23.24	\$23.94
LIBRARY ASST	\$19.43	\$20.03	\$20.64	\$21.26	\$21.90	\$22.56	\$23.24	\$23.94
CHILD CARE ASSISTANT1	\$17.47	\$17.99	\$18.53	\$19.10	\$19.67	\$20.25	\$20.87	\$21.50
CHILD CARE SPEC	\$19.92	\$20.52	\$21.15	\$21.78	\$22.42	\$23.10	\$23.79	\$24.50
LEAD CHILD CARE SPEC	\$23.70	\$24.40	\$25.14	\$25.89	\$26.67	\$27.48	\$28.30	\$29.15
PCA	\$21.83	\$22.47	\$23.15	\$23.84	\$24.56	\$25.31	\$26.06	\$26.84
LEAD SEA AT TLC	\$22.98	\$23.68	\$24.38	\$25.11	\$25.87	\$26.65	\$27.46	\$28.26
CAMP. SUPV. COORD	\$19.75	\$20.32	\$20.94	\$21.56	\$22.22	\$22.89	\$23.57	\$24.28
WORK EXP SPEC	\$28.62	\$29.50	\$30.39	\$31.28	\$32.24	\$33.20	\$34.20	\$35.23
Speech Lang Path Asst	\$30.14	\$31.05	\$31.97	\$32.93	\$33.93	\$34.95	\$35.99	\$37.07
Sign Language Interpreter	\$30.14	\$31.05	\$31.97	\$32.93	\$33.93	\$34.95	\$35.99	\$37.07
AVID Tutor	\$16.81	\$17.31	\$17.83	\$18.36	\$18.91	\$19.49	\$20.07	\$20.66
Behavior Resource Asst	\$21.83	\$22.47	\$23.15	\$23.84	\$24.56	\$25.31	\$26.06	\$26.84
Beh Intervention Coord	\$33.15	\$34.17	\$35.20	\$36.24	\$37.34	\$38.45	\$39.61	\$40.79
SEA - BIC/SSC***	\$27.32	\$28.14	\$28.98	\$29.85	\$30.75	\$31.67	\$32.62	\$33.60
Bilingual Asst	\$20.79	\$21.41	\$22.05	\$22.71	\$23.39	\$24.09	\$24.81	\$25.56
LPN	\$35.27	\$36.32	\$37.41	\$38.53	\$39.69	\$40.87	\$42.11	\$43.36
SEA-Communication	\$21.83	\$22.47	\$23.15	\$23.84	\$24.56	\$25.31	\$26.06	\$26.84

***Frozen

2028-2029 BUSINESS OFFICE - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCT CLERK	\$19.75	\$20.32	\$20.94	\$21.56	\$22.22	\$22.89	\$23.57	\$24.28
ACCOUNTANT/PAYROLL SPEC	\$37.28	\$38.40	\$39.55	\$40.74	\$41.96	\$43.22	\$44.52	\$45.86
Bookkeeper I/HR Specialist I	\$23.62	\$24.32	\$25.06	\$25.81	\$26.57	\$27.37	\$28.20	\$29.04
Bookkeeper II/HR Specialist II	\$27.53	\$28.36	\$29.21	\$30.08	\$30.98	\$31.92	\$32.87	\$33.87
Bookkeeper III/HR Specialist III	\$28.62	\$29.50	\$30.39	\$31.28	\$32.24	\$33.20	\$34.20	\$35.23
Bookkeeper IV Hourly	\$29.76	\$30.65	\$31.57	\$32.53	\$33.50	\$34.51	\$35.55	\$36.62
Bookkeeper V/Loss Control Spec	\$30.60	\$31.51	\$32.47	\$33.43	\$34.44	\$35.47	\$36.53	\$37.63
Facility Use/Loss Cont	\$29.76	\$30.65	\$31.57	\$32.53	\$33.50	\$34.51	\$35.55	\$36.62

2028-2029 CUSTODIAL - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CUSTODIAN-HOURLY	\$21.71	\$22.36	\$23.04	\$23.73	\$24.44	\$25.17	\$25.93	\$26.72
Head Custodian MS Hourly	\$24.29	\$25.04	\$25.80	\$26.56	\$27.36	\$28.18	\$29.03	\$29.90
Head Cust HS Hourly	\$25.09	\$25.86	\$26.64	\$27.44	\$28.25	\$29.11	\$29.98	\$30.88
Custodial Specialist	\$26.75	\$27.55	\$28.38	\$29.23	\$30.11	\$31.01	\$31.94	\$32.90

2028-2029 FOOD SERVICE - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
FOOD SERVICE ASST	\$18.20	\$18.76	\$19.32	\$19.90	\$20.49	\$21.12	\$21.73	\$22.38
VAN DRIVER	\$18.76	\$19.31	\$19.90	\$20.50	\$21.12	\$21.73	\$22.39	\$23.06
FSA SMALL SCH LEAD	\$18.40	\$18.94	\$19.52	\$20.11	\$20.70	\$21.31	\$21.96	\$22.61
BASE KITCHEN	\$18.76	\$19.31	\$19.90	\$20.50	\$21.12	\$21.73	\$22.39	\$23.06
FSA LG SCH LEAD/ASST COOK MGR BASE K	\$19.26	\$19.84	\$20.44	\$21.05	\$21.68	\$22.33	\$23.00	\$23.70
COOK MGR II & III	\$21.98	\$22.64	\$23.33	\$24.02	\$24.74	\$25.48	\$26.24	\$27.03
COOK MANAGER	\$22.64	\$23.33	\$24.02	\$24.74	\$25.47	\$26.24	\$27.03	\$27.85
COOK MANAGER BASE KITCHEN	\$26.88	\$27.69	\$28.52	\$29.39	\$30.26	\$31.17	\$32.11	\$33.07
COOK MGR IIIB	\$24.81	\$26.11	\$26.88	\$27.69	\$28.52	\$29.39	\$30.27	\$31.17

2028-2029 SECRETARIAL - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CLERICAL SPEC I Hourly	\$19.46	\$20.07	\$20.67	\$21.29	\$21.94	\$22.60	\$23.27	\$23.97
CLERICAL SPEC II Hourly	\$20.62	\$21.25	\$21.88	\$22.55	\$23.22	\$23.92	\$24.63	\$25.37
Comm Schools Coord	\$24.19	\$24.92	\$25.67	\$26.44	\$27.23	\$28.05	\$28.89	\$29.74
COUNSELING SEC/REGISTRAR II Hrly	\$21.77	\$22.41	\$23.09	\$23.78	\$24.49	\$25.22	\$25.98	\$26.77
REGISTRAR III Hourly	\$23.25	\$23.96	\$24.67	\$25.41	\$26.17	\$26.96	\$27.77	\$28.60
SOM I Hourly	\$25.50	\$26.29	\$27.09	\$27.90	\$28.73	\$29.60	\$30.49	\$31.40
SOM II Hourly	\$25.50	\$26.29	\$27.09	\$27.90	\$28.73	\$29.60	\$30.49	\$31.40
SOM III Hourly	\$25.50	\$26.29	\$27.09	\$27.90	\$28.73	\$29.60	\$30.49	\$31.40
SEC I Hourly	\$22.47	\$23.18	\$23.88	\$24.59	\$25.32	\$26.08	\$26.85	\$27.66
SEC II Hourly	\$25.15	\$25.91	\$26.71	\$27.51	\$28.33	\$29.18	\$30.06	\$30.95
SEC III Hourly	\$27.86	\$28.73	\$29.59	\$30.47	\$31.39	\$32.32	\$33.30	\$34.30
BUSINESS TO SCHOOL Hourly	\$21.77	\$22.41	\$23.09	\$23.78	\$24.49	\$25.22	\$25.98	\$26.77
TRANSLATOR	\$25.27	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29	\$30.17	\$31.09
Translator II	\$29.73	\$30.62	\$31.53	\$32.49	\$33.45	\$34.45	\$35.49	\$36.55
Bilingual Clerical	\$20.79	\$21.41	\$22.05	\$22.71	\$23.39	\$24.09	\$24.81	\$25.56

2028-2029 TECHNOLOGY - 3% COLA

POSITIONS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Net Tech Hourly	\$30.84	\$31.77	\$32.72	\$33.69	\$34.71	\$35.75	\$36.83	\$37.93
Computer Technician I	\$29.09	\$29.98	\$30.88	\$31.81	\$32.76	\$33.74	\$34.75	\$35.80
Net Tech II	\$33.18	\$34.19	\$35.21	\$36.26	\$37.35	\$38.46	\$39.62	\$40.81
Lead Network Tech III	\$34.64	\$35.70	\$36.77	\$37.87	\$39.01	\$40.19	\$41.39	\$42.63
Student Tech Assistant	\$17.97	\$18.53	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Lead Network Engineer/Tech IV	\$36.51	\$37.61	\$38.75	\$39.91	\$41.10	\$42.33	\$43.60	\$44.92

2028-2029 TRANSPORTATION - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BUS DRIVER	\$23.84	\$24.58	\$25.31	\$26.08	\$26.84	\$27.65	\$28.49	\$29.33
SPECIAL NEEDS DRIVER W/1%	\$24.59	\$25.32	\$26.08	\$26.85	\$27.67	\$28.50	\$29.36	\$30.23
RELIEF DRIVER	\$24.77	\$25.52	\$26.29	\$28.18	\$27.88	\$28.72	\$29.58	\$30.46
DRIVER TRAINER	\$26.14	\$26.92	\$27.73	\$28.57	\$29.42	\$30.30	\$31.88	\$32.16
ASW HOURLY	\$23.35	\$24.07	\$24.79	\$25.54	\$26.30	\$27.10	\$27.90	\$28.75
MECHANIC II	\$29.96	\$30.87	\$31.79	\$32.75	\$33.72	\$34.74	\$35.78	\$36.85
MECHANIC III	\$31.46	\$32.45	\$33.43	\$34.47	\$35.56	\$36.66	\$37.75	\$38.88
LEAD MECHANIC	\$34.28	\$35.29	\$36.35	\$37.44	\$38.56	\$39.72	\$40.91	\$42.14
TOA	\$22.47	\$23.18	\$23.88	\$24.59	\$25.32	\$26.08	\$26.85	\$27.66
BUS ATTENDANT* W/1%	\$21.03	\$21.67	\$22.32	\$22.99	\$23.68	\$24.39	\$25.13	\$25.87
Driver Dev Coord	\$27.82	\$28.68	\$29.54	\$30.42	\$31.34	\$32.27	\$33.25	\$34.25
Dispatch Router	\$25.95	\$26.73	\$27.53	\$28.36	\$29.21	\$30.08	\$30.98	\$31.91
Driver Spec Ed Diff	\$0.48	\$0.50	\$0.52	\$0.54	\$0.55	\$0.57	\$0.58	\$0.60
Attendant SPED Differential	\$0.41	\$0.42	\$0.43	\$0.45	\$0.46	\$0.47	\$0.49	\$0.50
Type 10 Driver	\$21.78	\$22.42	\$23.10	\$23.79	\$24.50	\$25.25	\$26.01	\$26.78
Type 10 Driver .50 Diff. Leave Comp	\$0.59	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
LEAD ASW	\$25.22	\$26.00	\$26.77	\$27.57	\$28.41	\$29.25	\$30.14	\$31.03

2028-2029 WARE/GROUNDS/MAINTENANCE - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Groundskeeper Hourly	\$22.54	\$23.22	\$23.92	\$24.63	\$25.37	\$26.13	\$26.91	\$27.71
Courier Hourly	\$23.88	\$24.61	\$25.35	\$26.11	\$26.88	\$27.69	\$28.52	\$29.39
Maintenance Entry Level	\$24.88	\$25.65	\$26.42	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63
Maint 1	\$29.68	\$30.56	\$31.48	\$32.43	\$33.39	\$34.40	\$35.42	\$36.49
Maint 2	\$31.67	\$32.61	\$33.59	\$34.60	\$35.64	\$36.71	\$37.81	\$38.93
Maint 3	\$34.82	\$35.87	\$36.97	\$38.07	\$39.20	\$40.38	\$41.60	\$42.84
Maint 4	\$39.83	\$41.02	\$42.25	\$43.53	\$44.84	\$46.19	\$47.58	\$49.01
Maint 5	\$45.25	\$46.63	\$48.02	\$49.46	\$50.95	\$52.47	\$54.05	\$55.67
Maint 6 / DDC Control Spec.	\$47.46	\$48.88	\$50.36	\$51.87	\$53.43	\$55.04	\$56.67	\$58.38

Package Offer

B

ARTICLE 25: COMPENSATION
GAPS Package Proposal OFFER B, 8/24/26,
12:00 pm
Offer Expires Friday, 8/28/26, 5:00 pm

PACKAGE OFFER B:

25.1 For ~~2023-2024~~ 2026-2027:

~~2.25% COLA (see salary schedule)~~

Employer PERS pick up effective December 2023

~~3.1%~~ Effective July 1, 2026 the 2026-2027 salary schedule will be increased by

3.5% COLA. - Except as noted below: See Attached Salary Schedule

The SEA - BIC/SSC Position is frozen at the 2025-2026 rate

Both the PCA and the SEA Communication Positions will receive a 5% COLA

Step 8 column on all salary schedules will receive a 5% COLA

COLA increase will be paid retroactively as necessary to July 1, 2026 on salary schedule positions only.

All extra time, and exception time, and differential pay will not be eligible for retroactive pay.

The district will match employee's contribution for TSAs (Tax Shelter Annuities) as follows: 6 or more hours per day = ~~\$47.00~~ \$50.00 per month match; 3 to 5.99 hours per day = ~~\$32.00~~ \$35.00 per month match. The TSA benefit will not be retroactive.

For ~~2024-2025~~ 2027-2028:

~~4% COLA (see salary schedule)~~

The district will match employee's contribution for TSAs (Tax Shelter Annuities) as follows: 6 or more hours per day = ~~\$47.00~~ \$55.00 per month match; 3 to 5.99 hours per day = ~~\$32.00~~ \$40.00 per month match. ~~Additional \$50 per month cap increase for health insurance (prior to pooling dollars).~~

Effective July 1, 2027, the 2027-2028 salary schedule shall be increased by the same percentage increase in the Western Oregon Region CPI-U as is shown for February, 2027, with a maximum increase of 5% and a minimum increase of 3%.

The SEA - BIC/SSC Position is frozen at the 2025-2026 rate

For ~~2025-2026~~ 2028-2029:

~~3% COLA (which may increase based on the Western State Consumer Price Index CPIU on April 15, 2024 - April 15, 2025 matched up to 5%.~~

The district will match employee's contribution for TSAs (Tax Shelter Annuities) as follows: 6 or more hours per day = ~~\$47.00~~ \$55.00 per month match; 3 to 5.99 hours per day = ~~\$32.00~~ \$40.00 per month match. ~~Additional \$50 per month cap increase for health insurance (prior to pooling dollars).~~

Effective July 1, 2028, the 2028-2029 salary schedule shall be increased by the same percentage increase in the Western Oregon Region CPI-U as is shown for February, 2028, with a maximum increase of 5% and a minimum increase of 3%.

[The SEA - BIC/SSC Position is frozen at the 2025-2026 rate](#)

- 25.2 Adjusting the Pay Date Calendar: ~~The District shall provide to the Association no later than June 1 the adopted school calendar for the following school year. If the Association notifies the District of In a situation in which the last 25th working day of the month is a holiday or falls on a weekend, the pay date will be the last working day prior to the 25th of the month. for some classified employees is prior to the pay date, then the District will either (a) adjust the pay date to an earlier date that is the last working day of the month for classified employees, or (b) notify all classified employees of the situation at the time that pay dates for the year are publicized, giving options for resolving the problem, such as automatic payroll deposit, pickup of paycheck at District office or building, etc.~~
- 25.3 Coaching/Extra Duty Assignments: Any bargaining unit member employed by the District to coach or to do game duty, shall be paid according to the schedule applied to members of the certified bargaining unit.
- ~~a. — Employees who perform duties in positions designated by the District for extra duty compensation shall be paid an hourly wage equal to the state minimum wage in effect at the time of performance. MOVED FROM D) The District will establish a limit on the total number of hours an employee may work in an extra duty so that the total hourly compensation for the extra duty position earned by the employee does not exceed the District's scheduled extra duty stipend for the position. An employee may not exceed the established maximum hours without advance approval of the District.~~
- ~~b. — Any hours worked in the performance of such an extra duty position that are in excess of forty (40) total work hours in the week (extra duty hours and regular position hours combined) shall be counted as overtime and paid at one and one-half times the hourly rate set forth in section a. above. Should the total hourly compensation received by the employee at the end of the extra duty assignment be less than the District's scheduled extra duty stipend for the position, the District will pay the employee the difference.~~
- ~~c. — Hours worked in an extra duty assignment shall not be counted toward an employee's proration for insurance purposes.~~

Extra Duty Position, Athletic Assistant: This position shall be paid ~~\$15.26 per hour~~ according to the Certified Extra Duty salary schedule. Like all extra duty positions, this position is contracted from year to year and therefore is not entitled to any

additional benefits under this negotiated contract. If an employee who holds this position is an hourly wage earner and is entitled to overtime under state and federal guidelines, the parties agree to honor overtime pay above forty (40) hours per week.

25.4 Differentials:

~~a. **Behavior:** Special education bus drivers and school bus attendants who transport children who attend the high behavior needs programs (i.e. Structured Support, Lifeskills Programs, and Communication Classrooms) will receive a 2% differential when transporting these students to and from these high behavior need programs. This percentage will be in addition to the 2% that special education drivers currently receive for driving special needs routes.~~

a. Bilingual: Any employee who has passed the GAPS District vetting process for oral language proficiency in a language other than English will be eligible for additional compensation under this article if:

1. The employee is designated for interpretation duties by the building principal or supervisor based upon the needs of that assignment.
2. The employee uses these language skills in the performance of their job with the approval of the principal or supervisor.

Upon performance of these tasks, the employee will be eligible to receive a two (2) percent differential in addition to their normal wage.

~~b. **Food Service:** Food service assistants, including van drivers, cook managers, and assistant cook managers in base kitchens shall receive an extra 3% in addition to their regular salary rates. Food service assistants at elementary schools with at least 10 hours of daily FSA time who the District designates as a lead worker (designating and directing work of others) shall receive a 2% differential in addition to their regular wage. FSA's at elementary schools with less than ten (10) hours of daily FSA time who the District designates as lead worker shall receive a 1 % differential in addition to their regular wage.~~

~~c.~~ B. Lead Night Custodian: When more than one custodian works after the head custodian shift at the high school, one will be designated by the district as "lead". The lead custodian will be paid a 2% differential for time worked after the end of the head custodian's shift while other workers are present during the school year. During non- school times (i.e. winter and spring breaks, summer), the differential is only paid on days the head custodian does not work at all. No employee shall receive out of class pay and the 2% differential concurrently.

d- C. Elementary Lead Custodian: Elementary custodians working in buildings with significant facility usage, large square footage, and responsibility for coordinating the work supervision of other custodian(s) will be administratively designated as the Lead Custodian (i.e. Meadow Ridge and Oak Grove). The Lead Custodian will be paid a 2% differential during the 191 days the Lead is required.

e- D.Shift differential: When any employee is required to work regularly after 6:00 p.m or before 6:00am for a period of four calendar weeks, that employee shall be paid an extra 3% in addition to their regular salary rate for all time worked after 6:00 p.m. or before 6:00 a.m.

Employees who, as of October 1, 2005, were required to work regularly after 5:00 p.m. shall continue to be paid an extra 3% in addition to their regular salary rate for all time worked after 5:00 p.m.

25.5 Out of Classification Work-Higher Classification: An employee temporarily assigned by the District to replace an absent employee who is in a higher classification shall be considered working out of classification. An employee required to work out of classification for two (2) or more hours per day for more than five (5) days will be entitled to the rate of pay that is the comparable step in the new classification range which provides a salary one (1) step higher than that previously received or the first step of the new classification range, whichever is greater, from the first day of the assignment.

~~However, if a person is on the longevity step of the salary schedule, it will be calculated by multiplying the 1.04 times the fifth step on the classification the person had been on. The employee will then be placed on the salary schedule for the new job at the step that provides at least a 4% increase. To that salary will be added the longevity amount (calculated by figuring the dollar amount of the double bump in that classification) and this longevity amount will continue to be added as the employee moves across the schedule. When the employee reaches the fifth step of that schedule, the next year they will move on to the longevity step.~~

When a person is being paid at a higher classification rate because of out of classification duties, any paid holidays that fall within that time period should be paid at the rate that the person was getting during the period of the holiday.

For example, a custodian that works as a maintenance person during the month of December and for the first part of January would receive maintenance pay for the Christmas and New Year paid holiday. This is based on the fact that the pay before and after the holiday was as a maintenance person.

25.6 Out of Classification Work- Lower Classification: The parties understand that from time to time employees may be assigned duties, temporarily, from a lower

classification. **The employee will continue to be paid at their current wage and will progress with all of their normal benefits.** However, if these duties continue for two (2) calendar months or more the employees may:

- ~~a.~~ Request a meeting with the supervisor making the assignments of the duties in question, to obtain an explanation as to why the duties were assigned;
- ~~b.~~ Make suggestions to the supervisor, either in a meeting or in writing, as to alternative ways of providing for those duties to be performed;
- ~~c.~~ Request additional training to assist in the performance of those duties; and/or
- ~~d.~~ Request that their performance of those duties be noted in their

personnel file. An employee shall not receive less pay for assignments in lower classification duties.

This section does not apply to current positions or new positions whose original composition was a combination of job duties from more than one classification or situations where demotion or downward reclassification has occurred (see section 25.716). This section does apply to positions where no additional hours can be added to provide an additional service.

- 25.7 **Pay Advance and Pay Draws:** Each employee has the opportunity to submit up to a total of three (3) requests for a pay advance ~~and/or draw~~ each year; no more than one request per month. ~~(Note: Not three advance requests and three draw requests.)~~

- A pay advance request ~~would~~ **could** occur for the ~~5th 10th~~, **10th or the 15th of the month.**
- ~~A pay draw request would occur for the 15th and 20th of the month.~~
- One emergency request after the 20th in the lifetime of the employee. The emergency advance would count towards one (1) of the three (3) requests per year.

The District has an established procedure of issuing paychecks once a month. The District recognizes that occasionally an employee will have a financial emergency that may necessitate a payroll advance ~~/draw~~. The following guidelines will be followed:

- ~~a. An employee wanting a payroll advance/draw needs to submit the District Pay Advance/Draw Form by 1:00 PM to the District Business Office;~~
- For a pay advance, submit the form by 1:00 PM **on the day prior to the draw being processed by the 10th of the month.** The District will process **the request** to be paid out on ~~the 11th or~~ the next business day **contingent upon your financial institution.**

- ~~For a pay draw, submit the form by 1:00 PM on the 15th, to be paid out on the 16th or the next business day; or, submit the form by 1:00 PM on the 20th, to be paid out on the 21st or the next business day. Payment will be disbursed the following day, contingent upon your financial institution.~~

- b. ~~A.~~ Three (3) ~~draws/~~advances may be requested per year via submission of the same form for all employees.
- c. ~~B.~~ In agreement, the District will pay out up to one-half of the employee's monthly net wages per request.
- d. ~~C.~~ Payroll advances will be limited to one a month, and three (3) advances within a 12 month period. Except for twelve (12) month employees, no pay draws will be allowed in July or August.

25.8 Pay Steps Language: Newly hired employees will normally be placed at the first step on the salary schedule for their designated classification. However, if an employee has prior experience in a similar position, the District may place an employee on step in accordance with their experience. ~~Hiring managers will recommend step placement to be authorized by Human Resources Administration. Employees will be allowed a lookback period to 7/1/2020 to provide the district with verification of step placement correction based upon prior experience not compensated for. The employee is responsible to initiate the step advancement based upon document of experience and a written verification from the employees' supervisor. Step advancement is not eligible for retroactive payments.~~

Beginning with the first of the fiscal year following six months of employment, employees shall progress one horizontal step on the salary schedule if performance has been satisfactory and they are continuing employment with the District.

Employees advanced to a higher or lower paying job will be placed on the ~~lowest~~ salary step which in the applicable range which will give them at least a 4% increase aligns with their qualifying years of experience and will continue to receive normal step adjustments.

Employees who are reemployed into the same classification after a break in service (such as retirement or resignation) will be placed on a step that reflects their years of District experience and other relevant experience in that classification.

All other conditions of the contract dealing with probation, advancement, etc. will apply to each new classified employee regardless of the initial placement on the salary schedule.

In order to be eligible for a step on the salary schedule, an employee must have worked one-half of the days of their work calendar for that year. Unpaid leave days do not count as days worked for step advancement, unless protected leave is utilized. Paid leave days do count as days worked.

When an employee is hired for additional hours in a classification with a rate of pay lower than that of the classification in which the employee is currently working, the

employee shall be placed on the salary schedule for those additional hours in the following manner:

- a. If the employee has no prior experience within the category, then the placement will be at Step 1.
- b. If the employee has prior experience in the category, then they will be placed on the step of the schedule that matches the total amount of category experience.

25.9 Paychecks: Employees ~~hired after July 1, 2010~~ will ~~be required to~~ receive their pay through direct deposit. A summary of salary paid will be emailed to employees who are using direct deposit. If an employee does not have email access, they will need to make arrangements with the business office for an alternative means to receive a monthly pay summary.

Regardless of the option chosen, the employee cannot change their selection until the following school year. If an employee chooses the twelve (12) equal pay check option, then insurance payments will be taken out in equal increments from each month's check. For those employees selecting ten (10) equal paychecks, the insurance payment will be deducted according to Article 26.3.

Employees will receive their paychecks by 5 pm on the 25th of each month, or by 5 pm the previous workday if the 25th falls on a weekend or holiday.

Employees who work less than 200 days per year, may elect to have their salary divided into 10 equal paychecks. To be provided the 10 month pay option, employees must notify ~~Human Resources~~ the Business Department in writing prior to September 15 of each year.

All employees not electing to receive their pay in 10 equal checks, will receive their pay in 12 equal payments. Balance of contract payments (July and August paychecks) will be paid via direct deposit in June, therefore, employees will receive their June, July, and August direct deposit payments in June.

~~Employees will have the option to notify the district in writing, prior to September 15 of each year, their preference to receive paper checks for the following July and August balance of contract paychecks. The district will hold the checks until the following July and August pay dates, at which time, the district will mail the employee checks.~~

12 month employees: Employees who work July through June will receive one direct deposit payment each month.

11 month employees: Employees who work August through June will receive two payments in June. ~~unless they elect to have their July check held for them until July.~~

10 month employees: Employees who work September through June will receive three payments in June. ~~unless they elect to have their July and August checks held for them until July and August.~~

25.10 Probationary Period: A probationary period of six months' employment will be required of all new employees in the bargaining unit. During this period of probation an employee may be terminated. At the end of the probationary period the employee will be evaluated and advanced to permanent status or terminated. The probationary period may be extended for up to three (3) months by mutual consent provided that the supervisor has discussed specific concerns regarding job performance with the employee prior to performing the formal evaluation at the end of the six (6) months.

An employee who applies and is selected for a different district position (outside of their current classification) shall serve a sixty (60) working day probationary period in that new position. Should the District perceive performance concerns during the probationary period the employee will be provided with a letter of expectations which will include training options provided by the District. If the performance does not satisfactorily improve the District may return the employee to their previously held position. In this case there will be nothing included in the employee's personnel file regarding the performance related reasons why the employee did not successfully complete the probationary period. The employee may also return to their previously held position at any time during the probationary period if requested by the employee and agreed to by the supervisor.

The employee's previously held position will not be permanently filled until the conclusion of the probationary period. With mutual agreement between employee and supervisor, the probationary period may conclude prior to expiration of the sixty (60) working days. This will allow the district to then permanently fill the vacated position.

Movement from one classification to another within the Assistants Category shall not be subject to this language and changes in positions shall be governed by existing contract language.

25.11 ~~Severance Sick Leave Incentive:~~ ~~Beginning July 1, 2002~~ the District will provide a severance sick leave incentive pay for bargaining unit members. To be eligible an employee must have ~~30~~ 20 years in PERS regardless of age or shall be retiring from the District at age 55 or older. The severance sick leave incentive pay shall be calculated at \$15 for every unused sick leave day (one (1) sick day is equivalent to six (6) six leave hours) up to 150 days.

25.12 Spray license: When an employee is assigned to spray under the license of a licensed pesticide/herbicide sprayer, that licensed pesticide/herbicide sprayer will receive an annual stipend of \$500. This stipend is compensation for those months that pesticide/herbicide spraying is performed.

25.13 Employee Overpayment: Whenever an employee has received an overpayment, the following steps will occur:

- 1) The District shall provide documentation of the amount and the sources of the overpayment and a proposed repayment plan.
- 2) The District will meet with the Association and the impacted employee upon

request by the employee or the Association.

3) **Repayment by the employee shall be in accordance with Oregon law.**

4) ~~The District and Association will negotiate the terms of the repayment and provide those terms to the employee in writing.~~

4) ~~If no negotiated agreement is reached regarding terms for repayment, this does not prohibit the District from taking other steps, under the law, to recover overpayments where no negotiated agreement is reached, such as action in small claims court.~~

25.14 Summer Pay –Food Service: Food service workers employed during the summer months shall be paid at the **rate of pay specific to the position that they applied for.** FSA rates specified on the salary schedule. The food service lead workers shall be paid at the assistant cook manager **base kitchen** wage. These positions will be posted. ~~As of July 1, summer food service workers shall receive their normal step on the salary schedule.~~

25.15 Timesheet Changes: The District will put into place written guidelines for buildings and the District office on how to communicate changes made on timesheets that have been turned into the District.

25.16 Voluntary Reductions/Demotions/Bumping: When an employee is moved to a lower paying classification as a result of a demotion, a voluntary request of the employee, ~~or~~ through bumping into a lower paying classification as a result of reduction in force **or a downward reclassification of the position**, the employee shall be moved into the new pay range at the step that reflects **relevant total District** experience **in the new position.** ~~When an employee is moved to a lower paying classification as a result of a downward reclassification of the position, the employee will be placed on the new salary range at the step that is nearest the employee's current rate, but no less than the employee is currently earning. If the employee's rate before the reclassification is above the highest step in the new lower pay range, the employee shall receive no reduction in pay and no increase until future salary increases boost that step to a pay rate higher than that currently earned by the employee.~~

~~25.17 Fitness Memberships: All CDL holders, including School Bus Drivers, are subject to stringent physical fitness standards. In an effort to make it possible for all Greater Albany Public School (GAPS) employees who are required to maintain a CDL (as a result of the position they hold in the district) GAPS had made arrangements with local athletic clubs for reduced membership rates and GAPS will continue to subsidize the cost.~~

~~Employees who identify themselves as Greater Albany Public School District employees can sign up at the Albany YMCA; SamFit in Corvallis, Lebanon or Albany; or at Anytime Fitness in Albany for an individual (not family) membership. The gym will bill the district directly for monthly fees.~~

~~Employees will be responsible for access card fees at the clubs that require them.~~

These are the current providers:

- ~~YMCA~~
- ~~Anytime Fitness (first two months will be payroll deducted upon signup)~~
- ~~SamFit (Albany, Corvallis, and Lebanon locations)~~

~~Regardless of location GAPS agrees to pay \$10 of the monthly membership rate with the employee paying the balance of membership. Each eligible GA-ACE member who signs up agrees to have a monthly payroll deduction for the employee's portion of the membership cost. For employees who receive 10 checks, the deductions for the summer month's membership will be taken out of the last paycheck for the school year.~~

~~There will be three days during the year in which memberships can be added. Those dates are September 15 and January 15, and March 15. Written notice of cancellation must be made to the gym and GAPS. New employees will be eligible at the time of employment.~~

25.17 will be moved to Misc Benefits Article #24

GAPS 2026-2027 3.5%/5% COLA

GAPS Comprehensive Package Proposal, 8/24/26 12:00pm

Offer Expires Friday, 8/28/26, 5:00pm

Package B Proposal

ASSISTANTS 2026-2027 SALARY SCHEDULE - 3.5% COLA / 5% COLA STEP 8								
5% COLA PCA AND SEA-COMMUNICATIONS POSITIONS								
POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8 **
ED ASSISTANT	\$16.39	\$16.88	\$17.39	\$17.92	\$18.45	\$19.00	\$19.57	\$20.45
SEA	\$18.23	\$18.79	\$19.36	\$19.94	\$20.54	\$21.16	\$21.80	\$22.77
LIBRARY ASST	\$18.23	\$18.79	\$19.36	\$19.94	\$20.54	\$21.16	\$21.80	\$22.77
CHILD CARE ASSISTANT1	\$16.39	\$16.88	\$17.39	\$17.92	\$18.45	\$19.00	\$19.57	\$20.45
CHILD CARE SPEC	\$18.69	\$19.25	\$19.83	\$20.43	\$21.04	\$21.67	\$22.32	\$23.32
LEAD CHILD CARE SPEC	\$22.23	\$22.89	\$23.59	\$24.29	\$25.02	\$25.77	\$26.55	\$27.74
PCA**	\$20.77	\$21.39	\$22.04	\$22.70	\$23.37	\$24.08	\$24.80	\$25.55
LEAD SEA AT TLC	\$21.56	\$22.21	\$22.87	\$23.56	\$24.27	\$25.00	\$25.75	\$26.90
CAMP. SUPV. COORD	\$18.52	\$19.06	\$19.64	\$20.22	\$20.83	\$21.47	\$22.11	\$23.10
WORK EXP SPEC	\$26.85	\$27.68	\$28.50	\$29.35	\$30.24	\$31.14	\$32.07	\$33.52
SPEECH LANG PATH ASST	\$28.28	\$29.12	\$29.99	\$30.89	\$31.83	\$32.78	\$33.76	\$35.28
Sign Language Interpreter	\$28.28	\$29.12	\$29.99	\$30.89	\$31.83	\$32.78	\$33.76	\$35.28
AVID Tutor	\$15.76	\$16.24	\$16.73	\$17.22	\$17.74	\$18.28	\$18.83	\$19.67
Behavior Resource Asst	\$20.47	\$21.08	\$21.72	\$22.38	\$23.04	\$23.73	\$24.45	\$25.55
Beh Intervention Coord	\$31.09	\$32.04	\$33.01	\$34.00	\$35.02	\$36.07	\$37.16	\$38.82
SEA - BIC/SSC***	\$27.32	\$28.14	\$28.98	\$29.85	\$30.75	\$31.67	\$32.62	\$33.60
Bilingual Asst	\$19.50	\$20.08	\$20.69	\$21.31	\$21.94	\$22.60	\$23.28	\$24.33
LPN	\$33.08	\$34.06	\$35.09	\$36.14	\$37.23	\$38.34	\$39.50	\$41.27
SEA-Communication**	\$20.77	\$21.39	\$22.04	\$22.70	\$23.37	\$24.08	\$24.80	\$25.55

** 5% COLA Increase

***Frozen

2026-2027 BUSINESS OFFICE - 3.5% COLA, 5% COLA STEP 8								
POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCT CLERK	\$18.52	\$19.06	\$19.64	\$20.22	\$20.83	\$21.47	\$22.11	\$23.10
ACCOUNTANT/PAYROLL SPECIALIST	\$34.97	\$36.02	\$37.10	\$38.21	\$39.36	\$40.54	\$41.76	\$43.64
Bookkeeper I/HR Specialist I	\$22.15	\$22.81	\$23.50	\$24.21	\$24.93	\$25.68	\$26.45	\$27.64
Bookkeeper II/HR Specialist II	\$25.82	\$26.60	\$27.40	\$28.21	\$29.06	\$29.94	\$30.83	\$32.22
Bookkeeper III/HR Specialist III	\$26.85	\$27.68	\$28.50	\$29.35	\$30.24	\$31.14	\$32.07	\$33.52
Bookkeeper IV Hourly	\$27.91	\$28.75	\$29.62	\$30.51	\$31.42	\$32.36	\$33.34	\$34.84
Bookkeeper V/Loss Control Specialist	\$28.70	\$29.56	\$30.45	\$31.36	\$32.31	\$33.28	\$34.28	\$35.82
Facility Use/Loss Cont	\$27.91	\$28.75	\$29.62	\$30.51	\$31.42	\$32.36	\$33.34	\$34.84

2026-2027 CUSTODIAL - 3.5% COLA, 5% COLA STEP 8								
POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CUSTODIAN-HOURLY	\$20.37	\$20.98	\$21.61	\$22.26	\$22.93	\$23.62	\$24.32	\$25.42
Head Custodian MS Hourly	\$22.78	\$23.48	\$24.20	\$24.92	\$25.67	\$26.43	\$27.23	\$28.46
Head Cust HS Hourly	\$23.54	\$24.26	\$24.98	\$25.74	\$26.51	\$27.30	\$28.12	\$29.39
Custodial Specialist	\$25.09	\$25.84	\$26.62	\$27.42	\$28.25	\$29.09	\$29.96	\$31.31

2026-2027 FOOD SERVICE - 3.5% COLA, 5% COLA STEP 8								
POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
FOOD SERVICE ASST	\$17.08	\$17.60	\$18.12	\$18.67	\$19.22	\$19.80	\$20.39	\$21.30
VAN DRIVER	\$17.60	\$18.11	\$18.67	\$19.23	\$19.80	\$20.39	\$21.01	\$21.95
SMALL SCH LEAD	\$17.25	\$17.76	\$18.31	\$18.86	\$19.42	\$20.00	\$20.60	\$21.51
FSA BASE KITCHEN	\$17.60	\$18.11	\$18.67	\$19.23	\$19.80	\$20.39	\$21.01	\$21.95
FSA LARGE SCH LEAD/ASST COOK M	\$18.07	\$18.61	\$19.17	\$19.75	\$20.34	\$20.95	\$21.58	\$22.55
COOK MGR II & III	\$20.62	\$21.24	\$21.88	\$22.53	\$23.20	\$23.91	\$24.62	\$25.73
COOK MANAGER	\$21.24	\$21.88	\$22.53	\$23.20	\$23.90	\$24.62	\$25.36	\$26.50
COOK MANAGER BASE KITCHEN	\$25.22	\$25.98	\$26.75	\$27.56	\$28.38	\$29.24	\$30.12	\$31.47
COOK MGR IIIB	\$23.77	\$24.49	\$25.22	\$25.98	\$26.75	\$27.56	\$28.39	\$29.66

2026-2027 SECRETARIAL - 3.5% COLA, 5% COLA STEP 8

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CLERICAL SPEC I Hourly	\$18.25	\$18.83	\$19.40	\$19.98	\$20.58	\$21.20	\$21.83	\$22.81
CLERICAL SPEC II Hourly	\$19.34	\$19.93	\$20.52	\$21.15	\$21.78	\$22.43	\$23.10	\$24.14
Comm Schools Coord	\$22.70	\$23.38	\$24.07	\$24.80	\$25.54	\$26.31	\$27.10	\$28.14
COUNSELING SEC/REGISTRAR II Hou	\$20.42	\$21.03	\$21.66	\$22.31	\$22.98	\$23.67	\$24.37	\$25.47
REGISTRAR III Hourly	\$21.81	\$22.47	\$23.14	\$23.84	\$24.55	\$25.29	\$26.04	\$27.22
SOM I Hourly	\$23.93	\$24.66	\$25.41	\$26.18	\$26.95	\$27.77	\$28.60	\$29.88
SOM II Hourly	\$23.93	\$24.66	\$25.41	\$26.18	\$26.95	\$27.77	\$28.60	\$29.88
SOM III Hourly	\$23.93	\$24.66	\$25.41	\$26.18	\$26.95	\$27.77	\$28.60	\$29.88
SEC I Hourly	\$21.08	\$21.74	\$22.39	\$23.06	\$23.74	\$24.46	\$25.19	\$26.32
SEC II Hourly	\$23.60	\$24.31	\$25.05	\$25.80	\$26.57	\$27.37	\$28.19	\$29.45
SEC III Hourly	\$26.13	\$26.95	\$27.76	\$28.59	\$29.45	\$30.33	\$31.24	\$32.64
BUSINESS TO SCHOOL Hourly	\$20.42	\$21.03	\$21.66	\$22.31	\$22.98	\$23.67	\$24.37	\$25.47
TRANSLATOR	\$23.70	\$24.42	\$25.15	\$25.91	\$26.68	\$27.48	\$28.31	\$29.58
Translator II	\$27.88	\$28.72	\$29.58	\$30.47	\$31.38	\$32.32	\$33.30	\$34.79
Bilingual Clerical	\$19.50	\$20.08	\$20.69	\$21.31	\$21.94	\$22.60	\$23.28	\$24.33

2026-2027 TECHNOLOGY - 3.5% COLA - 5% COLA STEP 8

POSITIONS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Net Tech Hourly	\$28.93	\$29.80	\$30.69	\$31.61	\$32.56	\$33.53	\$34.55	\$36.10
Computer Technician I	\$27.29	\$28.12	\$28.97	\$29.84	\$30.73	\$31.66	\$32.60	\$34.07
Net Tech II	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03	\$36.08	\$37.17	\$38.84
Lead Network Tech III	\$32.49	\$33.49	\$34.50	\$35.53	\$36.60	\$37.69	\$38.82	\$40.56
Student Tech Assistant	\$16.86	\$17.39	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Lead Network Engineer/Tech IV	\$34.26	\$35.28	\$36.35	\$37.44	\$38.55	\$39.71	\$40.90	\$42.75

2026-2027 TRANSPORTATION - 3.5% COLA - 5% COLA STEP 8

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BUS DRIVER	\$22.38	\$23.05	\$23.74	\$24.46	\$25.18	\$25.94	\$26.72	\$27.92
SPECIAL NEEDS DRIVER	\$22.83	\$23.52	\$24.22	\$24.94	\$25.70	\$26.46	\$27.26	\$28.49
SPECIAL NEEDS DRIVER W/1%	\$23.06	\$23.75	\$24.46	\$25.19	\$25.96	\$26.73	\$27.53	\$28.78
RELIEF DRIVER	\$23.24	\$23.94	\$24.65	\$26.43	\$26.15	\$26.94	\$27.75	\$28.99
DRIVER TRAINER	\$24.52	\$25.25	\$26.01	\$26.80	\$27.59	\$28.42	\$29.90	\$30.60
ASW HOURLY	\$21.90	\$22.58	\$23.26	\$23.96	\$24.67	\$25.42	\$26.18	\$27.35
MECHANIC II	\$28.10	\$28.95	\$29.82	\$30.72	\$31.64	\$32.58	\$33.57	\$35.07
MECHANIC III	\$29.51	\$30.43	\$31.37	\$32.34	\$33.35	\$34.38	\$35.42	\$37.00
LEAD MECHANIC	\$32.16	\$33.10	\$34.09	\$35.12	\$36.17	\$37.26	\$38.38	\$40.10
TOA	\$21.08	\$21.74	\$22.39	\$23.06	\$23.74	\$24.46	\$25.19	\$26.32
BUS ATTENDANT	\$19.54	\$20.13	\$20.73	\$21.35	\$21.99	\$22.66	\$23.34	\$24.38
BUS ATTENDANT* W/1%	\$19.74	\$20.33	\$20.94	\$21.57	\$22.21	\$22.88	\$23.57	\$24.62
Driver Dev Coord	\$26.09	\$26.90	\$27.71	\$28.53	\$29.39	\$30.27	\$31.18	\$32.59
Dispatch Router	\$24.34	\$25.07	\$25.82	\$26.60	\$27.40	\$28.21	\$29.06	\$30.37
Driver Spec Ed Diff	\$0.46	\$0.47	\$0.48	\$0.50	\$0.51	\$0.53	\$0.54	\$0.56
Attendant SPED-Differential	\$0.39	\$0.40	\$0.41	\$0.42	\$0.43	\$0.45	\$0.46	\$0.47
Type 10 Driver	\$20.43	\$21.04	\$21.67	\$22.32	\$22.99	\$23.68	\$24.39	\$25.48
Type 10 Driver .50 Diff. - Leave Com	\$0.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
LEAD ASW	\$23.66	\$24.38	\$25.12	\$25.86	\$26.64	\$27.45	\$28.27	\$29.54

2026-2027 WARE/GROUNDS/MAINTENANCE - 3.5% COLA -5% COLA STEP 8

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Groundskeeper Hourly	\$21.13	\$21.78	\$22.43	\$23.10	\$23.79	\$24.51	\$25.24	\$26.38
Courier Hourly	\$22.39	\$23.08	\$23.77	\$24.49	\$25.22	\$25.98	\$26.75	\$27.96
Maintenance Entry Level	\$23.35	\$24.05	\$24.78	\$25.52	\$26.29	\$27.08	\$27.89	\$29.15
Maint 1	\$27.84	\$28.67	\$29.53	\$30.42	\$31.33	\$32.27	\$33.23	\$34.73
Maint 2	\$29.70	\$30.59	\$31.51	\$32.46	\$33.43	\$34.43	\$35.47	\$37.05
Maint 3	\$32.67	\$33.66	\$34.67	\$35.71	\$36.77	\$37.88	\$39.02	\$40.77
Maint 4	\$37.36	\$38.48	\$39.64	\$40.83	\$42.05	\$43.33	\$44.63	\$46.63
Maint 5	\$42.45	\$43.74	\$45.04	\$46.40	\$47.80	\$49.22	\$50.70	\$52.98
Maint 6 / DDC Control Spec.	\$44.53	\$45.86	\$47.24	\$48.66	\$50.11	\$51.63	\$53.17	\$55.56

GAPS 2027-2028 3% COLA
GAPS Comprehensive Package Proposal, 8/24/26 12:00pm
Offer Expires Friday, 8/28/26, 5:00pm
Package B Proposal

3% COLA (which may increase based on the Western State Consumer Price Index-CPIU matched up to 5%)

ASSISTANTS 2027-2028 SALARY SCHEDULE - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ED ASSISTANT	\$16.88	\$17.39	\$17.91	\$18.46	\$19.00	\$19.57	\$20.16	\$21.06
SEA	\$18.78	\$19.35	\$19.94	\$20.54	\$21.16	\$21.79	\$22.45	\$23.45
LIBRARY ASST	\$18.78	\$19.35	\$19.94	\$20.54	\$21.16	\$21.79	\$22.45	\$23.45
CHILD CARE ASSISTANT1	\$16.88	\$17.39	\$17.91	\$18.46	\$19.00	\$19.57	\$20.16	\$21.06
CHILD CARE SPEC	\$19.25	\$19.83	\$20.42	\$21.04	\$21.67	\$22.32	\$22.99	\$24.02
LEAD CHILD CARE SPEC	\$22.90	\$23.58	\$24.30	\$25.02	\$25.77	\$26.54	\$27.35	\$28.57
PCA	\$21.39	\$22.03	\$22.70	\$23.38	\$24.07	\$24.80	\$25.54	\$26.32
LEAD SEA AT TLC	\$22.21	\$22.88	\$23.56	\$24.27	\$25.00	\$25.75	\$26.52	\$27.71
CAMP. SUPV. COORD	\$19.08	\$19.63	\$20.23	\$20.83	\$21.45	\$22.11	\$22.77	\$23.79
WORK EXP SPEC	\$27.66	\$28.51	\$29.36	\$30.23	\$31.15	\$32.07	\$33.03	\$34.53
Speech Lang Path Asst	\$29.13	\$29.99	\$30.89	\$31.82	\$32.78	\$33.76	\$34.77	\$36.34
Sign Language Interpreter	\$29.13	\$29.99	\$30.89	\$31.82	\$32.78	\$33.76	\$34.77	\$36.34
AVID Tutor	\$16.23	\$16.73	\$17.23	\$17.74	\$18.27	\$18.83	\$19.39	\$20.26
Behavior Resource Asst	\$21.08	\$21.71	\$22.37	\$23.05	\$23.73	\$24.44	\$25.18	\$26.32
Beh Intervention Coord	\$32.02	\$33.00	\$34.00	\$35.02	\$36.07	\$37.15	\$38.27	\$39.98
SEA - BIC/SSC***	\$27.32	\$28.14	\$28.98	\$29.85	\$30.75	\$31.67	\$32.62	\$33.60
Bilingual Asst	\$20.09	\$20.68	\$21.31	\$21.95	\$22.60	\$23.28	\$23.98	\$25.06
LPN	\$34.07	\$35.08	\$36.14	\$37.22	\$38.35	\$39.49	\$40.69	\$42.51
SEA-Communication	\$21.39	\$22.03	\$22.70	\$23.38	\$24.07	\$24.80	\$25.54	\$26.32

***Frozen

2027-2028 BUSINESS OFFICE - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCT CLERK	\$19.08	\$19.63	\$20.23	\$20.83	\$21.45	\$22.11	\$22.77	\$23.79
ACCOUNTANT/PAYROLL SPEC	\$36.02	\$37.10	\$38.21	\$39.36	\$40.54	\$41.76	\$43.01	\$44.95
Bookkeeper I/HR Specialist I	\$22.81	\$23.49	\$24.21	\$24.94	\$25.68	\$26.45	\$27.24	\$28.47
Bookkeeper II/HR Specialist II	\$26.59	\$27.40	\$28.22	\$29.06	\$29.93	\$30.84	\$31.75	\$33.19
Bookkeeper III/HR Specialist III	\$27.66	\$28.51	\$29.36	\$30.23	\$31.15	\$32.07	\$33.03	\$34.53
Bookkeeper IV Hourly	\$28.75	\$29.61	\$30.51	\$31.43	\$32.36	\$33.33	\$34.34	\$35.89
Bookkeeper V/Loss Control Specialist	\$29.56	\$30.45	\$31.36	\$32.30	\$33.28	\$34.28	\$35.31	\$36.89
Facility Use/Loss Cont	\$28.75	\$29.61	\$30.51	\$31.43	\$32.36	\$33.33	\$34.34	\$35.89

2027-2028 CUSTODIAL - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CUSTODIAN-HOURLY	\$20.98	\$21.61	\$22.26	\$22.93	\$23.62	\$24.33	\$25.05	\$26.18
Head Custodian MS Hourly	\$23.46	\$24.18	\$24.93	\$25.67	\$26.44	\$27.22	\$28.05	\$29.31
Head Cust HS Hourly	\$24.25	\$24.99	\$25.73	\$26.51	\$27.31	\$28.12	\$28.96	\$30.27
Custodial Specialist	\$25.84	\$26.62	\$27.42	\$28.24	\$29.10	\$29.96	\$30.86	\$32.25

2027-2028 FOOD SERVICE - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
FOOD SERVICE ASST	\$17.59	\$18.13	\$18.66	\$19.23	\$19.80	\$20.39	\$21.00	\$21.94
VAN DRIVER	\$18.13	\$18.65	\$19.23	\$19.81	\$20.39	\$21.00	\$21.64	\$22.61
FSA SMALL SCH LEAD	\$17.77	\$18.29	\$18.86	\$19.43	\$20.00	\$20.60	\$21.22	\$22.16
FSA BASE KITCHEN	\$18.13	\$18.65	\$19.23	\$19.81	\$20.39	\$21.00	\$21.64	\$22.61
FSA LG SCH LEAD/ASST COOK MGR BASE K	\$18.61	\$19.17	\$19.75	\$20.34	\$20.95	\$21.58	\$22.23	\$23.23
COOK MGR II & III	\$21.24	\$21.88	\$22.54	\$23.21	\$23.90	\$24.63	\$25.36	\$26.50
COOK MANAGER	\$21.88	\$22.54	\$23.21	\$23.90	\$24.62	\$25.36	\$26.12	\$27.30
COOK MANAGER BASE KITCHEN	\$25.98	\$26.76	\$27.55	\$28.39	\$29.23	\$30.12	\$31.02	\$32.41
COOK MGR IIIB	\$24.48	\$25.22	\$25.98	\$26.76	\$27.55	\$28.39	\$29.24	\$30.55

2027-2028 SECRETARIAL - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CLERICAL SPEC I Hourly	\$18.80	\$19.39	\$19.98	\$20.58	\$21.20	\$21.84	\$22.48	\$23.49
CLERICAL SPEC II Hourly	\$19.92	\$20.53	\$21.14	\$21.78	\$22.43	\$23.10	\$23.79	\$24.86
m Schools Coord	\$23.38	\$24.08	\$24.79	\$25.54	\$26.31	\$27.10	\$27.91	\$29.17
COUNSELING SEC/REGISTRAR II Hou	\$21.03	\$21.66	\$22.31	\$22.98	\$23.67	\$24.38	\$25.10	\$26.23
REGISTRAR III Hourly	\$22.46	\$23.14	\$23.83	\$24.56	\$25.29	\$26.05	\$26.82	\$28.04
SOM I Hourly	\$24.65	\$25.40	\$26.17	\$26.97	\$27.76	\$28.60	\$29.46	\$30.78
SOM II Hourly	\$24.65	\$25.40	\$26.17	\$26.97	\$27.76	\$28.60	\$29.46	\$30.78
SOM III Hourly	\$24.65	\$25.40	\$26.17	\$26.97	\$27.76	\$28.60	\$29.46	\$30.78
SEC I Hourly	\$21.71	\$22.39	\$23.06	\$23.75	\$24.45	\$25.19	\$25.95	\$27.11
SEC II Hourly	\$24.31	\$25.04	\$25.80	\$26.57	\$27.37	\$28.19	\$29.04	\$30.33
SEC III Hourly	\$26.91	\$27.76	\$28.59	\$29.45	\$30.33	\$31.24	\$32.18	\$33.62
BUSINESS TO SCHOOL Hourly	\$21.03	\$21.66	\$22.31	\$22.98	\$23.67	\$24.38	\$25.10	\$26.23
TRANSLATOR	\$24.41	\$25.15	\$25.90	\$26.69	\$27.48	\$28.30	\$29.16	\$30.47
Translator II	\$28.72	\$29.58	\$30.47	\$31.38	\$32.32	\$33.29	\$34.30	\$35.83
Bilingual Clerical	\$20.09	\$20.68	\$21.31	\$21.95	\$22.60	\$23.28	\$23.98	\$25.06

2027-2028 TECHNOLOGY - 3% COLA

POSITIONS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Net Tech Hourly	\$29.80	\$30.69	\$31.61	\$32.56	\$33.54	\$34.54	\$35.59	\$37.18
Computer Technician I	\$28.11	\$28.96	\$29.84	\$30.74	\$31.65	\$32.61	\$33.58	\$35.09
Net Tech II	\$32.05	\$33.02	\$34.01	\$35.03	\$36.08	\$37.16	\$38.29	\$40.01
Lead Network Tech III	\$33.46	\$34.49	\$35.54	\$36.60	\$37.70	\$38.82	\$39.98	\$41.78
Student Tech Assistant	\$17.37	\$17.91	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Lead Network Engineer/Tech IV	\$35.29	\$36.34	\$37.44	\$38.56	\$39.71	\$40.90	\$42.13	\$44.03

2027-2028 TRANSPORTATION - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BUS DRIVER	\$23.05	\$23.74	\$24.45	\$25.19	\$25.94	\$26.72	\$27.52	\$28.76
SPECIAL NEEDS DRIVER W/1%	\$23.75	\$24.46	\$25.19	\$25.95	\$26.74	\$27.53	\$28.36	\$29.64
RELIEF DRIVER	\$23.94	\$24.66	\$25.39	\$27.22	\$26.93	\$27.75	\$28.58	\$29.86
DRIVER TRAINER	\$25.26	\$26.01	\$26.79	\$27.60	\$28.42	\$29.27	\$30.80	\$31.52
ASW HOURLY	\$22.56	\$23.26	\$23.96	\$24.68	\$25.41	\$26.18	\$26.97	\$28.17
MECHANIC II	\$28.94	\$29.82	\$30.71	\$31.64	\$32.59	\$33.56	\$34.58	\$36.12
MECHANIC III	\$30.40	\$31.34	\$32.31	\$33.31	\$34.35	\$35.41	\$36.48	\$38.11
LEAD MECHANIC	\$33.12	\$34.09	\$35.11	\$36.17	\$37.26	\$38.38	\$39.53	\$41.30
TOA	\$21.71	\$22.39	\$23.06	\$23.75	\$24.45	\$25.19	\$25.95	\$27.11
BUS ATTENDANT* W/1%	\$20.33	\$20.94	\$21.57	\$22.22	\$22.88	\$23.57	\$24.28	\$25.36
Driver Dev Coord	\$26.87	\$27.71	\$28.54	\$29.39	\$30.27	\$31.18	\$32.12	\$33.57
Dispatch Router	\$25.07	\$25.82	\$26.59	\$27.40	\$28.22	\$29.06	\$29.93	\$31.28
Driver Spec Ed Diff	\$0.47	\$0.48	\$0.50	\$0.51	\$0.53	\$0.54	\$0.56	\$0.58
Attendant SPED Differential	\$0.40	\$0.41	\$0.42	\$0.43	\$0.45	\$0.46	\$0.47	\$0.49
Type 10 Driver	\$21.04	\$21.67	\$22.32	\$22.99	\$23.68	\$24.39	\$25.12	\$26.24
Type 10 Driver .50 Diff. Leave Com	\$0.57	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
LEAD ASW	\$24.37	\$25.11	\$25.87	\$26.64	\$27.44	\$28.27	\$29.12	\$30.43

2027-2028 WARE/GROUNDS/MAINTENANCE - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Groundskeeper Hourly	\$21.76	\$22.43	\$23.10	\$23.79	\$24.50	\$25.25	\$26.00	\$27.17
Courier Hourly	\$23.06	\$23.77	\$24.48	\$25.22	\$25.98	\$26.76	\$27.55	\$28.80
Maintenance Entry Level	\$24.05	\$24.77	\$25.52	\$26.29	\$27.08	\$27.89	\$28.73	\$30.02
Maint 1	\$28.68	\$29.53	\$30.42	\$31.33	\$32.27	\$33.24	\$34.23	\$35.25
Maint 2	\$30.59	\$31.51	\$32.46	\$33.43	\$34.43	\$35.46	\$36.53	\$38.16
Maint 3	\$33.65	\$34.67	\$35.71	\$36.78	\$37.87	\$39.02	\$40.19	\$41.99
Maint 4	\$38.48	\$39.63	\$40.83	\$42.05	\$43.31	\$44.63	\$45.97	\$48.03
Maint 5	\$43.72	\$45.05	\$46.39	\$47.79	\$49.23	\$50.70	\$52.22	\$54.57
Maint 6 / DDC Control Spec.	\$45.87	\$47.24	\$48.66	\$50.12	\$51.61	\$53.18	\$54.77	\$57.23

GAPS 2028-2029 3% COLA
GAPS Comprehensive Package Proposal, 8/24/26 12:00pm
Offer Expires Friday, 8/28/26, 5:00pm

Package B Proposal

3% COLA (which may increase based on the Western State Consumer Price Index-CPIU matched up to 5%)

ASSISTANTS 2028-2029 SALARY SCHEDULE - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ED ASSISTANT	\$17.39	\$17.91	\$18.45	\$19.01	\$19.57	\$20.16	\$20.76	\$21.69
SEA	\$19.34	\$19.93	\$20.54	\$21.16	\$21.79	\$22.44	\$23.12	\$24.15
LIBRARY ASST	\$19.34	\$19.93	\$20.54	\$21.16	\$21.79	\$22.44	\$23.12	\$24.15
CHILD CARE ASSISTANT1	\$17.39	\$17.91	\$18.45	\$19.01	\$19.57	\$20.16	\$20.76	\$21.69
CHILD CARE SPEC	\$19.83	\$20.42	\$21.03	\$21.67	\$22.32	\$22.99	\$23.68	\$24.74
LEAD CHILD CARE SPEC	\$23.59	\$24.29	\$25.03	\$25.77	\$26.54	\$27.34	\$28.17	\$29.43
PCA	\$22.03	\$22.69	\$23.38	\$24.08	\$24.79	\$25.54	\$26.31	\$27.11
LEAD SEA AT TLC	\$22.88	\$23.57	\$24.27	\$25.00	\$25.75	\$26.52	\$27.32	\$28.54
CAMP. SUPV. COORD	\$19.65	\$20.22	\$20.84	\$21.45	\$22.09	\$22.77	\$23.45	\$24.50
WORK EXP SPEC	\$28.49	\$29.37	\$30.24	\$31.14	\$32.08	\$33.03	\$34.02	\$35.57
Speech Lang Path Asst	\$30.00	\$30.89	\$31.82	\$32.77	\$33.76	\$34.77	\$35.81	\$37.43
Sign Language Interpreter	\$30.00	\$30.89	\$31.82	\$32.77	\$33.76	\$34.77	\$35.81	\$37.43
AVID Tutor	\$16.72	\$17.23	\$17.75	\$18.27	\$18.82	\$19.39	\$19.97	\$20.87
Behavior Resource Asst	\$21.71	\$22.36	\$23.04	\$23.74	\$24.44	\$25.17	\$25.94	\$27.11
Beh Intervention Coord	\$32.98	\$33.99	\$35.02	\$36.07	\$37.15	\$38.26	\$39.42	\$41.18
SEA - BIC/SSC***	\$27.32	\$28.14	\$28.98	\$29.85	\$30.75	\$31.67	\$32.62	\$33.60
Bilingual Asst	\$20.69	\$21.30	\$21.95	\$22.61	\$23.28	\$23.98	\$24.70	\$25.81
LPN	\$35.09	\$36.13	\$37.22	\$38.34	\$39.50	\$40.67	\$41.91	\$43.79
SEA-Communication	\$22.03	\$22.69	\$23.38	\$24.08	\$24.79	\$25.54	\$26.31	\$27.11

***Frozen

2028-2029 BUSINESS OFFICE - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCT CLERK	\$19.65	\$20.22	\$20.84	\$21.45	\$22.09	\$22.77	\$23.45	\$24.50
ACCOUNTANT/PAYROLL SPEC	\$37.10	\$38.21	\$39.36	\$40.54	\$41.76	\$43.01	\$44.30	\$46.30
Bookkeeper I/HR Specialist I	\$23.49	\$24.19	\$24.94	\$25.69	\$26.45	\$27.24	\$28.06	\$29.32
Bookkeeper II/HR Specialist II	\$27.39	\$28.22	\$29.07	\$29.93	\$30.83	\$31.77	\$32.70	\$34.19
Bookkeeper III/HR Specialist III	\$28.49	\$29.37	\$30.24	\$31.14	\$32.08	\$33.03	\$34.02	\$35.57
Bookkeeper IV Hourly	\$29.61	\$30.50	\$31.43	\$32.37	\$33.33	\$34.33	\$35.37	\$36.97
Bookkeeper V/Loss Control Specialist	\$30.45	\$31.36	\$32.30	\$33.27	\$34.28	\$35.31	\$36.37	\$38.00
Facility Use/Loss Cont	\$29.61	\$30.50	\$31.43	\$32.37	\$33.33	\$34.33	\$35.37	\$36.97

2028-2029 CUSTODIAL - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CUSTODIAN-HOURLY	\$21.61	\$22.26	\$22.93	\$23.62	\$24.33	\$25.06	\$25.80	\$26.97
Head Custodian MS Hourly	\$24.16	\$24.91	\$25.68	\$26.44	\$27.23	\$28.04	\$28.89	\$30.19
Head Cust HS Hourly	\$24.98	\$25.74	\$26.50	\$27.31	\$28.13	\$28.96	\$29.83	\$31.18
Custodial Specialist	\$26.62	\$27.42	\$28.24	\$29.09	\$29.97	\$30.86	\$31.79	\$33.22

2028-2029 FOOD SERVICE - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
FOOD SERVICE ASST	\$18.12	\$18.67	\$19.22	\$19.81	\$20.39	\$21.00	\$21.63	\$22.60
VAN DRIVER	\$18.67	\$19.21	\$19.81	\$20.40	\$21.00	\$21.63	\$22.29	\$23.29
FSA SMALL SCH LEAD	\$18.30	\$18.84	\$19.43	\$20.01	\$20.60	\$21.22	\$21.86	\$22.82
BASE KITCHEN	\$18.67	\$19.21	\$19.81	\$20.40	\$21.00	\$21.63	\$22.29	\$23.29
FSA LG SCH LEAD/ASST COOK MGR BASE K	\$19.17	\$19.75	\$20.34	\$20.95	\$21.58	\$22.23	\$22.90	\$23.93
COOK MGR II & III	\$21.88	\$22.54	\$23.22	\$23.91	\$24.62	\$25.37	\$26.12	\$27.30
COOK MANAGER	\$22.54	\$23.22	\$23.91	\$24.62	\$25.36	\$26.12	\$26.90	\$28.12
COOK MANAGER BASE KITCHEN	\$26.76	\$27.56	\$28.38	\$29.24	\$30.11	\$31.02	\$31.95	\$33.38
COOK MGR IIIB	\$25.21	\$25.98	\$26.76	\$27.56	\$28.38	\$29.24	\$30.12	\$31.47

2028-2029 SECRETARIAL - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CLERICAL SPEC I Hourly	\$19.36	\$19.97	\$20.58	\$21.20	\$21.84	\$22.50	\$23.15	\$24.19
CLERICAL SPEC II Hourly	\$20.52	\$21.15	\$21.77	\$22.43	\$23.10	\$23.79	\$24.50	\$25.61
Comm Schools Coord	\$24.08	\$24.80	\$25.53	\$26.31	\$27.10	\$27.91	\$28.75	\$30.00
COUNSELING SEC/REGISTRAR II Hourly	\$21.66	\$22.31	\$22.98	\$23.67	\$24.38	\$25.11	\$25.85	\$27.02
REGISTRAR III Hourly	\$23.13	\$23.83	\$24.54	\$25.30	\$26.05	\$26.83	\$27.62	\$28.88
SOM I Hourly	\$25.39	\$26.16	\$26.96	\$27.78	\$28.59	\$29.46	\$30.34	\$31.70
SOM II Hourly	\$25.39	\$26.16	\$26.96	\$27.78	\$28.59	\$29.46	\$30.34	\$31.70
SOM III Hourly	\$25.39	\$26.16	\$26.96	\$27.78	\$28.59	\$29.46	\$30.34	\$31.70
SEC I Hourly	\$22.36	\$23.06	\$23.75	\$24.46	\$25.18	\$25.95	\$26.73	\$27.92
SEC II Hourly	\$25.04	\$25.79	\$26.57	\$27.37	\$28.19	\$29.04	\$29.91	\$31.24
SEC III Hourly	\$27.72	\$28.59	\$29.45	\$30.33	\$31.24	\$32.18	\$33.15	\$34.63
BUSINESS TO SCHOOL Hourly	\$21.66	\$22.31	\$22.98	\$23.67	\$24.38	\$25.11	\$25.85	\$27.02
TRANSLATOR	\$25.14	\$25.90	\$26.68	\$27.49	\$28.30	\$29.15	\$30.03	\$31.38
Translator II	\$29.58	\$30.47	\$31.38	\$32.32	\$33.29	\$34.29	\$35.33	\$36.90
Bilingual Clerical	\$20.69	\$21.30	\$21.95	\$22.61	\$23.28	\$23.98	\$24.70	\$25.81

2028-2029 TECHNOLOGY - 3% COLA

POSITIONS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Net Tech Hourly	\$30.69	\$31.61	\$32.56	\$33.54	\$34.55	\$35.58	\$36.66	\$38.30
Computer Technician I	\$28.95	\$29.83	\$30.74	\$31.66	\$32.60	\$33.59	\$34.59	\$36.14
Net Tech II	\$33.01	\$34.01	\$35.03	\$36.08	\$37.16	\$38.27	\$39.44	\$41.21
Lead Network Tech III	\$34.46	\$35.52	\$36.61	\$37.70	\$38.83	\$39.98	\$41.18	\$43.03
Student Tech Assistant	\$17.89	\$18.45	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Lead Network Engineer/Tech IV	\$36.35	\$37.43	\$38.56	\$39.72	\$40.90	\$42.13	\$43.39	\$45.35

2028-2029 TRANSPORTATION - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BUS DRIVER	\$23.74	\$24.45	\$25.18	\$25.95	\$26.72	\$27.52	\$28.35	\$29.62
SPECIAL NEEDS DRIVER W/1%	\$24.46	\$25.19	\$25.95	\$26.73	\$27.54	\$28.36	\$29.21	\$30.53
RELIEF DRIVER	\$24.66	\$25.40	\$26.15	\$28.04	\$27.74	\$28.58	\$29.44	\$30.76
DRIVER TRAINER	\$26.02	\$26.79	\$27.59	\$28.43	\$29.27	\$30.15	\$31.72	\$32.47
ASW HOURLY	\$23.24	\$23.96	\$24.68	\$25.42	\$26.17	\$26.97	\$27.78	\$29.02
MECHANIC II	\$29.81	\$30.71	\$31.63	\$32.59	\$33.57	\$34.57	\$35.62	\$37.20
MECHANIC III	\$31.31	\$32.28	\$33.28	\$34.31	\$35.38	\$36.47	\$37.57	\$39.25
LEAD MECHANIC	\$34.11	\$35.11	\$36.16	\$37.26	\$38.38	\$39.53	\$40.72	\$42.54
TOA	\$22.36	\$23.06	\$23.75	\$24.46	\$25.18	\$25.95	\$26.73	\$27.92
BUS ATTENDANT* W/1%	\$20.94	\$21.57	\$22.22	\$22.89	\$23.57	\$24.28	\$25.01	\$26.12
Driver Dev Coord	\$27.68	\$28.54	\$29.40	\$30.27	\$31.18	\$32.12	\$33.08	\$34.58
Dispatch Router	\$25.82	\$26.59	\$27.39	\$28.22	\$29.07	\$29.93	\$30.83	\$32.22
Driver Spec Ed Diff	\$0.48	\$0.49	\$0.52	\$0.53	\$0.55	\$0.56	\$0.58	\$0.60
Attendant SPED Differential	\$0.41	\$0.42	\$0.43	\$0.44	\$0.46	\$0.47	\$0.48	\$0.50
Type 10 Driver	\$21.67	\$22.32	\$22.99	\$23.68	\$24.39	\$25.12	\$25.87	\$27.03
Type 10 Driver .50 Diff. - Leave Comp	\$0.59	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
LEAD ASW	\$25.10	\$25.86	\$26.65	\$27.44	\$28.26	\$29.12	\$29.99	\$31.34

2028-2029 WARE/GROUNDS/MAINTENANCE - 3% COLA

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Groundskeeper Hourly	\$22.41	\$23.10	\$23.79	\$24.50	\$25.24	\$26.01	\$26.78	\$27.99
Courier Hourly	\$23.75	\$24.48	\$25.21	\$25.98	\$26.76	\$27.56	\$28.38	\$29.66
Maintenance Entry Level	\$24.77	\$25.51	\$26.29	\$27.08	\$27.89	\$28.73	\$29.59	\$30.92
Maint 1	\$29.54	\$30.42	\$31.33	\$32.27	\$33.24	\$34.24	\$35.26	\$36.84
Maint 2	\$31.51	\$32.46	\$33.43	\$34.43	\$35.46	\$36.52	\$37.63	\$39.30
Maint 3	\$34.66	\$35.71	\$36.78	\$37.88	\$39.01	\$40.19	\$41.40	\$43.25
Maint 4	\$39.63	\$40.82	\$42.05	\$43.31	\$44.61	\$45.97	\$47.35	\$49.47
Maint 5	\$45.03	\$46.40	\$47.78	\$49.22	\$50.71	\$52.22	\$53.79	\$56.21
Maint 6 / DDC Control Spec.	\$47.25	\$48.66	\$50.12	\$51.62	\$53.16	\$54.78	\$56.41	\$58.95

ARTICLE 5: ASSOCIATION RIGHTS AND RESPONSIBILITIES

GAPS Package Proposal, 8/24/26

Expires 8/28/26, 5:00 pm

- 5.1 Non-discrimination: The Association shall represent all classified employees in the School District within the bargaining unit equally and without discrimination.
- 5.2 Representation: The Association shall negotiate for all classified employees in the bargaining unit on conditions of employment as provided by law.
- 5.3 Copies of Agreement: The District shall provide copies of this Agreement to all employees in the bargaining unit. The costs of the copies of the Agreement will be shared equally by the Board and the Association.
- 5.4 Use of Buildings: The Association or committees of the Association ~~will~~ **may** be allowed the use of the facilities of School District No. 8 for meetings, providing such meetings do not interfere with school functions, with notice to building principal or designee. The District will be reimbursed for any costs incurred for such Association use.
- 5.5 Use of Copy Machines: The Association may be allowed use of office equipment in the buildings to provide duplicating and information to the employees of the bargaining unit. Such use of equipment will be scheduled through a building administrator and will not be done on duty time or when the machines are otherwise in use. Included in such equipment are computers, district email and the internet. The District will provide one printed copy of the contract to every school building. Included in such equipment are computers, district email and the internet.
- 5.6 Use of District E-mail: Association representatives ~~can~~ **may** use District e-mail in conformance with District acceptable use policies.
- 5.7 Bulletin Board Space: The District agrees to allow the Association ~~space on existing bulletin boards used for communicating with employees~~ **at least one bulletin board up to 15 square feet of space for communicating with employees in an accessible break area (if such space exists or in a similar location) for all employees that they regularly can utilize for breaks.** All official Association notices, memoranda and publications shall be clearly labeled as Association official. The District reserves the right to remove any form of written material that ~~it considers to be~~ **is** libelous to the District or District officials **after notice and legal justification has been provided to the Association.**
- 5.8 Association Leave for Local Association Meetings: Association business shall not be conducted during employees' duty time, except that the District agrees to allow employees working between the hours of 5:00 p.m. and 7:00 a.m. two (2) hours of excused absence to attend Association meetings providing that the two hours missed are made up as scheduled by the immediate supervisor and approved by the District.

- 5.9 Information: The District shall provide the Association with ~~new employee bargaining unit member~~ information (e.g., including name, work location, home address, home/personal phone number, emails, first date of service, FTE, classification, job title, worksite, department, rate of pay) ~~within ten (10) days of an employee hire every ten (10) district business days. The District will provide the Association a comprehensive spreadsheet of all employees by October 1 and February 1 of each school year, including the information stipulated above.~~

The Association will notify the Superintendent's office annually as to whom the Board packet and minutes shall be sent. The District will attempt to place the Board packet in the OEA mailbox at the District Office no later than four (4) working days prior to the Board meeting (i.e. Monday for Thursday meetings).

- 5.10 Association Dues: The Board agrees to honor dues deduction authorization executed by the employee in favor of the Association.

Employees wishing to join the Association may sign authorizations for the deductions of membership dues and file them with the Association. The employer will deduct dues, fees, and any other assessments or authorized deductions to the Association in accordance with the payroll-deduction authorizations signed by members and provided to the Association. The Association shall provide the District with any new employees who have signed such authorizations and the authorized deduction amounts, as well as payment remittance data instructions for reporting dues payments. The District shall rely on the authorization list and the payment remittance data instructions to make the authorized deductions and to remit payment and data to the Association.

~~For each bargaining unit member who has signed an authorization to have Association dues deducted, the Association shall provide the District a redacted copy of their signed authorization. The copy shall include a signature, printed name, dues authorization statement and date.~~

Such authorization shall continue in effect from year to year, unless revoked in writing as follows: Withdrawal of the payroll deduction for such dues may be accomplished by writing a letter ~~to the UniServ Office and to the District Office per OEA process listed on the OEA website, prior to the 31st of September of any year.~~

Once the District receives a copy of the ~~signed~~ authorized deduction list from form the Association, the District agrees to deduct an amount equal to the monthly dues for members of the Association beginning with the paycheck issued in October as described in the signed authorization.

A list of employees on Association dues deduction shall be sent to the UniServ Office, together with the remittance due to the local, state, and national organizations within fifteen (15) days after the monthly salary check has been received by the employees of the District.

If the District fails to make an authorized deduction and remit payment to the Association, the District will be liable to the Association, without recourse against the employee, for the full amount that the District failed to deduct and remit to the Association.

- 5.11 **Hold Harmless:** The Association agrees to indemnify and hold the District harmless for any errors or omissions committed in the performance of Section 5.10, Association Dues.

The Association agrees to hold the District harmless against any or all claims, suits, orders, or judgements brought against the District as a result of the District's compliance with the provisions of this Article. The Association's obligation does not extend to actions brought against the District by the Association.

- 5.12 **Association Leave:** One hundred and fifty (150) hours per school year of Association Leave shall be allowed. Additional hours shall be granted upon mutual consent between the District and the Association. Forty eight (48) hours advance notice shall be given to the supervisor. The Association shall reimburse the District the substitute cost ~~plus FICA and worker compensation at~~ District costs.

The District will grant the local Association President up to 1/2 time (one-half time) leave of absence for the entire school year that the President is in office, subject to the provisions stated below: The District will bill the local for salary based on substitute rate, fringe benefit costs, and fixed costs of the president.

- a. GAPS will pay for part-time .20 FTE for the union president at substitute rate of pay.
- b. Upon return from the leave, the President shall be granted all rights and accruals as if they had worked their full number of hours, including movement on the salary schedule. The President shall receive sick benefits as if they were not on leave.
- c. To insure the least disruptive environment for the worksite, the President shall establish with their supervisor a defined work schedule and release program as close to reasonably practicable to May 15 of the school year prior to the year of the intended leave. **The President will give 14** notice of this schedule ~~will be provided~~ to the Human Resources Department.
- d. This leave shall not be used for purposes which require the contacting of employees during their work time.
- e. The District may fill the leave hours of the President with a substitute or temporary employee during the term of the leave. The replacement employee shall have no further rights to employment with the District and shall not be covered by Article 19 (layoffs) after the end of the temporary assignment.

- 5.13 **Association Access:** GAPS shall provide GAACE representatives reasonable access to employees within the bargaining unit. (ORS 243.804(1)(a)).

5.14 New Employee Orientations: The Association has the right to meet with the new employees within thirty (30) calendar days from the date of hire for a period of at least thirty (30) minutes but not more than sixty (60) minutes, during new employee orientation, or, if public employer does not conduct new employee orientations, at individual or group meetings. (ORS 243.804(1)(b)).

5.15 Association Representation shall be made available to Classified members on the following committees:

- a. District Calendar Committee
- b. Building & District Safety Committees
- c. Association Information Meeting (AIM)
- d. Classified Survey Committee
- e. Long Range Facility Advisory Committee

5.16 The Association shall make appointments to the above-named Committees.

5.17 Employees will be paid per diem for any District training or committee work outside of the employee's regular work calendar.

ARTICLE 6: WORKING CONDITIONS
GAPS Package Proposal, 8/24/26, 12:00 pm
Expires 8/28/26, 5:00 pm

- 6.1 Workweek: The workweek for employees in the bargaining unit shall normally consist of five (5) consecutive days, with Saturday and Sunday as the usual days off. The regular work-week for any current employee may be scheduled on Saturdays and Sundays as deemed necessary by the District and agreed upon by the employee. If the employee doesn't agree the District will notify the Association, and will bargain upon demand. The District may post and hire positions that include Saturday and Sunday as part of the work week.

4-Day Workweek: Employees or supervisors may propose a 4-day workweek of ten (10) hour days (4/10). Proposals will be made with reasonable advanced notice in order to arrange the schedules. Employees will make their requests to their immediate supervisors. 4/10 schedules must be mutually agreed upon by the employee and the immediate supervisor. When the majority of a work group is in favor of working a 4/10 schedule, but it is not unanimous, the Association will mediate and provide a recommendation consensus to the supervisor within five (5) work days, prior to the final decision of the supervisor. If other employees are impacted by this schedule, they will be given the opportunity to provide input prior to the decision being made by the supervisor. Any week that contains a paid holiday will not be worked on a 4/10 schedule.

Split-Shift: If necessary, the District may initiate a split-shift. A split-shift is defined as a shift with more than an hour of consecutive down time between two segments of work time. District initiated means that the job was posted as a split-shift or the District re-scheduled a current employee's shift. If an employee, who is currently not working a split-shift, is assigned to one the District will give the employee the first right to refuse the assignment and the District shall make every effort to reassign or cause a job trade to happen for that employee. An employee assigned to a split-shift shall receive differential pay for their entire shift (see Article 25.4 e). Employees exempt from this section are school bus drivers, bus attendants, and employees who apply for and are hired for two or more part-time positions.

- 6.2 Paid Holidays: As designated elsewhere in this Agreement, paid holidays shall be considered as days worked and be recognized and compensated for as a part of the five days of the defined workweek.
- 6.3 Overtime: Overtime is voluntary except in situations when specific skills are needed or when an emergency exists.
- 6.4 Overtime Compensation: Employees in the bargaining unit shall receive overtime compensation of one and one-half times that employee's regular rate of pay for time worked in excess of forty (40) hours in one week, except that compensation for overtime worked may be paid in the form of compensatory time off when mutually agreed upon by the employee and their supervisor. ~~when determined advisable by the District~~. This compensatory time shall also be computed at one

and one-half time. Compensatory time will be recorded and used according to the accepted District-level processes. Compensatory time off will be taken at times mutually agreed to by the employee and the supervisor. Except in cases of emergency, all overtime worked, ~~for which the District is liable for compensation,~~ will be with prior approval of the supervisor. ~~Claims for payment for time worked without prior approval will not be deemed valid.~~

Except by mutual agreement between the employee and their supervisor, the District will not modify an employee's regular work schedule of an eight (8) hour day / five (5) day week in order to avoid overtime.

Employees working a 4/10 workweek, as per section 6.1 of this agreement shall receive overtime as described above for time worked in excess of forty (40) hours in one four day week.

- 6.5 Flex/Trade Time: Employees who work less than forty (40) hours per week can, through mutual agreement with their supervisor, take time off at a future time in lieu of compensation for the additional hours worked. Additional time worked shall be recorded in the office at the employee's worksite (the worksite where the additional time was worked). The hours recorded shall be taken as time off at a mutually agreeable date and time (confined within the same fiscal year). At no time shall an employee carry more than twelve (12) hours of flex/trade time. Flex/trade hours are portable, meaning if an employee changes worksites mid-school year, any flex/trade hours recorded shall transfer to their new worksite. Any hours remaining at the end of the school year shall be reported on an exception timesheet to be paid off at the employee's hourly rate.

Definitions of flex/trade time and banked time will be put into writing and provided to each worksite supervisor and employee, as well as being posted in buildings.

- 6.6 **Lunch Periods:** Each employee working six (6) hours or more will receive an unpaid duty free lunch of at least one-half hour. Employees working less than six (6) hours may be assigned a lunch break of at least one half hour. Such time will be scheduled by the employee's immediate supervisor near to the halfway point of the tour of duty, unless found to be otherwise desirable by the supervisor and the employee. **Lunch periods cannot be combined with 15-minute paid breaks, nor can they be stacked at the beginning or end of a shift to shorten work hours** The **less than 6 hour** employee may request consideration from their supervisor as to whether or not to have a lunch break scheduled.
- 6.7 **Breaks:** Each employee shall receive a fifteen (15) minute paid break during each more than three(3)- hour period of consecutive service, except in an emergency situation, but six (6) hour employees will get at least one (1) break in addition to a lunch. ~~Effective the 2019-20 school year,~~ Employees who are 7.50 hours or greater shall receive two (2) 15-minute breaks.

This break time cannot be accumulated for compensatory time or to shorten the work day. Supervisors shall schedule these breaks and lunch times and provide the employee with their written schedule not more than one month after the start of the school year (or within one month of a new hire). The schedule may be flexible; however, the District's expectation is that each employee shall take their break time. **Lunch**

and break periods will follow BOLI law with the exception of 15 minute breaks in place of the 10 minute breaks required by Boli.

Shift Length	Rest Breaks	Meal Breaks
2 hrs or less	0	0
2 hrs, 1 min - 5 hrs, 59 min	1	0
6 hrs	1	1
6 hrs, 1 min - 10 hrs	2	1

6.8 Technology: Employees who are required by their supervisor to use technology (e.g. computer to check email or view required training videos) shall be informed of which technology is available to them, where it can be accessed, when it is available, and shall receive sufficient and timely training in how to utilize the technology.

6.9 Call Back Pay: For reasons other than employee's own negligence, classified employees required by the District to return to work after completing a regular shift shall receive at least two (2) hours of pay at the employee's regular rate, unless the overtime provision in the Working Conditions Article of this Agreement applies.

6.10 Inclement Weather / Emergency Response Team:

a. ~~Timing of weather decisions~~

1. ~~The District will make weather decisions as early as possible consistent with developing weather information.~~

2. ~~When a delay/cancellation is announced thirty (30) or more minutes before the scheduled start of an employee's shift, the non-emergency employee will not report to work without prior approval from a supervisor.~~

i. ~~The thirty (30) minutes is measured from the transmission of the Districtwide digital communication tool(s). notice (e.g. Flash Alert).~~

ii. ~~This thirty (30) minute period will allow anyone living in the District boundaries to leave their home and arrive at work on time, or with minor delay.~~

iii. ~~Employees living outside the District's boundaries will be allowed a reasonable delay in their arrival, but they will not be paid for time missed or for their earlier departure from home.~~

iv. ~~For safety reasons, employees should remain home until thirty (30) minutes prior to their report time to allow for the cancellation decision.~~

- b. ~~It is the responsibility of the employee to know when schools are closed or on a delayed start due to inclement weather.~~
- c. ~~When a weather decision is not published in accordance with 6.10a, the employees will be paid for two (2) hours (or actual time worked, whichever is greater). This payment is based on their assigned shift and the employee's ability to perform their assigned work not their presence in the building. Employees who were not expected to work on inclement weather day (e.g. long term illness, pre-planned leave) will not be paid for the late weather decision.~~
- d. ~~Except for the emergency crew, employees are not to report for work on days when school is closed due to inclement weather.~~
 - 1. ~~The District shall identify the emergency crew in advance based on safety and maintenance needs of the District.~~
 - 2. ~~The emergency crew shall report to work on inclement weather closure days. They shall be paid double pay for work on the school closure days.~~
 - 3. ~~If the days missed because of weather closure are made up, the emergency crew will not receive any additional pay.~~
- e. ~~Delays~~
 - 1. ~~Delayed Operation: When a delay is announced, and schools operate on the delayed schedule, employees will be paid for their "normal" day.~~
 - 2. ~~Delay into Cancellation: When a delay is announced, followed by a cancellation, the timing of both decisions will be examined when determining if employees are entitled to pay under Paragraph 6.10c. Either the original or delayed report time (or both) may qualify an employee for the two (2) hours pay or actual time worked. Employees will not be paid for two (2) hours twice in one day.~~
- f. ~~Salaries will not be docked for time lost due to such closure; however, such lost time may be made up at the option of the District without additional pay. The District will consult with the Association before rescheduling closure days.~~
- g. ~~Twelve (12) month employees do not typically have the opportunity to make up the lost time due to closures. In the event the District requires make-up days from all employees, twelve (12) month employees with the exception of the emergency crew weather team members who worked the closure day(s), can either take paid leave (vacation, personal/emergency), unpaid leave, or choose to make up the time by June 1st.~~
 - 1. ~~If the employee elects to make up the time, then the employee must come to an agreement with their supervisor regarding the modified work schedule.~~
 - 2. ~~If the modified schedule between an employee and their~~

~~supervisor puts an employee's workweek over forty (40) hours or they choose to work on a paid holiday when making up time caused by inclement weather closures, the extra time will not be paid at an overtime rate.~~

- ~~3. If the time is not made up by June 1 of the inclement closure day(s), then the District will deduct the time as unpaid leave or paid leave as the employee chooses. Applicable paid leave must be used before unpaid leave may apply. If the employee fails to indicate a specific form of preferred leave by June 1st, available leave will be applied in the following order: Personal, Vacation, Comp Time.~~
- ~~4. When safety permits, with advance approval of their supervisor and mutual consent of the employee, twelve (12) month employees may report to work on inclement weather days. (e.g. early reporting employees in cases where it is safe to remain until weather clears or cases where weather clears later in the day). Supervisors will approve requests only in cases where there is specific, meaningful work the employee can complete with reduced staffing. If an employee elects to work on a day and the District elects not to make up that day, there is no additional compensation for electing to work on the inclement weather day under this provision.~~
- ~~5. The District will take reasonable steps to ensure that all employees have appropriate work available when make up work is required.~~
- ~~h. During non-instructional scheduled work days when there is inclement weather, employees shall report to work as close to their normal time as is consistent with safety. However, any employee who is more than 2 hours late will be docked personal leave time. If, in the best judgement of the employee, it is unsafe to travel to work, the employee may use a personal leave day.~~
- ~~i. On days when the opening of the school day is delayed due to inclement weather, employees, except bus drivers, shall report to work before students arrive and as close to their normal time as is consistent with safety. Staff members shall not have their pay docked if they report to work as close to normal time as is consistent with safety.~~
- ~~j. When school is released early because of inclement weather, all employees, except bus drivers, will continue to work as close to their normal time schedule as is consistent with safety. Bus drivers and Attendants shall report to work early to match the dismissal of school. Staff members shall not have their pay docked because of the early release.~~
- ~~k. Bus Drivers Transportation: When inclement weather is likely, the Transportation Supervisor may require bus drivers to report to work ten (10) minutes early the following day. If they elect to do so:~~
 - ~~1. The decision will be announced no later than 3:30 p.m. the night prior.~~

~~2. The earlier report times will be used to determine eligibility for payment under 6.10.c.~~

1. Emergency Response Team: At the beginning of the school year the employer will gather a list of volunteers from all facilities staff (custodial, maintenance, technology) to be on a call list for after hours emergency response support. Staff requested to respond to situations will be paid double time for the hours worked. Staff that report will receive a minimum of 2 hours. (Purpose: Support the District in emergency response. (Examples: Vandalism, Pipe Leaks, Roof Leaks, HVAC failures)
2. Inclement Weather Team: (Purpose: Assist the District in preparing schools to open safely due to inclement weather.)
 - a. The employer will ask for volunteers from the maintenance department or non-building assigned staff to be on the Inclement Weather Team annually by the end of September. This team will be devoted to preparing buildings to open for school. This is not a mandatory requirement and staff may decline based on their availability due to weather conditions in their area. The employer may limit the number of employees on this team.
 - b. If a school delay is announced and the Inclement Weather Team is activated, they will receive notice by 5:30 am to report to work and will receive double pay until the students' school day begins. If school is canceled they will be able to work their scheduled full day to assist in preparing schools for the next school day. If the district elects to send staff home due to safety reasons, they will receive double pay for the hours worked.
3. Building Custodian Weather Support: At the beginning of the school year the employer will develop a list of custodians that would be willing to report to work at their normal start time if requested by the employer on days with a two hour delay. They will receive double pay for the time worked before the delayed start time. If school is cancelled, the employee may choose to stay on-site for up to four (4) hours and receive double pay or the employee can choose to depart and receive double pay for time worked on an exemption time card in the next pay period.
4. Transportation: When inclement weather is likely, the Transportation Supervisor will give notice to all drivers and attendants to be alerted for the next day's arrival time potential change by 3:30 pm. Drivers and attendants will receive notice 30 minutes or sooner prior to the employee's normal scheduled shift if school will be delayed or be cancelled (target 5:30 am). If a delay is turned into a cancellation the 30 minute notification will be repeated (target 7:30 am). If drivers and attendants do not receive notice 30 minutes prior to their shift and report to work, they will be paid 2 hours (or actual time worked, whichever is greater).
5. All Staff: All staff will receive a message the prior evening when there is the possibility of inclement weather for the next school day. The District intends to announce any delays or closures by 5:30am to provide timely communications to staff. Employees that report before 5:30am should delay reporting to work until this notification timeline passes and then report as soon after as is consistent with safety.

- a. If school is closed, classified employees who support critical school functions, and are willing to work, may be authorized by the Superintendent to work on school closure days and receive double pay. (ex. Business office employees processing payroll)
 6. Two Hour Delay: On a two hour delay, all classified employees (excluding custodians providing weather support) start times are delayed two hours without loss of pay or leave. If the delay is changed to a cancellation, employees will receive an announcement as close to 7:30 am as possible. Employees shall report to work before students arrive and/or as close to their new start time as is consistent with safety.
 7. It is the responsibility of the employee to know when schools are closed or on a delayed start due to inclement weather.
 8. Twelve month employees do not typically have the opportunity to make up the lost time due to closures. In the event the District requires make-up days from all employees, twelve month employees with the exception of the weather team members who worked the closure day(s), can either take paid leave (vacation, personal/emergency), unpaid leave, or choose to make up the time by June 1st.
 - A. If the employee elects to make up the time, then the employee must come to an agreement with his/her supervisor regarding the modified work schedule.
 - B. If the modified schedule between an employee and their supervisor puts an employee's workweek over 40 hours or they choose to work on a paid holiday when making up time caused by inclement weather closures, the extra time will not be paid at an overtime rate.
 - C. If the time is not made up by June 1 of the inclement closure day(s), then the District will deduct the time as unpaid leave or paid leave as the employee chooses. Applicable paid leave must be used before unpaid leave may apply. If the employee fails to indicate a specific form of preferred leave by June 1st, available leave will be applied in the following order: Personal, Vacation, Comp Time.
 9. When school is released early because of inclement weather, all employees, except bus drivers, will continue to work as close to their normal time schedule as is consistent with safety. Bus drivers and attendants shall report to work early to match the dismissal of school. Staff members shall not have their pay docked because of the early release.
- 6.11 Voluntary Reduction of Hours: When the District receives a request from a bargaining unit member to reduce their work hours below the number of work hours required for insurance benefits, the District shall notify the Association.

- 6.12 Dual Assignments: Work schedule problems can arise for staff members with dual positions in the District (e.g., bus driver and educational assistant). Schedule changes in the District can result in situations where the staff member is needed in two places at the same time. When these work schedule problems are of a short duration because of things like inclement weather or staff development demands, the staff member will work at the position that they have been assigned to as their priority position at the time the person is hired into the dual assignment. The District may make a different assignment when special circumstances like a shortage of substitutes, exists. Extra responsibilities, like field trips, shall not be assigned to staff members when they conflict with other regularly assigned responsibilities except in unusual situations as determined by the District.

When an employee is assigned to multiple assignments, they shall receive, in writing, the priority order of the assignments. The employee's primary supervisor is the supervisor of the highest priority work assignment.

- 6.13 Assignment Notification: The District will notify all employees, who do not work twelve (12) months of their work site assignment for the following school year no later than July 1st. In the event of a change after July 1, the District will notify the employee as soon as possible.
- 6.14 Out of District Assignments: From time to time, the District may need to send a student to another district or school outside of the GAPS District. The District may also need, for whatever reason, to send an assistant with the student. When this is the case the following shall apply.
- a. The Assistant will remain a GAPS employee.
 - b. The Assistant will be covered continuously by the GA-ACE negotiated contract.
 - c. Although the Assistant may need to follow the calendar of the other district or school, it will be guaranteed that the Assistant's calendar will be no fewer working days than those they would receive with GAPS. If there is a schedule that causes the assistant not to have work in the other District, then the assistant may either take an unpaid day or be assigned work in the GAPS District. The assistant will not be assigned more days than in the GAPS calendar.
 - d. Mileage reimbursement at the IRS rate will be paid to drive to and from the new work site. This reimbursement shall be for actual miles driven.
 - e. The Assistant will receive their hourly rate for the actual drive time.
 - f. Evaluations will be by a GAPS Supervisor. If this Supervisor uses input from the on site supervisor they will follow the proper procedure outlined in the contract. (Article 15 Evaluations)
- 6.15 Work Load: If an employee believes that they are assigned an unreasonable work load or if an employee needs direction or assistance in prioritizing work tasks, or workload issues are causing the consistent submission of exception timesheets and/or the loss of lunch and/or breaks the employee may request and have a

meeting with their immediate supervisor (including their Administrator) to discuss the problem. The employee will provide a written statement of the problem. The supervisor shall provide a written response no later than ten (10) working days. Thereafter, the employee may request a meeting with the Director of Human Resources if the employee believes that the problem has not been resolved.

- 6.16 Custodial Expectations: Custodians will be provided a written record of their routes, including modifications that may be made to regular routines for any evening in which an event is scheduled at a school that requires set up, take down, extra cleaning, or other additional duties, due to the extra work created by the activity; and a list of duties to be added when there is extra time due to the completion of their regular route assignments. It is recognized that the lead and head custodian, in collaboration with their supervisor, may assist in modifying the cleaning schedule. ~~direct which of these modifications should be made and when.~~ Information regarding prioritization of cleaning tasks will be communicated with other staff in the building.

- 6.17 Preparation Time: Any employees who are assigned to make modifications or adaptations of materials for students shall be provided time to do so. No employee shall be expected to perform work-related tasks on their unpaid time. If time is not provided for assigned tasks, the classified employee may appeal to the principal using the process in 6.15 of this Article. No classified employee will be required to design instruction or assessment.

Some examples as to how this time is provided may be through in-service days, when student absences create available time, or during the work day.

Teachers will meet with assistants in the fall to review IEP's relevant to the assistants' assignments. Further reviews will occur if IEP's are changed. If a student or an assistant arrives at a school after the school year has started, relevant IEP reviews will occur with the assistant and teacher.

~~Assistants may apply for professional development funds to carry out projects that will assist them in pooling their resources between employees at the same work site and between work sites.~~

- 6.18 Transition time: Employees transitioning into a different assignment during their assigned hours that involves a change in location within their worksite will be provided adequate additional time for the transition. This time shall be reflected on the employee's written schedule.
- 6.19 Procedures for Coverage and Work Reassignment When Classified Staff Are Absent:
Double Duty: When classified employees are absent and not replaced with a substitute, those classified employees in the same building and/or department who are asked to assume part of the absent employee's duties may seek direction

from the supervisor as to what work should be **prioritized and adjusted during absence. postponed or eliminated and if and when work can be rescheduled. Depending on the length of absence and the schedule when the work must be done, the rescheduled work hours approved by the supervisor may be assigned to the absent employee, upon return to work, or to other classified employees in the building and/or department, or to a substitute or temporary retained for a subsequent day(s).**

- 6.20 Preferred Employee: In any case where an employee qualifies under the “preferred employee” program through the State of Oregon and that program offers adaptive equipment to be owned by the employee, the District agrees that any questions about the appropriateness of such ownership shall be resolved in accordance with an opinion issued by the Oregon Governmental Standards Commission or its executive officer.
- 6.21 Clerical Assistance: Elementary schools **may shall** be provided additional clerical hours for purposes of school start-up **upon request**. The amount of time available is to be used between July 1 and September 30 and is based on the District estimated October 1 enrollment counts at each school. Schools with projected enrollments of up to 200 students will be allocated twenty four (24) hours; projected enrollments of 201-250 will be allocated twenty eight (28) hours; 251-300 will be allocated thirty two (32) hours; 301-350 will be allocated thirty six (36) hours; and schools in excess of 350 students will be allocated forty (40) hours. An additional eight (8) hours shall be allocated to any school that is projected to have a kindergarten and/or ELL population exceeding 25% of their total enrollment. However, no school shall receive more than forty (40) hours. Hours will be deducted from the school’s allocation at the same rate as they are used (i.e. overtime hours shall be deducted from the school’s allocation at a rate of 1.50 per hour worked). The principal shall determine how best to utilize the building’s allocated hours after consultation with the school’s office manager.
- 6.22 Staff Communications: Employees will have a designated location to receive printed communications. This location should provide privacy through individual mailboxes or separate envelopes for each employee.
- 6.23 Transportation Department Manual: The District will publish a manual for the Transportation Department. It will contain all procedures used in transportation such as the assignment of work, new driver’s packet, training regulations, etc. It will be reviewed with ~~the~~ transportation employees and a copy will be distributed to each employee. Prior to its printing a committee made up of District and Association appointees shall review it. **The committee shall be made up of no more than four (4) District and four (4) Association appointees and shall be facilitated by the Director of Operations or their designee.** This manual will be updated **and reviewed** annually, when necessary, and the Committee will review all changes. If the District **or the Committee** makes any changes in the practices as defined by this manual it will first notify the Association in writing. The Association may place a demand to bargain over any changes that are mandatory subjects of bargaining.

6.23 Moved from Article 24.12: Transportation Department Manual

ARTICLE 7: WORK CALENDAR

GAPS Package Proposal, 8/24/26, 12:00 pm

Expires 8/28/26, 5:00 pm

7.1 The Classified Association President and Vice President will be involved in planning the beginning of the year schedule for the District-wide staff development activities and meetings involving the Classified employees in more than one building.

7.2 The District will provide Classified Employees' work calendars by the end of May.

~~7.1~~ **7.3** The District may make changes in the number of work days for any classified employee, but must comply with the following conditions if the changes are made after the employee's work year calendar starts for that fiscal year.

- a. The affected employee(s) must be notified a minimum of two weeks before their scheduled work time is to be ~~deleted~~**reduced**.
- b. Affected employee(s) will be informed that they may choose to take the previously scheduled work day(s) as an unpaid leave or may choose to work. The unpaid leave shall not be deducted from any contractual unpaid leave.
- c. If the affected employee(s) choose(s) to work on the previously scheduled work day(s), the supervisor will be responsible for determining a work site and job duties for the scheduled work time **as long as the employee meets the minimum qualifications for the work.**
 1. The first option that will be explored by the supervisor will be whether there is an equivalent number of hours of work to be performed at the regular work site in the employee's(s') regular position. (For example, food service is cancelled for one day at a middle school, but the food service staff assigned to that school can be productively used to clean the kitchen.)
 2. The second option that will be explored by the supervisor will be for the affected employee(s) to work at the regular work site, doing a different job within the same classification. (For example, an educational assistant regularly assigned to a specific class is not used in that classroom because a special day of conferencing and IEP meetings has been scheduled for the teacher and the students have a day off; instead, the educational assistant is used to fill in for another educational assistant who had scheduled a personal leave day on that day.)
 3. The third option that will be explored by the supervisor will be for the affected employee(s) to work at a different work site, doing a different job within the same classification. (The example is the same as #2 above, except that the affected employee becomes a substitute educational assistant in a different building.)

4. The fourth option that will be explored by the supervisor will be for the affected employee(s) to work at the same or different work site, doing a job in a different classification, if the employee has the necessary qualifications. (For example, the educational assistant in the #2 example above has good clerical skills, and is used on the previously-scheduled workday to replace a school secretary who was scheduled to attend a workshop that day.)
 5. If no work is available on the affected day(s) for the same number of hours as the regular job, then the affected employee(s) may be assigned to a lesser number of hours, but will be paid for that employee's regular number of hours at their regular pay rate.
- d. Regardless of whether the replacement work is paid at a rate higher or lower or the same as the regular work, the affected employee will be paid at their regular rate and will work the regular number of hours.
 - e. The supervisor will notify the affected employee(s) of the work duties and site of work on the previously scheduled workday at least two days beforehand, if at all possible. After notification, the affected employee(s) may choose to take unpaid leave instead of accepting the replacement work.
 - f. The affected employee(s) will be able to take any paid leave that they would have qualified for if the work day had not been "cancelled." (For example, if an employee needed to schedule a meeting out of town with a tax advisor or attorney and asked for that day off, personal leave would be approved if requested in advance.) The "cancellation" of a previously scheduled work day is not, in and of itself, an approved reason for use of emergency or personal leave.
 - g. The replacement work can be scheduled at a time other than the previously scheduled hours that were "cancelled" if the employee and their supervisor schedule (see "3" below) an alternative date/time. (For example, bus service is cancelled for one elementary school on January 31, affecting two drivers, but the transportation supervisor and drivers schedule those drivers into a prearranged late afternoon/evening activity runs on February 2 for an equivalent number of hours as the regular work day.)
 1. If the replacement hours will not be worked until a later payroll period than the "cancelled" time, the regular hours will be indicated on the payroll sheet for that day, and the employee will sign an individual agreement to work those hours on a later date. If a date has not been scheduled (see #3 below) by the end of the work calendar, the amount shall be deducted from the employee's last paycheck.
 2. The Association agrees that scheduling these replacement hours on a different day than the previously-scheduled day shall not obligate the District to pay these hours at an overtime rate, as long as the employee(s) was offered options for alternative scheduling as in "3" below.

3. For the purposes of this section, the supervisor must offer a second schedule option if the employee is unable to accept the first one offered. This will be the case for each segment of work scheduled as makeup for time cancelled (this means if an eight (8) hour employee is scheduled into two four hours shifts as make up, the employee may choose a second option for each four-hour segment).

This article does not apply to situations where the District cancels workdays for any classified employee(s) because of budgetary limitations. In those cases, the layoff provisions of Article 19 shall be applied if applicable (see 19.3 for a definition of layoff).

ARTICLE 8: EMPLOYEE SAFETY
GAPS Package Proposal 8/24/26, 12:00 pm
Expires 8/28/26, 5:00 pm

- 8.1 Employees whose assignments involve working with aggressive or violent students shall have an opportunity at least once a year for training in dealing with those behavior problems. Any classified employee may request additional training to their supervisor. If the training cannot be provided, the supervisor will notify the employee in writing as to the reasons why.
- 8.2 When a child with a disability is identified by an Individualized Education Plan team as needing goals and objectives in behavior management because the child's behavior poses unsafe working conditions for employees or other students, the administration shall make every reasonable effort to share that information with classified employees with a need to know in accordance with the law.

Transportation employees including bus drivers and aides, shall be provided training designed to support the safety, welfare and educational needs of students on the bus.

- 8.3 When a classified employee makes a written referral to a supervisor or administrator regarding inappropriate behavior of a student, the administrator or supervisor will provide the employee with written or oral information about the outcome of the referral.
- 8.4 **Safe Working Conditions:** The Board agrees that it shall make every effort to maintain safe, sanitary and healthful working conditions in compliance with state and federal regulations and Board Policy pertaining to such issues. Should an employee **believe that state and federal regulations have not been met**~~feel that a safety problem exists,~~ they should report it immediately to their immediate supervisor **and District Safety Committee in writing; including a statement of the problem and the date of the filing.**
~~. An inspection will be made as soon as possible. The employee involved shall be advised of the results of the inspection. The Board will continue to provide and maintain safety equipment and stress the importance of safe conditions.~~

~~The supervisor will also notify the member of the District Safety Committee at the worksite of the report and the results of the inspection.~~

If an employee is exposed to an unsafe working condition that threatens substantial bodily injury or would be a significant health hazard they should immediately remove themselves and others under their supervision from such conditions and report it to their immediate supervisor and/or initiate emergency protocols.

An inspection will be made as soon as possible by the supervisor and/or facilities department. The employee involved shall be advised of the results of the inspection.

The supervisor or facilities department will also notify the member of the District Safety Committee at the worksite of the report and the results of the inspection.

If the issue is not resolved in a timely manner or the staff involved is unsatisfied with the results they shall notify the Executive Director of Operations and the Union President.

The District shall notify affected members of any threatening communications received by the District in accordance with ORS 339.327.

No employee will suffer a negative evaluation or any adverse employment action or reprisal in retaliation for reporting safety concerns of the District.

- 8.5 The District will provide compensation of up to \$500 maximum per incident for loss or damage of an employee's prescription eyeglasses due to student behavior. **If the employee can provide receipt of damaged glasses above the maximum amount of \$500 the district will reimburse the full cost.** This compensation will be provided with or without the employee turning in a claim to their insurance. The District will provide timely direct reimbursement to the eyeglass provider with submission of the provider's estimate, or actual bill, by the employee. However, it is understood that the District will investigate the incident to determine that the loss or damage was due to student behavior and not employee negligence or inappropriate behavior.

- 8.6 **Medically Fragile Students:** Employees who are required to provide medical services or administer medications to students shall be provided training by a qualified person before they are assigned to perform these services. Copies of applicable statutes, District policy and administrative rules regarding the administration of medication and provision of medical services shall be available during this training.

The District will develop procedures by which employees will be notified of medical conditions affecting students they supervise **as soon as they are made available to the District.**

Employees acting within the scope of their duties to provide medical services to students will be defended and indemnified by the District in accordance with the Oregon Tort Claims Act.

8.7 Healthy Learning Environments:

1. **The District will archive in the Business Office any history of investigations into concerns raised regarding the worksite environment. The records will be kept by site, with the file containing concerns raised, a record of findings, plans for correction needed as possible, and any actions taken.**
 - a. **The district shall provide emergency protocols at all worksites**
 - b. **The district will develop an actionable plan that identifies and prioritizes relief and/or mitigation of issues identified during the initial safety committee inspection checklist conducted at each building.**

- c. When projected temperatures inside buildings may reach below (60) degrees and/or the heat index reaches a moderate level of risk as identified by OSHA recommended standards, (refer to the District Heat Illness Prevention Plan) the district will consider the following for the Licensed employees work setting;
 - i. Alternative teaching/learning spaces for staff and students; or
 - ii. Utilization of early release or school closures; or
 - iii. Alternative work spaces, including but not limited to working from home, for Licensed employees outside of the school day or non-student contact days. This will be with mutual agreement with a building principal.

d. Every building will have a school safety plan that will include plans for having access to communications during emergencies.

e. The district will work collaboratively with outside agencies, such as the Albany Police and Fire Department, to identify opportunities to improve security and safety measures. The district will include items identified into a comprehensive plan for Facilities Capital Projects. Progress on this plan will be shared with the District Safety Committee.

- 2. The procedure for dealing with health and safety concerns will be shared annually in August by administrators with their Classified employees. Concerns should be addressed to building representatives, administrators, and/or GA-ACA president.

The procedures will include that the Risk Manager shall:

- a. Make available Board Policy ER-AR(1) and Administrative Rule (GBEAR(1)(2) and Article 41 of the GA-ACE/GAPS collective bargaining agreement.
- b. E-mail and hard copy to all employees twice per year on safety compliance procedures.
- c. In-service District administrators annually.
- d. Review OSHA compliance list and send out every year.
- e. Review accident/incident reports annually with the Facilities Director. These shall be available to staff.
- f. Review annually with the district safety committee and implement the district heat illness prevention plan with all staff.

- 3. Building principals will ensure that:

- a. A list of Safety Committee members is posted each year. The association will be given the opportunity to appoint one Licensed employee from the GAEA bargaining unit.
- b. Safety Committee responsibilities are included in the staff handbook.
- c. Minutes of the Safety Committee are posted.
- d. A report is made to staff in the building regarding any concerns raised by the Safety Committee representatives from the building.

- 4. A form will be developed by the Safety Committee for use by staff in reporting concerns and other input and to be used to convey feedback to the staff about Committee action on that concern.

8.8 Any time an employee is subjected to inappropriate physical contact, attack / harm, threat / causing fear of harm, or harassment from someone in the workplace, the employee will file an incident report, when applicable, and an administrator will conduct an investigation, including a threat assessment when needed. The administrator will check in with the employee to see how they are doing and if they need time off to recover from the incident. If time off is needed in the event of an injury, the administrator will provide time off using the appropriate leave code. The employee will not be required to use their sick time.

8.9 Fit for Duty: When a concern is brought to a supervisor regarding an employee's fit for duty, the supervisor will perform an observation on that employee within ten (10) work days. If the employee cannot perform the essential duties of the job, the supervisor will notify Human Resources. Human Resources will review and validate that the member is not able to perform the essential duties of the job and notify the Association. The employee will be referred to the District medical provider for an evaluation. The District will meet with the employee and offer them Union representation to discuss the evaluation.

ARTICLE 13: PROFESSIONAL GROWTH AND TRAINING

GAPS Package Proposal, 8/24/26, 12:00 pm

Expires 8/28/26, 5:00 pm

13.1 The following guidelines will be followed in order to encourage professional growth:

- a. The District, in collaboration with the Association, will survey its classified staff every other year to collect input on training interests. ~~and needs to be shared with the site council, if any.~~ **The Association and the District will collaborate on reviewing survey data and planning of District-Wide trainings.**
- b. Employees at each work site will be instructed in writing as to how to apply for training opportunities, including cross-training. The following criteria shall be applied to applications for professional growth funds:
 1. The training will apply to an employee's current work assignment and/or;
 2. The training will apply to building or district goals and/or;
 3. The training will apply to other jobs within the bargaining unit and/or;
 4. When an employee is taking a class that will go towards a teaching license, this class must either be a core academic class or an education class that fits criteria in 1, 2, or 3 above and/or;
 5. The training fits into a category that relates to workplace interpersonal relationships.
- c. The District will make available at least \$11,000 annually for the purpose of classified employee professional development. Applications will be handled on a first come first serve basis until funds run out. A limit of ~~\$400~~ **\$500** per person per year shall be applied. These funds are in addition to site council funds. After March 1st of each year, if professional development funds are still available, classified employees who have already used their ~~\$400~~ **\$500** limit may reapply for additional funds, not to exceed ~~\$400-\$500~~ additional dollars. No more than ~~\$800~~ **\$1000** per employee will be allowed from this allocation each school year.

13.2 The District supports the idea of cross-training and will attempt to implement such a concept. When cross-training opportunity is provided to an employee, then the following will apply.

- a. An employee may be placed in a position vacated temporarily for the duration of the regular position holder's absence up to sixty (60) working days as a cross-training opportunity, provided that regular training is provided by the supervisor or other employee. This section does not preclude the District's ability to also cross-train an employee when there is no vacancy.
- b. During such a temporary reassignment for cross-training, the employee shall be paid at the sub rate for that position, or the employee's regular rate, whichever is greater, instead of the rate specified in Section 25.6. The

employee and supervisor will complete at the beginning of the cross-training a form that specifies the cross-training position to be filled, the pay rate, and the duration. After training ceases, as specified on the signed form, the employee will be paid according to 25.9 if the position being filled is a higher paying position.

- c. At the successful completion of a cross-training experience, a record will be made in the personnel file.
- d. Employees may volunteer their own time for cross-training purposes.
- e. Employees may initiate a cross-training request to their supervisor.
- f. No employee shall be required to accept a temporary reassignment as cross-training instead of working out of class.

13.3 All training to be provided by the District shall be clearly identified as mandatory or voluntary for specific classifications of employees or individual employees.

Notice of district-wide in-services will be provided to the Association president. At the request of the Association president the District will distribute information on the district-wide in-service to bargaining unit members.

- a. Any training that the supervisor determines to be mandatory shall be on paid time. Criteria for making the training mandatory includes if the employee will be evaluated on the performance that requires the knowledge or skill to be gained in the training or the needs of the site require the employee to be trained, as determined by the supervisor. Examples of training are workshops, modeling, reviewing videotapes, first aid classes, written materials, etc.
- b. Materials from District workshops shall be made available to classified employees who are not in attendance if an advance written request is made by the employee and the workshop is applicable to the employee's job responsibilities.
- c. The District may set aside two half days per year (four (4) hours per day) to conduct voluntary training for bargaining unit members.
 - 1. These days shall be identified during the planning of calendars for the coming school year, and shall be included in the calendar of the affected classified staff.
 - 2. The District, in consultation with the Association, shall plan and implement the training for these days. The training may be available to all classifications or it may target specific classifications. The numbers of classified eligible for this training annually shall be determined by the district.
 - 3. The employees shall be paid their hourly wage for these days.

In other instances where a workshop or other training is voluntary, and is outside the employee's workday and the District wishes to encourage attendance by specific employees, it may offer those employees a stipend if the employees choose to attend.

- d. Employees who are selected by the District to teach a training session/workshop will be compensated at teachers' committee rate per hour for additional time required to plan the session, and/or additional time to present the training session if the session is scheduled outside the employee's regular work hours.
- 13.4 When the District needs a regular employee with a particular set of skills that no one on staff has, nor can they be found by hiring a new employee through the normal posting and hiring procedure, the following process may be used.
- a. The District may hire an employee willing to be trained for the position.
 - b. The District may also contract with a trainer to train the employee with the understanding that the trainer may also be doing some bargaining unit work until the employee is fully qualified.
 - c. The District will notify the Association when this process is going to be used. Included in this notice would be the approximate time the training will take, what position(s) are involved and who the bargaining unit members are who are being trained.
 - d. Contracting with this trainer will not be considered subcontracting and will incur no obligation to bargain under Article 4. However, this language is not a waiver to bargain salary of a new classification, if one has been created for the training purposes.
- 13.5 The following applies to the requirements of the ESEA (Elementary and Secondary Education Act of 2001, 20 USC 6301 et.seq.)
- a. Paraprofessionals are those classified employees providing instructional assistance in targeted or school-wide programs receiving Title 1 funds.
 - b. Classified employees, including paraprofessionals, may only provide instructional assistance under the direct supervision of a licensed teacher.
 - c. Paraprofessionals hired in Title 1 Schools must meet the following federal requirements:
 - 1. Obtain a secondary school diploma or its recognized equivalent; and
 - 2. Elect (or have completed) one of the following options to satisfy the federal requirements:
 - i. Complete, at least, two (2) years of study at an institution of higher learning; or
 - ii. Obtain an associate's (or higher) degree; or

- iii. . Meet a rigorous standard of quality and demonstrate, through an academic assessment – knowledge of, and the ability to assist in instructing reading (and reading readiness), and writing (and writing readiness), and mathematics (and mathematics readiness).
 - iv. Paraprofessionals shall be exempt from the requirements above if they are proficient in English and a language other than English, and primarily provide translation services to enhance the participation of children in school instructional programs or their duties consist solely of conducting parental involvement activities.
- d. No employee shall be involuntarily transferred into a position that would subject the employee to these federal requirements unless the employee already meets the requirements as defined above.

ARTICLE 19: LAYOFFS
GAPS Package Proposal, 8/24/26, 12:00 pm
Expires 8/28/26, 5:00 pm

- 19.1** The Board of Directors will approve the layoff of any employee. **Prior to any notice of reduction in force (RIF) and / or layoffs being given to impacted employees, the District shall meet with the Association President to review the following: seniority lists, positions impacted and employees to be laid off.** Notice of not less than two weeks shall be provided to employees to be laid off. While the District reserves the right to determine positions to be eliminated, layoffs shall be determined as follows:
- a. No permanent employee shall be laid off within a job classification until all probationary employees (in their first six (6) months of District employment) in such classification have been laid off.
 - b. Within a job classification where a position(s) are going to be eliminated, the least senior employee within that classification shall lose the position. For the purpose of determining seniority in this section (b), all service to the District in that job classification will be counted.
 - c. Any employee to be laid off who has experience in ~~lower-paid~~ another classification within that employee's same job category, and who has more seniority than another employee in the lower paid classification, can bump into that classification. For the purpose of determining seniority in this section (c), all service to the District in that job category will be counted.
 - d. Any employee to be laid off after (b) and (c) have been followed may retreat to a position formerly held in a different job category if the employee has more total seniority than another employee in that category. For the purpose of determining seniority in this section (d), all service to the District in an equal or higher paying job will be counted.
 - e. Notwithstanding (a)-(d) above, the District reserves the right to layoff out of order of seniority if retention of special job skills is required. If the District applies this section to a layoff out of order of seniority it will notify the Association in writing. This notification shall include what special job skills are required and an explanation of why. The notification will be sent to the Association prior to the notification of layoff. If the Association does not believe that the job skill explained in the notification meets the understanding of the parties as to what a special job skill is, the Association may use the grievance procedure to challenge this decision, and the arbitrator shall have the authority to overturn the decision to lay off out of order of seniority.
 - f. Employees laid off at the end of the ~~school-year~~ work calendar shall receive insurance benefits through the end of August; employees laid off during a mid-year period shall receive insurance benefits through the end of the following month in which they are laid off.

19.2 When all members of a classification are laid off as a result of complete elimination of that type of service, or when an employee is no longer physically able to perform the requirements of their job as a result of a job-related injury or illness, employee(s) in that situation shall meet with the Human Resources Department to provide information about their skills so that the Human Resources Department may determine what other classifications they are qualified to fill. They may subsequently submit additional information to the Human Resources Department about changes in their qualification for other classifications. If the employee does not have bumping rights under 19.1(a) to (f) above, then the employee shall be placed in or recalled to any vacancy they are qualified to fill. Total District seniority shall apply to recall rights.

19.3 A layoff shall be defined as the reduction of the entire position held, or a reduction in hours greater than thirty (30) minutes or a reduction that causes loss of eligibility for these benefits: vacation, insurance, or PERS. It shall be a layoff if eligibility for negotiated insurance premiums is reduced from 100% negotiated premiums to 50% negotiated premiums or from 50% negotiated premiums to no negotiated premiums.

Hours that are added to an employee's schedule on a limited term temporary basis (i.e., for an experimental program or short-term need, for a maximum of ten (10) months) and clearly identified as limited term temporary hours, may be deleted without becoming a "layoff." ~~Involuntary reduction in hours shall be cumulative from year to year beginning with 1993-94. When an employee loses enough time to exceed thirty (30) minutes of their original hours, the rights of this article shall apply.~~

A reduction in the length of time of a bus driver's route bid by more than thirty (30) minutes for more than ten (10) working days shall be considered a layoff, triggering the provisions of this article.

When an employee loses fifteen to thirty (15-30) minutes of time and it is not considered a layoff, they may have those minutes restored under the following conditions:

- a. Additional time has been given to the building and the supervisor decides to increase time in the employee's classification.
- b. Rights to the restoration of these minutes shall be for thirteen (13) months.
- c. If time can only be restored to one person it shall be given to the most senior if "all else is equal." "All else equal" shall mean that the individuals are in the same classification; both lost time; are in the same building; there are no special skills required; and both schedules allow the time to be restored.
- d. If any individual is offered the additional time and turns it down, all rights

to restoration are ended.

An employee who has lost time under this section may request consideration for overtime within their same job classification and site. In this case, the supervisor will accommodate this request when possible.

When an employee loses time from their workday due to a reduction, the supervisor will provide in writing a list of job duties that the employee is no longer to perform.

19.4 An employee who has bumping rights under this article shall be placed in the position held by the least senior employee in that job classification (except where special job skills need to be retained- see Section 19.1 e).

- a. If that position has more hours than the bumping employee previously worked, the District may or may not choose to assign the bumping employee the extra hours.
- b. If that position has fewer hours than the bumping employee previously worked, the District will reduce the work hours of the next least senior employee in order to replace the full number of work hours of the bumping employee. The bumping employee may agree to take a lesser number of hours than the District has offered, but this will waive the employee's recall rights to the former number of hours.

19.5 Layoff and Recall (moved from Article 36.5)

- a. If during the final bidding a driver loses time in excess of thirty (30) minutes, they will be on layoff status.
- b. When a route comes open, the Transportation Supervisor can place a driver who is on layoff on that route if it is less than one (1) hour more than the driver had prior to layoff.
- c. A driver who did not have benefits prior to a layoff cannot be placed into a route that has benefits of six (6) hours or more).
- d. If the route that comes open is one (1) hour or more than the route the driver had prior to the layoff, or if it will put the driver into benefits when they previously did not have benefits, then the route must be posted.
- e. Special needs route drivers permanent time (used for purposes of determining layoff eligibility) is established when they are first hired for the route. Special needs drivers whose routes are short on time will not be considered to be in layoff until at least November 1 of each year. Time added or subtracted after November 1 of each year does not impact the driver's permanent time. Average actual hours worked from November 1 to May 30th of each year will be compared against their permanent time and the employee's permanent hours the following school year will be higher of the two numbers.
- f. After November 1st, Special Needs Drivers may exercise layoff rights by

claiming the entire route of a junior driver with more time. They may not "pick and choose" segments or students to add to their existing route. Routes are a "package".

- 19.6** If an employee holds two different positions concurrently in two different job classifications, decisions about reduction in force will be made separately for each part of the employment, in accordance with the provisions above.
- 19.7** Employees shall be recalled by seniority as openings become available within their pre-layoff classification or a lower-paid classification within the same category for which they are qualified or within another classification they have previously held in the District and remain qualified for. Employees on the recall list because they were unable to perform the requirements of their previous job due to a job-related injury or illness will have recall rights to any vacancy they are qualified to fill. No new employees will be hired into classifications from which employees are laid off and for which they remain qualified and eligible for recall.
- 19.8** For the purposes of this article, "qualified" means being able to demonstrate the skills and abilities necessary to perform the **minimum required** duties of the position **as listed in the job description.**
- 19.9** When the District identifies a position during lay-off as one that requires special skills and therefore the lay-off must be out of order of seniority (see Section 19.1 e) the District may choose to recall out of order of seniority for that position if the special skills are still required.
- 19.10** Employees will be notified of the open position by certified mail, return receipt, sent to the last address given by the employee to the District Office. The employee will have five working days from the receipt of such notice to notify the District of intent to return on the date specified by the District, but return will be required no sooner than two weeks from the receipt of the notice. Employees failing to accept the position offered in a timely manner, the maximum being five (5) working days from receipt of notice, shall be considered to have waived the right to recall. An employee who refuses a position with lesser hours **or lower compensation** may remain on the recall list.
- 19.11** Layoff status shall automatically terminate twenty-seven (27) months after the effective date of such layoff.
- 19.12** Employees on layoff will, upon request, be placed on a substitute list. Employees on the recall list may also apply for higher paying positions than the position held prior to layoff. **Employees on layoff will, upon request, have the right to take temporary positions for which they meet the minimum requirements and will retain their recall rights.**
- 19.13** Employees choosing to "bump" into positions with lesser hours or lower pay shall retain all recall rights.

19.14 Probationary employees who are laid off and later recalled shall retain all credit for months of the probationary period already worked; however, no recalled probationary employee will achieve regular status without serving at least two (2) months in the position filled after recall. Regular (post- probationary) employees who are laid off and later recalled shall retain regular status.

19.15 Employees who are laid off and later recalled shall retain all sick leave accumulated up to the date of layoff. They shall be placed upon the salary schedule at the step they occupied at the time of layoff, or on the next higher step, in accordance with Section 25.9, if laid off after finishing six (6) months or more of a fiscal year.

~~19.16~~ ~~For purposes of computing seniority only, the SEA classification shall be divided into two groups: SEA 1 and SEA 2.~~

~~SEA 1: These SEAs are those employees who were formerly Program Assistants and were re-named as SEAs in the 1996-99 contract. Their most recent hire date as PA's shall be used to calculate their SEA 1 seniority. For purposes of layoff these SEA 1's can also bump into the SEA 2 classification.~~

~~SEA 2: These SEAs are those employees who were formerly Education Assistants and were re-named as SEAs in the 1996-99 contract. These SEA 2's shall have their SEA 2 seniority computed using their most recent hire date as EAs. This classification of SEA 2 shall also include all SEAs hired as SEAs since July 1, 1996. Their SEA seniority shall be computed using their most recent hire date as a SEA.~~

~~19.17~~ **19.16** Employees who are laid off and subsequently reinstated shall retain accumulated seniority for all periods worked except for the period of layoff.

ARTICLE 20: PAID LEAVES
GAPS Package Proposal, 8/24/26, 12:00 pm
Expires 8/28/26, 5:00 pm

20.1 Sick Leave: Paid sick leave for classified employees will be granted as follows:

- a. Definitions: "Sick Leave" means absence from duty because of a school employee's illness or injury or illness or injury of a member of the employee's immediate family **and / or anything else covered under OFLA, FMLA and / or Paid Leave Oregon.** Illness related to pregnancy, and the actual disability related thereto, as verified by the employee's **medical provider physician,** will also be covered by sick leave. ~~Time spent in preparation and caretaking functions will not be provided for under this provision.~~ "Paid sick leave" shall be the employee's normal work day at full pay. However, sick leave shall be accrued, reported and taken in hourly increments.
- b. The Association and any employee using accumulated sick leave in connection with the illness or injury of a member of the employee's immediate family will hold the District harmless against any complaints or suits filed thereafter concerning such use. Nor shall the employee be able to reclaim leave days so used for later use of personal illness or injury or for calculation of retirement benefits.
- c. Sick leave shall be credited on a fiscal year basis, July 1 through June 30. Each continuing classified employee shall receive ten (10) days paid sick leave at full pay for each school year or one (1) day per month employed, whichever is greater. Any regular employee who is hired to work during the summer at the regular wage rate for that job will qualify for sick leave as an eleven (11) month employee if they work as many total days during the year as an eleven (11) month employee (238 days). However, if an employee should resign, go on unpaid leave, or complete a term of employment prior to the end of the school year, they will be credited sick leave of one (1) day per month employed on paid status. Sick leave not taken shall accumulate to an unlimited amount.
- d. New employees will receive up to ten (10) days annual sick leave (and be credited with transfer of eligible sick leave) after completing one (1) month of satisfactory employment. Those employees who are employed in mid-year shall have their sick leave prorated to July 1. Sick leave will be credited after completion of one (1) month of service.
- e. **E. An employee may elect to use accrued sick leave in addition to any benefits received under Worker's Compensation Insurance and / or Paid Leave Oregon. An employee is entitled to determine the order in which accrued leave is to be used when more than one type of accrued leave is available, following State and Federal law.**

- f. Employees who have exhausted their sick leave and sustain an on-the-job injury or illness that qualifies for workers' compensation may "borrow" one (1) to three (3) days of sick leave from their sick leave entitlement for the following fiscal year.
- g. An employee who leaves the employ of the District or who goes on unpaid leave and who has used more sick leave than earned will have the amount in excess of that earned deducted from the final paycheck. If the value of the unearned used sick leave exceeds the amount of the final paycheck, the employee or former employee shall be required to repay the District for the excess.
- h. Up to seventy-five (75) days of unused sick leave accumulated in other Oregon school districts may be transferred into the District, if the person was employed in an Oregon public school district the previous year. New employees shall be credited with transfer of eligible sick leave after completing one month of satisfactory employment.
- i. **I. Medical Certification: A Classified employee returning from any illness or injury, of three (3) or more consecutive days or when there is a question of fitness for duty, whether or not sick leave benefits have been paid, may be required to submit to a medical examination by a doctor mutually agreed upon by the Classified employee and the District at the expense of the District or furnish a medical doctor's certificate of health prior to returning to work. However, time spent for such medical examination shall be with pay and shall not be charged against the classified employee's accumulated sick leave.**
- ~~j. **As a prerequisite to payment of sick leave, the employee may be required by the Human Resources department to furnish the District with a certificate of illness from a physician or practitioner. Except where doctor's verification of illness is provided for by state law or by the Family Medical Leave Act, the District will pay any cost incurred by the employee in obtaining the certificate of illness that is not paid by the employee's medical insurance.**~~
- k. **J.** The absence of an employee for illness or accident for which compensation is received from the District's workers' compensation carrier shall be considered as sick leave until the employee no longer has any accumulated paid leave. Compensation for the time lost (but not disability settlements) shall be deducted from sick leave compensation paid to the employee by the District. However, the amount of sick leave time charged against the employee's sick leave account shall be only that portion of each day which is actually compensated by the District. Such payments shall be discontinued when the employee's accumulated sick leave is exhausted or when the employee begins to receive District- provided disability benefits.

While receiving this paid leave from the District, if any overpayment is made, the District shall offer a payback plan over a period of three months to the employee. Additional installments shall be allowed if the parties

mutually agree. If the employee leaves the District the balance owed shall be withheld from the final paycheck.

- l. Upon retirement, the value of one-half of the unused sick leave will be allowed in accordance with PERS administrative rules.
- m. If, in the opinion of a supervisor, an employee is too sick to be at work, the following will occur:
 - 1. The supervisor will discuss their opinion with the employee and try to resolve the problem informally.
 - 2. If the employee insists that they are healthy enough to be at work, the supervisor may, at District expense, ask for medical certification to be given to Human Resources. In order to comply with this District directive, the employee will be granted paid leave for the time period of the doctor's examination.

20.2 Donation of Days: When a bargaining unit member has used all available paid leave days, and needs donations of days due to illness or injury, the following procedure will be implemented:

- a. The bargaining unit member will provide written notification to the Association by filling out and signing a form/release of the need for sick leave days.
- b. The Association will notify the District and request approval to ask bargaining unit members to donate days. The District will approve the request for leave donation when the requesting member provides the District's Human Resources office with medical certification indicating that they are experiencing a "serious health condition" as that term is defined in Paid Leave Oregon, Oregon Family Leave Act ~~the state and federal~~ Family Medical Leave Act (critical illnesses or injuries diagnosed as terminal or which pose an imminent danger of death, conditions requiring constant or continuing care, permanent or long-term incapacity, a period of incapacity for more than three consecutive calendar days and requiring two or more treatments by a health care provider or one treatment followed by a regimen of continuing treatment, absence for a pregnancy related disability or prenatal care, absences for chronic conditions, and multiple treatments for conditions that if not treated would likely result in incapacity of more than three days) or if a relative (spouse/partner, child, parent, parent-in-law, sibling, or a person of "in loco parentis" with the member) of the member is experiencing a "serious health condition" and requires care or assistance by the member. Examples of illnesses which generally do not qualify as "serious health conditions" are the common cold, ear aches, routine headaches, routine medical or dental visits, flu, upset stomach, and sore throat.
- c. Upon receiving approval, the Association will send out an appeal for donated days to bargaining unit members. The days volunteered will be used in the order they are received and in increments of full days unless

the donation is only for a half day. The number of hours donated will be based on the length of work day for the person making the donation. The member requesting donated days will be notified of the number of hours donated.

- d. The Association will provide the list of donated days to the District.
- e. A bargaining unit member, at their sole discretion, may donate a half day or a full day of sick leave on each occasion when an approved request is made. Twelve (12) month employees may elect to donate one (1) vacation day per year in lieu of donating a sick leave day.
- f. No member may use more than sixty (60) donated days in any one fiscal year. Days shall be defined for the purpose of this section as the recipient's work day.
- g. The District will not be obligated to reimburse employees for unpaid time with donated days more than one (1) month in arrears of the day the donation is received by the GAPS business office.
- h. Donated days may be used through June of the following ~~the~~ fiscal year following of the donation.

20.3 Bereavement Leave: Bereavement leave shall be granted to District employees upon their request for attendance at the funeral service for a member of the immediate family of the employee, or any member of the employee's household. Such leave shall be of sufficient length so that they may attend the service and, if appropriate, make other necessary arrangements as may be required of them. Bereavement leave, with full pay, shall not exceed five (5) days, including travel time, per occurrence. Any additional time taken by a District employee up to a maximum of one (1) school week shall be charged against the salary of the employee to the amount paid a substitute (including FICA and PERS payments, if any) by the District. Immediate family shall be defined as FMLA/OFLA qualifying including unborn child.

Bereavement leave shall be granted to District employees upon their request to mourn the death of a member of the immediate family of the employee, or any member of the employee's household. Such leave shall be of sufficient length so that they may attend the service and, if appropriate, make other necessary arrangements as may be required of them. Bereavement leave, with full pay, shall not exceed five (5) days, including travel time, per occurrence. Any additional time taken by a District employee up to a maximum of one (1) school week shall be charged against the salary of the employee to the amount paid a substitute (including FICA and PERS payments, if any) by the District. Immediate family shall be defined as spouse/partner, child, foster child, parent, parent-in-law, brother or sister, brother-in-law or sister-in-law, uncle, aunt, grandparent or grandchild of the District employee or their spouse/partner. In case of bereavement involving the death of a person of significance to the employee who is not on the above list, the employee may use up to one accumulated sick leave day per occurrence if personal leave is exhausted.

Bereavement leave for pregnancy loss and failed fertility treatments: A pregnant employee members who suffers a pregnancy loss (including, but not limited to, chemical pregnancy, ectopic pregnancy, molar pregnancy, miscarriage, TFMR, stillbirth, neonatal loss) shall be eligible

for bereavement leave. An employee who suffers a failed fertility treatment (including, but not limited to IUI, ART, surrogacy loss) shall be eligible for bereavement leave.

20.4 Jury Duty and Court Appearance Leave

- a. Jury Duty: ~~Employees shall be granted leave with pay for service upon a jury, provided however, that the salary paid to such employee for the period of absence shall be reduced by the amount of money received by them for such jury service. Upon being excused from jury service during any day any employee shall immediately contact their immediate supervisor for assignment for the remainder of their regular work day.~~ Employees shall be granted leave with pay for service upon a jury provided, however, that the pay to such employee for the period of absence shall be reduced by the amount of money received by them for such jury service. The employee's pay will not be reduced if the employee gives notice to the employer that they declined jury service pay. Upon being excused from jury service during any day, any employee shall immediately contact their immediate supervisor for assignment for the remainder of his or her regular workday.

- b. Court Appearances: Employees shall suffer no loss in pay when responding to a subpoena to appear in court as a result of the performance of their professional responsibilities or, when responding to a subpoena, as a disinterested witness who is not a litigant in a matter. However, employees shall not be paid under this provision for time spent as a litigant or witness against the District. The salary paid to such employee for the period of absence shall be reduced by the amount of money received for witness fees.

In order to qualify for this paid leave, the employee will notify their supervisor as early as possible and will take all reasonable steps to minimize the time away from duty. Upon completion of testimony, the employee shall immediately contact their supervisor for assignment for the remainder of the regular work day.

20.5 Paid Personal Leave: Each bargaining unit member shall be awarded two (2) paid personal leave days annually. Newly hired employees who begin work prior to January 1 will receive two (2) personal leave days for that year. Newly hired employees who begin work between January 1 and March 30 will receive one (1) personal day for that year. Employees who begin work after March 30 will not receive personal leave until the following year. These days may be used for any reason and are non-accumulative.

Advance approval must be obtained unless the reason for the leave makes it impossible. Personal reasons need not be provided to the District when applying for the leave. Such leaves may be denied when two (2) or more employees in the

same classification and in the same building apply for personal leave the same day.

In addition to the two (2) paid personal leave days, ten (10) month employees shall receive one (1) additional trade day, while eleven (11) month employees shall receive a trade day and one (1) additional paid day off. These additional days for ten (10) month and eleven (11) month employees can only be taken on days when school is not in session (non-student contact days) and must be scheduled with approval by the employee's supervisor.

Beginning with the 2023-2024 school year employees may cash out two (2) unused personal leave days at the end of the school year at their regular rate of pay.

20.6 Calculation and Reporting of Leaves:

- a. ~~Employees who are guaranteed a minimum number of hours with the expectation that they will work hours as assigned on a daily basis (relief drivers and food service floaters) will have their hours averaged monthly to calculate the amount of leave they are credited with on the last day of the month.~~
- b. ~~For bus drivers, leave will be updated at the end of November, February, and May in increments of at least five (5) minutes according to their assignment on the last day of the month.~~
- c. ~~Each bargaining unit member shall receive an individual report on all leave entitlements by the end of October, January, and April of each school year.~~
- d. a. If an employee believes that they are not receiving proper leave benefits based on working additional time beyond their regular shift, the employee may request to have a meeting with their immediate supervisor to discuss the problem. The employee may bring a written statement of the problem to the meeting. At the employee's request, the supervisor shall provide a written response no later than ten (10) working days after the meeting summarizing the meeting and the supervisor's response. Thereafter, the employee may request a meeting with the Director of Human Resources, if the employee believes that the problem has not been resolved.

20.7 20.6 Leave and Protections for Victims of Certain Crimes: An employee who experiences domestic violence, criminal harassment, sexual assault to or stalking of the employee, or the employee's minor child, ward or dependent shall receive paid time and unpaid time pursuant to ORS 659A.270 to 659A.290 to accommodate time spent finding and utilizing legal or law enforcement assistance, to obtain services from a victim services provider, medical treatment for injuries or mental health support for the employee or dependents, to move or change their living situation, to secure an existing home, securing a workplace transfer, reassignment, or modified work schedule. Paid leave for this purpose will be provided from employees' existing accruals. The Employer shall also provide upon request a reasonable safety accommodation, which may include (but is not limited to) a changed work phone number, changed work location, and/or additional safety procedures or other adjustments after threatened or actual events. All records and information kept

regarding a reasonable safety accommodation made for an employee or to certify the purpose for leave are confidential and may not be released without the permission of the employee, except as required by law. The Employer may request documentation and must accept as sufficient proof of the requested leave documents from law enforcement, courts, police report, restraining order, letter or document from an attorney, counselor, domestic violence or sexual assault victim service provider, health care professional, or clergy member. The Employer will follow ORS 659A.270 to 659A.290. The requesting employee will follow the Employer's established request process, including reasonable notice to their supervisor of their intent to take leave, unless giving advance notice is not feasible. If the law provides for more generous leave and/or protections than what is listed here, the Employer may implement pursuant to the law without bargaining.

20.8 Paid Leave for Absence Due to Testing, Quarantine or Isolation: If the District closes one of our schools a classified employee's absence from work as a result of direction from public health officials to implement mandatory testing, quarantine or isolation to prevent the spread of the communicable disease shall not be charged against the classified employee's accumulated sick leave for the duration of the school closure.

ARTICLE 22: PAID HOLIDAYS
GAPS Package PROPOSAL, 8-24-26, 12:00PM
Expires 8/28/26, 5:00 pm

- 22.1 Paid holidays will be granted according to the following schedule:
- a. 260 + Days: 10 holidays
Labor Day, Veterans' Day, Thanksgiving Day, the day following Thanksgiving, the day before Christmas, Christmas Day, New Year's Day, Martin Luther King Jr. Day, Memorial Day, 4th of July.
 - b. 218 –259 Days: 8 holidays
Labor Day, Veterans' Day, Thanksgiving Day, the day after Thanksgiving, the day before Christmas, Christmas Day, New Year's Day, Memorial Day.
 - c. 202-217 Days: 7 holidays
Labor Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving, the day before Christmas, Christmas Day, Memorial Day
 - d. 150-201 Days: 6 holidays
Veterans' Day, Thanksgiving Day, the day after Thanksgiving, the day before Christmas, Christmas Day, Memorial Day.
- 22.2 If any paid holiday listed above falls on a non-work day, a substitute paid holiday will be scheduled. In order to be eligible for a paid holiday, the employee must work the day before and the day after the holiday except for approved, paid absences.
- 22.3 When Christmas is on a Sunday, the paid holidays will be Friday and Monday. When Christmas is on a Monday, the paid holidays will be Monday and Tuesday. When Christmas is on a Thursday, the paid holidays will be Thursday and Friday. When Christmas is on Saturday, the paid holidays will be Friday and Monday.
- 22.4 Any regular employee who is hired to work during summer at the regular wage rate for that job will qualify for additional holidays as provided for above. The year shall be defined as the school year plus additional days worked in June, July and August.
- 22.5 Bargaining unit members who worked at least two hundred and two (202) days during the 2002-03 school year, as identified by the District and Association, will continue to receive eight (8) holidays for the duration of their employment with the District.
- 22.6 Trips driven by bus drivers shall be considered "extra duty" and shall not be counted toward the above days for the purpose of determining the number of holidays awarded to those employees.
- 22.7 Employees who are hired after the beginning of the school year shall receive the remaining holidays for the work year associated with their position.

22.8 For purposes of this article, "days" shall be defined as an employee's work days, paid holidays, and approved leave days.

ARTICLE 23: VACATION PROVISIONS
GAPS Package Proposal, 8/24/26, 12:00
Expires 8/28/26, 5:00 pm

- 23.1 The School District's regular fiscal year (July 1 through June 30) shall be the basis for determining paid vacation eligibility for all classified personnel. The following provisions will apply:

a.	<u>Years of Service</u>	<u>Days Paid Vacation Per Year</u>	<u>Max Accrual</u>	<u>Less than</u>
	1 year	5/6 day per month worked		
	1-5	10	15	
	6	11	16.5	
	7	12	18	
	8	13	19.5	
	9	14	21	
	10	15	22.5	
	11	16	24	
	12	17	25.5	
	13	18	27	
	14	19	28.5	
	15	20	30	
	16	21	31.5	
	17	22	33	
	18	23	34.5	
	19	24	36	
	20	25	37.5	

- b. Paid vacation will be granted to twelve (12) month employees.

- c. Employees of the District employed less than twelve (12) months per year will not be given paid vacation. In instances where employees transfer from a less than twelve (12) month job to a twelve (12) month job within that same job category, those employees shall be given vacation credit for their past experience in substantively similar work, calculated on a pro-rata basis. For example only, an employee who worked for six (6) years as a ten (10) month employee shall, upon transfer to a twelve (12) month position, receive the prorated amount of vacation days after the transfer as awarded to an employee having worked in a twelve (12) month position for six (6) years. The transferring employee moving from a different job category may present information showing the work to be substantively similar.

The vacation credit granted to a ten (10) month employee who moves into a twelve (12) month position is not available for 'cash-out' the first year. The vacation time granted must be used during the employee's service time to the District.

~~The District will allow a "look back" of five (5) years from the signing date of the 2023-2026, for eligible employees to be moved to the number of days of vacation they would have received had this language been in place at the time of their transfer. Vacation will not be awarded retroactively. It will be the employee's responsibility to request the Human Resources Department to confirm eligibility of vacation day "look back" option.~~

- d. Vacations should be arranged through mutual agreement with the administration as far in advance as possible. Whenever possible, and depending on the employee's job responsibilities, vacations should be taken during times when they are the least disruptive to District operations. Up to three (3) weeks of vacation may be requested and approved at management's discretion. However, these days shall not be an obligation which the District must pay should the employee's employment end before the vacation days are used
- e. Any employee who leaves the employment of the District for any reason prior to having worked six (6) months will not be eligible for any prorated vacation pay. Employees who leave the employment of the District after six (6) months will receive prorated vacation pay.

Vacation is accrued and available for use upon each monthly payroll date. Employees will have access to accrued vacation after their probationary period. Current District employees moving into a new vacation eligible position will have access to accrued vacation during probation. Use of vacation during probation in these circumstances will extend probation by an equal number of days.

- f. In determining "hire date" for calculating vacation benefits when a classified staff member has been laid off and then returned to work, the District will credit the employee for the time worked prior to the layoff, but will not give credit for the time during the layoff. Thus a hire date for vacation benefits might be different than the true date of hire if there was a period of time when the employee was laid off. This "credit" for time worked prior to a break in service does not apply when someone has left the District voluntarily.
- g. In determining vacation benefits earned for employees who are twelve (12) month employees but who work less than eight (8) hours per day, the District will use the average number of scheduled hours per day over the past twelve (12) months that the employees work and the employee will have paid vacation granted for the appropriate number of days at that number of hours.
- h. Employees may request to cash in vacation time. A request to cash in time must be made to the Human Resources Director. The determination of the request shall be the decision of the District. The District shall decide on a case by case basis. In the instance where the District is unable to grant

requested vacation due to operational needs and the employee will lose vacation due to the accrual limits in 23.1.a, the District shall allow the employee to cash in said vacation. The maximum cash in amount is that which brings the employee under the threshold of 23.1.a.

ARTICLE 24: MISCELLANEOUS BENEFITS

GAPS Package Proposal, 8/24/26, 12:00 pm

Expires 8/28/26, 5:00 pm

24.1 Physical Examination: Physical examinations required by the District shall be paid by the District at the rate charged by the District-designated local doctors.

Employees choosing to have such physical exams performed by physicians other than those designated, shall be responsible for any costs in excess of the District-designated doctors' rate.

24.2 Driver Physicals: Employees with driving positions where the District requires a physical examination will have physical exams paid for at the rate charged by the District's designated local doctors. The District will cover the cost for up to two exams per annual (1 year) or biennial (2 years) renewal period.

24.3 CDL License Benefits: ~~CDL holders/Bus Drivers utilized by the school district are eligible for a monthly \$10 benefit to health clubs. The participating health clubs are agreed upon by GA-ACE and the District. The district pays for CDL drivers to obtain and renew CDL licenses.~~ **Drivers who voluntarily resign within six (6) months of the District paying for their CDL license will be required to reimburse the District for the costs associated with obtaining the license, unless due to medical hardship, the employee is unable to continue as a driver.**

24.4 Fitness Membership: ~~All classified employees shall be eligible to participate in the GAPS group rate (if applicable) for approved regional fitness centers. Said employees shall be eligible for payroll deduction (when available) for these fees if the employee chooses the payroll deduction option.~~ **All classified employees shall be eligible to participate in one(1) of the three(3) District approved regional fitness centers at the GAPS group rate. Participation is voluntary. Employees who elect to participate shall be responsible for completing enrollment and paying membership fees through payroll deduction. Once the payroll deduction is established, the employee will receive a \$10/monthly benefit toward the cost of one(1) of the three(3) district approved regional fitness centers as a payroll stipend.**

24.5 Expenses: Employees who incur expenses while ~~in~~ carrying out district assigned duties will be reimbursed according to School Board Policy DLC.

24.6 Mileage: Employees required by the District to use their own vehicles for District business during regular working hours will be reimbursed at the current IRS Rate. ~~according to School Board Policy EEBC, at the IRS rate. The District shall adjust the IRS mileage rate up or down when notified of such changes and need not wait for the contract anniversary date. However, the District will also review the IRS rate on the contract anniversary date and make any necessary adjustments.~~

24.7 District Workshops: The District will pay classified employees ~~in the bargaining unit~~ for required, scheduled District staff meetings and workshops not held during the employee's regular work day at the regular rate of pay.

24.8 Uniforms: The District will purchase and maintain ~~and retain~~ any District required special protective clothing or safety equipment. ~~which it requires employees to wear.~~ The District may retain safety equipment, but not clothing.

24.9 Tobacco Use: The use of tobacco is prohibited on District property and in District vehicles. The District recognizes that tobacco use is habit forming and will make sure employees are informed and forewarned of the tobacco use policy. It is the District's intent to be helpful and supportive with employees who use tobacco. If persistent violations occur and the District determines discipline may be necessary, the discipline shall be progressive and in compliance with the negotiated agreement.

Employees will be allowed to leave District property to use tobacco during their breaks and lunch periods. With permission from their supervisor, employees may elect to divide up their breaks to leave the premises more often. These periods are not extended in time for these purposes.

~~The District will provide a list of resources/options for employees to try to stop their tobacco use. The list of options would include some clinics as well as patches or gum. The choice to be treated and/or the type of treatment will be up to the employee. Those choosing treatment can use up to \$106 every two years. There shall be a spending cap of \$2,575 limit per year for all classified and certified employees that would be available on a first come, first serve basis. The employee may apply up to \$106 for an approved treatment not provided on the District resource list if they wish.~~

24.10 Fingerprinting/Criminal Records Verification: The District will pay for fingerprinting/criminal records check for any person who, after becoming an employee, is required to have them with the exception of newly hired employees who are addressed below.

The following guidelines will apply in regards to the District's policy and procedures dealing with the fingerprinting of newly hired classified employees as a part of their criminal history verification:

- a. The work status of the newly hired classified employees will be referred to as conditional or contingent on the outcome of the criminal history verification. ~~Employees will not be classified or referred to as "temporary" during the time period before the criminal history verification is completed.~~
- b. The newly hired employee will be responsible for the cost of the fingerprinting and criminal history verification. The employee will be given ~~three (3)~~ **two (2)** options for paying the cost of the verification by the Oregon State Police and the Federal Bureau of Investigation:

- ~~1. ———~~ **Payment of the fee at the time of employment.**
 - ~~2.~~ **1.** Payment of the entire fee through a single payroll deduction from the first paycheck.
 - ~~3.~~ **2.** Payment of the fee through two (2) equal payroll deductions from the first two (2) paychecks.
- c. If an employee is terminated at the direction of the State Superintendent of Public Instruction based on the results of the criminal history verification and the employee successfully appeals that decision, the employee will be reinstated to the original position with seniority restored to the original date when employment began.

Note: It is understood that this condition means that a subsequent employee hired to fill a position where there has been such a termination will have that employment contingent on (1) the results of their own criminal history verification and (2) if the employee's displacement is caused by a successful appeal as described above, the subsequent employee will be considered to have been laid off with recall rights prescribed by the existing contract. ~~the success of any appeal of the preceding employee's displacement is caused by a successful appeal as described above, the subsequent employee will be considered to have been laid off with recall rights prescribed by the existing contract.~~

24.11 Criminal History Re-check: The District will ~~provide the proper forms information for classified employees to fill out in order to~~ process a criminal history check every five years for all classified employees. This will begin January 2005 and every five (5) years during January thereafter. Once this process has begun, classified employees need not fill out criminal history check forms when they wish to volunteer in schools. The District shall cover any cost incurred for the criminal history re-check. A criminal history check will be completed for all new employees shall fill out criminal history checks according to District Policy and contract language. ~~They shall also fill out the forms in January if they are hired during the fifth year employee check. Classified employees who wish to volunteer in schools do not need to complete an additional criminal history form.~~

(MOVE TO ARTICLE #6)

24.12 ~~Transportation Department Manual: The District will publish a manual for the Transportation Department. It will contain all procedures used in transportation such as the assignment of work, new driver's packet, training regulations, etc. It will be reviewed with the transportation employees and a copy will be distributed to each employee. Prior to its printing a committee made up of District and Association appointees shall review it. The committee shall be made up of no more than four (4) District and four (4) Association appointees and shall be facilitated by the Director of Operations or their designee. This manual will be updated reviewed annually, when necessary, and the Committee will review all changes. If the District makes any changes in the practices as defined by this manual it will first notify the Association in writing. The Association may place a demand to~~

~~bargain over any changes that are mandatory subjects of bargaining.~~

~~24.13~~ **24.12 Food Service Benefits:** Employees who hold a position in a Food Service job classification shall be eligible to purchase a breakfast meal or lunch meal at a cost of \$1.00 if the employee's shift falls within one (1) hour of the time food is being served and if there is food available. **Upon request,** the District will pay to obtain and renew Food Handlers License. **Employees who pay for the license upfront must provide a receipt within 30 days to receive reimbursement.**

ARTICLE 26: INSURANCE
GAPS Package Proposal, 8/24/26, 12:00
Expires 8/28/26, 5:00 pm

- 26.1 The District will provide insurance benefits to each employee in the bargaining unit, employed six (6) hours or more per day (30 hours a week). New Employees who have completed at least 10 working days during the month of hire, and who qualify for insurance benefits, will be provided the District's insurance contribution the following month.
- a. Employees who work four (4) hours to 5.99 hours shall receive 50% of the ~~full package rate base cap~~ toward **medical, vision or dental** insurance. The balance shall be authorized by the employee as a payroll deduction. ~~These employees shall have the option of 1) medical only, 2) the full insurance package, 3) waiving participation in the insurance, 4) medical and life and self pay on the disabilities insurance, or 5) buy the disabilities insurance and receive life.~~
 - b. Employees of five (5) hours – eight (8) hours hired prior to September 1995, shall be grandparented into the eligibility for the full insurance program for the duration of their employment with the Greater Albany School District.
 - c. If an employee working in one employment category is hired for additional hours in a bargaining unit position outside of the original category during the school year (September 1 through June 1), and these additional hours cause their work hours to increase to six (6) or more, then the employee will ~~receive insurance benefits at the reduced (50%) level for the school year in which they are hired into the additional hours. The following school year, if the employee remains at six (6) or more hours, the employee will~~ receive the full insurance benefit (see Article 1 for temporary employees insurance information). Employees who were hired for additional hours in another bargaining unit position outside their original category that put them at six (6) or more, prior to June 30, 2010 are grandparented in at the full benefit level.
 - d. Bus Drivers, Special Needs Drivers, and Relief Drivers whose actual hours worked significantly exceeds the hours they are planned to work (within a single employment category) may receive delayed benefits on an annual basis if their actual work exceeds the six-hour per day requirement (as per Article 26.1). This provides a second path to establish and maintain benefits eligibility. Delayed benefits are not provided at the 50% level described in 26.1.a.

In summary, an employee who opts into the program and works the required hours to receive benefits in a given year would receive the associated benefits in the following year (and potentially sooner). Benefits continue so long as the employee continues to work as a Bus Driver, Special Needs Driver, or Relief Driver that qualifies for

50% benefits and requalifies annually. Benefits terminate when the employee no longer qualifies for 50% benefits or does not requalify annually. The following constitute the rules of the program:

- i. Employees must work in a position that qualifies for 50% benefits to participate in delayed benefits.
- ii. The threshold for the annual benefits will be determined by multiplying the number of contract work days (not including paid holidays) in the employee's work calendar by 6. For example, an employee with 175 work days in their calendar would need to work 1050 hours or more to be eligible for delayed benefits.
 1. If an employee is hired after December 31st they may not begin to establish eligibility until the beginning of their first full work year.
 2. Employees hired after the first day of school, but before December 31st, will have their threshold reduced by multiplying the number of working days in the full months elapsed since the beginning of the year. Using the same work calendar above, this means everyone hired through September 30 will use the same 1056 hour threshold. All employees hired in October would have a threshold of 930 hours (assuming 20 work days in September).
 3. Once an employee has established a threshold, it is fixed and there is no "margin of error."
- iii. Hours worked for training, in-service, and similar types of work does not count toward the threshold.
- iv. Hours worked in overtime count as one hour per hour worked, regardless of the rate of pay.
- v. Hours driving for summer route programs or Trips starting on July 1 of the new fiscal year will count for the following year's total of drive time.
- vi. All authorized paid leave (all types) counts towards meeting the threshold. All unpaid and/or unauthorized leave does not count. Paid holidays do not count toward meeting the threshold. They

were excluded from calculating the threshold, so they are excluded from meeting it.

- vii. Paid inclement weather time counts toward meeting the threshold, but make up time does not since it would be “double counted”.
- viii. Employees must declare their intent to pursue delayed benefits no later than September 30th each year, or within 30 days of hiring. This declaration must be made in writing and be provided to a Transportation supervisor by 5:00pm the last business day before the deadline. When an employee “opts in” to potentially earning delayed benefits, they acknowledge:
 - 1. Their time sheets will receive additional scrutiny to ensure any inaccuracies can be resolved in a timely manner.
 - 2. Once time sheets are signed by an employee and supervisor each month, they will not be revisited for the purposes of determining eligibility for delayed benefits.
 - 3. Participation in potential delayed benefits does not alter the way work is assigned to employees. Senior employees retain potential rights to claim additional work even if it prevents junior employees from meeting their threshold.
 - 4. Employees are individually responsible for tracking their progress toward their threshold and ensuring they complete the required work.
- ix. Once an employee has reached their threshold hours, benefits will begin the first day of the following month. They need not wait until the next year to begin receiving benefits.
- x. Employees must remain in a position that qualifies for 50% benefits and re-qualify for delayed benefits annually. If an employee does not re-qualify or leaves a position that qualifies for 50% benefits for any reason, benefits will revert to eligibility criteria described 26.1.a. If an employee loses eligibility for delayed benefits, previously-earned delayed benefits have no value.
- xi. New employees joining GAPS from other school districts may receive benefits upon hiring under this provision with approval from the Director of Human Resources. The intent of this provision is to enable new employees to transition to GAPS without a break in benefits when it is likely they qualify under this provision. The Director of Human Resources may approve

a supervisor's requests only when it is in the District's best interests and when they are able to independently verify the following conditions:

1. The supervisor believes it is more likely than not the employee will requalify at the end of their first year of employment. Consequently, new employees hired after December 31st are automatically ineligible.
 2. The employee was working in a similar classification at their previous school district
 3. The employee was receiving equivalent "full" benefits in their previous position.
- xii. An employee receiving benefits under Article 26 are eligible for the same benefits regardless of the method (traditional or delayed) used to qualify.
- xiii. An employee in the process of qualifying for delayed benefits may still receive immediate benefits under other provisions of the contract. Likewise, an employee receiving benefits due to temporary hours, as described in Article 26.2, could still progress toward delayed benefits the following year even if the temporary hours cease.
- xiv. An employee who is eligible for 100% benefits under Article 26.1 (meaning their scheduled route already exceeds 6 hours) may not voluntarily move to a shorter route and retain delayed benefits.

- 26.2 All coverage will be at the composite rate. The Association may elect for its eligible members to self-pay disability through payroll deduction.

Eligibility for the insurance benefits will be determined by the District based on the employee's regularly assigned hours of duty. All hours, both regular and temporary, shall apply towards insurance eligibility for regular employees. When an employee receives the extra temporary hour(s) then insurance will begin the month following the month in which they received the additional hours. A short term temporary assignment of hours that will last no longer than sixty (60) days ~~eight (8) weeks~~, shall not apply to this section.

The District contribution towards the insurance premiums shall be as follows:

- a. ~~For the 2023/2024 School year, the monthly insurance cap will be~~

~~increased by \$45 for employees of six (6) hours or more (or five (5) hours or more if part of the 2019 language that grandfathered the employee in).~~ For the 2026/2027 School year, the monthly insurance base cap will remain at \$1,562.25 for employees of six (6) hours or more. Employees between four (4) and six (6) will get half of the base cap amount.

~~For 2024/2025 School year, the monthly insurance cap will be increased by \$50.00 per for employees of six (6) hours or more (five (5) hours or more if grandfathered according to this article) plus insurance dollars pooled as described below.~~ For the 2027/2028 School year, the monthly insurance base cap will be increased by 3.4% per for employees of six (6) hours or more. Employees between four (4) and six (6) will get half of the base cap amount. ~~plus insurance dollars pooled as described below.~~

~~For 2025/2026 School year, the monthly insurance cap will be increased by \$50.00 per for employees of six (6) hours or more (five (5) hours or more if grandfathered according to this article) plus insurance dollars pooled as described below.~~ For the 2028/2029 School year, the monthly insurance base cap will be increased by 3.4% per for employees of six (6) hours or more. Employees between four (4) and six (6) will get half of the base cap amount. ~~plus insurance dollars pooled as described below.~~

- b. The District will contribute ~~\$25~~ \$50 per month to an employee's HSA (Health Savings Account) if the employee has a HSA-Compliant Medical Plan and completes the HSA enrollment form (provided the contribution would not exceed the legally allowed annual maximum contribution to the HSA). The employee is responsible to ensure account activities are in compliance with IRS regulations. Also, the employee is responsible for setting up the HSA account during the open enrollment period or the first time an individual is eligible to enroll in insurance.
- c. Pooling Insurance Dollars: If an employee of 6 hours or more (5 hours or more if grandfathered according to this article) opts out of insurance coverage for any of the plans and therefore does not use some or all of the District contribution per employee, or if the plan(s) selected by the employee does not equal the total amount of the District contribution for an employee, then 100% of the dollars shall be pooled for distribution. Beginning 2014-15 if an employee who is eligible for the full cap amount selects a HSA- Compliant Health Plan that does not equal the total amount of the District contribution for an employee, then the employee shall have the option of these dollars not being pooled but rather being contributed by the District to a HSA established by the employee. Any amount of the employer contribution that would exceed the legally allowed annual maximum contribution to the HSA would be pooled.

The amount of pooled dollars shall then be equally distributed to all employees of six (6) hours or more (five (5) hours or more if grandfathered according to this article) who are taking insurance, for the purpose of lowering employee out of pocket costs. If an eligible employee has no out

of pocket costs, they shall not receive any of the pooled dollars.

The formula to determine the amount of money available for the pool shall be as follows:

Multiply the cap by the number of eligible employees to determine the total amount of the District's maximum contribution obligation. Then (after enrollment) subtract the actual premium cost. One hundred percent is what is available for the pool.

Should an employee who is eligible for the full cap amount, opt out of the insurance coverage and receive insurance through the Affordable Care Act Oregon Insurance Exchange for which they qualify for a subsidy, any penalty paid by the District directly related to this employee will be deducted from the pool.

The Association may discontinue application of pooling dollars with ninety (90) days notification to the District.

d. **Employee Benefits Council: A joint insurance committee will meet yearly upon mutual agreement of the GA-ACE President, the Executive Director of Human Resources, and the Executive Director of Business. The council will be composed of the GA-ACE President and three (3) classified employees along with the Executive Director of Business, Lead Confidential Payroll Specialist, Executive Director of Human Resources, and the Human Resources Administrator.** The Association **Employee Benefits Council** shall retain the right to select carrier and plans of the insurance benefits, ~~except that the District reserves the right to name one plan that will be made available.~~ In planning the insurance coverage the Association- **The Employee Benefits Council** can (to the extent allowed by state and federal law):

1. Reduce the level of coverage or the number of programs provided.
2. Elect to payroll deduct disability insurance.
3. ~~Change to a different carrier.~~

26.3 Payroll deduction will be allowed for any premium in excess of the capped amount.

~~26.3~~ **26.4** In order to reduce the impact in the May and June paycheck, the July and August out of pocket insurance costs for employees will be spread over the March, April, May, and June paychecks.

~~26.4~~ **26.5** Changes in dependency coverage will be made according to carrier **OEBB** rules. ~~OEBB~~ Carriers typically allow changes during open enrollment periods and when there are major life changing events.

~~26.5~~ **26.6** Should the District have the option of selecting a short or long term disability carrier, or group life insurance carrier, the Association will provide representation on **the Employee Benefits Council** ~~the District Insurance Committee,~~ which will

review available plans for disability insurance and for the group life insurance only and make recommendations prior to the renewal of contracts annually.

~~26.6~~ **26.7** The District shall follow OFLA/FMLA/PLO rules and regulations in order to continue its insurance contributions for employees on leave without pay as a result of a compensable, work-related illness or injury. ~~as follows:~~

a. ~~In order to be eligible for District paid premiums, such employees must have at least three (3) years seniority and must have had, at the time of illness/injury, at least one half the accruable sick leave (i.e., fifteen days for ten month employees with three years seniority).~~

b. ~~Such eligible employees shall be allowed the following benefit: three (3) years seniority one month District contribution; five (5) years seniority two (2) months District contribution; ten (10) years seniority three (3) months District contribution.~~

~~26.7~~ **26.8** Spouses or domestic partners (as permitted by carrier OEBB rules) of retired employees who are paying for and receiving two-party medical insurance shall be eligible for continued participation in the insurance group even though the spouse has reached age sixty five (65).

~~26.8~~ **26.9** When an individual works for the District both as a classified and certified employee, the insurance shall be handled in the following manner:

a. If the majority of time worked is certified, then the certified insurance package shall apply. If the majority of time worked is classified, then the classified insurance package shall apply.

b. If the total time worked for the District is full time, then the District shall pick up the cost of the premium based on whichever insurance package is being applied and the terms of the contract.

c. If the total time worked for the District is not full time, then the pro-rate contract provisions shall apply. The applicable contract shall be the one which contains the insurance package to be used.

d. If the employee serves an equal amount of time as a classified and certified employee for the District, the employee may select the contractual insurance program which best suits their needs.

~~26.9~~ **26.10** Domestic partners ~~(as permitted by carrier rules)~~ will be permitted to enroll in the negotiated insurance plan. The District will follow IRS tax laws.

~~26.10~~ **26.11** Employee Assistance Program (EAP): The District EAP will not be eliminated until the issue is presented to the ~~District/Association Insurance Committee~~ Employee Benefits Council for their recommendation. EAP benefits will always be available to classified employees as long as they are available to other employees as well.

~~26.11~~ **26.12** In an effort to maximize the value of District insurance related expenditures, the Greater Albany Public Schools and Greater Albany Association of Classified Employees {GA-ACE) agree to the following:

Classified employees who are .75 FTE (6 hours) or greater who meet all the requirements established by OEGB to opt out of coverage and who remain covered in an Affordable Care Act compliant employer sponsored group medical plan are eligible for a District contribution into a Standard HRA established for the classified employee. If they are unable to have a Standard HRA, they can instead opt to have the contribution made to a Limited Coverage or Post-Separation HRA. ~~or to the subscribing employees HSA (any district contribution that would exceed IRS HSA limits would revert to the classified insurance pool).~~ The amount of the contribution shall be based on what insurance benefits are opted out of:

1. All classified employees will receive Life, (and self-pay Disability) insurance as per the classified employee agreement regardless of opt out status.
 2. **The employee is responsible to ensure account activities are in compliance with IRS regulations. Also, the employee is responsible for completing the HRA enrollment form and submitting it to the Business Office.**
- If an eligible classified employee opts out of all other insurance, then the District shall contribute ~~\$570~~ **575**
 - If a classified employee opts out of medical and dental, the District shall contribute ~~\$545~~ **550**.
 - If a classified employee opts out of medical and vision, the District shall contribute ~~\$470~~ **475**.
 - If a classified employee opts out of just medical, the District shall contribute ~~\$445~~ **\$450**.
 - **The HRA increase will be effective beginning the 2027-2028 year.**
3. The HRA contribution will be contributed for each month ~~insurance is waived.~~ **the employee qualifies**
 4. Remaining classified employee insurance cap dollars after all District-paid insurance and the HRA contribution are deducted will be pooled for distribution. The amount of pooled dollars shall be equally distributed to all .75 FTE (6 hours) or greater classified employees who are taking insurance. If an employee is eligible to receive pooled dollars, but has no out of pocket insurance costs, the difference will not be provided as a cash payout to the employee.

The above mentioned items shall be subject to law and carrier requirements.

ARTICLE 29: FUNDING
GAPS Package Proposal, 8-24-26, 12:00 pm
Expires 8-28-26, 5:00 pm

- 29.1 The parties recognize that revenue needed to fund the compensation provided by this Agreement must be approved by established budget procedures and in certain circumstances by vote of the citizens or action of the Oregon Legislature.
- 29.2 All such compensation is, therefore, contingent upon sources of revenue and, where applicable, voter budget approval or legislative approval. The District has no intention of reducing the compensation specified in this Agreement because of budgetary limitations, but cannot and does not guarantee any level of employment either in quantity or length of service in the bargaining unit covered by this Agreement. The District agrees to include in its budget request amounts sufficient to fund the rates of compensation provided by this Agreement, but makes no guarantee as to passage of such budget request or voter approval thereof or a sufficient level of funding from the Oregon legislature or other revenue sources.
- 29.3 No member of the bargaining unit shall be entitled to any nonaccrued economic benefits for any period of time not worked as a result of school closures.

ARTICLE 35: RESIGNATIONS
GAPS Package Proposal, 8/24/26, 12:00 pm
Expires 8/28/26, 5:00 pm

- 35.1 Both the Association and the District will advise bargaining unit members that notice to the District of resignations should be a minimum of two weeks, but preferably four (4) weeks.
- 35.2 Resignations shall be in writing and submitted to the District Human Resources Department and the individual's immediate supervisor.
- a. Final ~~payment of~~ wages ~~shall will~~ be ~~made paid on the final day of the corresponding pay period 5 business days or the next regular payroll, whichever is sooner, in the pay period following your last day of service~~ for any separation ~~of service~~, other than termination.
- 35.3 The following should apply to insurance coverage in regards to resignations:
- a. If an employee retires mid-year but remains through the end of the school year without a break in service as a temporary employee, their insurance coverage will terminate ~~June 30~~ August 31, with applicable benefit deductions for June, July and August insurance being withheld from the March, April, May and June paycheck.
- b. If an employee is a temporary employee their insurance shall terminate ~~at the end of the month that employment ends.~~ as per Article 26.
- c. If a regular employee resigns before the end of the school year their insurance will terminate at the end of the month that employment terminates.
- d. If a regular 9, 10, or 11 month employee works until the end of the school year and resigns or retires, their insurance will end ~~August 31~~ after 12 months of insurance has been processed.
- e. If a regular 12 month employee resigns their insurance will terminate at the end of the month in which they resign.
- 35.4 For the insurance to continue until the end of the month as described in 35.3 b, c, or e, the employee needs to have worked at least ~~half of the~~ 10 work days in that month.