

# 2015-16 Classified Salary/Benefit Information

**SALARY:**

Work in excess of forty (40) hours per week shall be compensated at the rate of one and one half (1 ½) times the regular rate of pay. Any employee who performs work, or assumes the responsibility of a higher classification shall receive the rate of pay for that position at the equivalent step to either current position that is in excess of their regular rate of pay for all hours actually worked. In no event shall an employee suffer a reduction in pay if they perform work in a classification with a lower pay range. Educational Assistants working one-on-one with a student will be released from work, without pay, if the student is absent. In the case where notice is not given, the assistant will be paid a minimum of 2-hours time. The employee must work during those 2-hours. Each salary on the salary schedule will be increased on July 1 annually, by a minimum of 1.5% to a maximum of 3% to be figured using the difference in the Portland CPI-W annualized averages for previous completed calendar year.

2015/2016 Salary Schedule (2.4% Increase)		
Position	Step	2015/16
Building Services II	A	18.79
Building Services I	B	15.99
Food Services Manager	C	16.26
Food Services II	D	13.82
Food Services I	E	10.73
Educational Assistant	F	13.65
Office Services II	G	16.26
Office Services I	H	13.65
Media Services Manager	I	16.26
Media Services I	J	13.65

**INSURANCE:** Insurance rates will be based on the following table.: Employees eligible to opt out of insurance have up to \$300 per month allocated to a 403(b) TSA plan of their choice. The same percentages shall be applied to that of medical insurance. All insurance plan options available to the District through the OEBC shall be available to employees.

Hrs Worked/Yr	%	2015/16
2030 and Above	100%	\$1353.00
2029-1450	90%	\$1217.70
1449-1000	80%	\$1082.40
999-772	70%	\$947.10
770-0	0%	\$.00

**VACATION:** Vacation time for twelve (12) month employees may not accumulate in excess of four (4) weeks. Arrangements for using vacation time must be made with the school administration at least one week in advance. Vacation time pay for employees who work less than twelve (12) months per year paid by the third (3rd) Friday of June. Vacation time for employees who terminate during the year will be prorated on a basis of the percentage of the total year worked. Paid vacation for Classified Employees will be granted according to the following schedule:

Vacation (Continuous Years of Service)						
Months Worked	1-5	6	7	8	9	10+
12	10	11	12	13	14	15
11	9	10	11	12	13	14
10	8	9	10	11	12	13
9	7	8	9	10	11	12