

Information for Statewide Salary Schedules and Collective Bargaining Agreements

Licensed Staff Information

1. Would you support a statewide **salary schedule** for Licensed Staff?

	Responses	%
Maybe	28	46.67
Yes	13	31.67
No	19	21.66

2. Would you support a statewide collective bargaining agreement for Licensed staff?

	Responses	%
Maybe	22	37.28
Yes	11	44.06
No	26	18.64

3. What is the lowest amount on your Licensed salary schedule?

Range: \$37,808 to \$60,000

Average: \$45,697

4. Comments regarding Licensed staff

- We are a small school district with very small class sizes. Licensed pay reflects that as well as our state school funding by ADM. It would be impossible to fund at more densely populated school district's rate of pay.
- Different Costs of Living, Local Options Levy, Other Employee Benefits
- As a charter school, we have different priorities and licensing needs. We currently don't have a union. Would charter schools and districts that do not have unions, be required to use a statewide salary schedule?
- The word minimum Salary, the expectation from the unions will be that we exceed the minimum. If the schedule is a floor, districts will continue to compete with higher rates
- A district should be able to create the blend of salary and benefits that fits their situation
- Regional cost of living varies greatly across the state. Negotiating our own contract allows us to address local concerns and desires.
- we have separate schedules for specialists - OT/PT/Psych and unless they could stay on their separate scales we would be unable to retain and recruit new hard to fill disciplines.

- I think a statewide agreement would work if language was added that didn't allow strikes over financials/benefits. This would be in line with Police and Fire ORS 243.736. This is an issue with all districts when state doesn't fund at the level they say is needed and a statewide agreement would adjust the floor for bargaining.
- Here are some of the challenges/concerns that I foresee:
 - how to handle districts with local options that are specifically to pay teachers higher salaries;
 - salaries may become "standardized" but not PERS rates -- these vary based on whether and when districts issued POBs;
 - how do you handle the difference in cost of living, specifically housing, across the state -- is that a factor?;
 - will the SSF funding formula need to change to accommodate differences in the salary schedule that may result from regional cost of living differences;
 - will the statewide salary schedule incent teachers to teach at high poverty schools or incent teachers from a historically marginalized group; and
 - board level pushback on the loss of "local control".
- Our current CBA has 24 pages and is written specifically to address our staff and district. I imagine a larger district has other concerns that would need to be addressed in a CBA that we wouldn't and maybe, vice versa.
- Eastern Oregon is not the same as Western Oregon and we have a very collaborative partnership with our unions. The concerns of our staff are far different from those politically motivated in the urban areas. This would create division and potentially cause strike conditions for things our local union members do not support.
- The smaller districts will have little to no voice in the outcome of the CBA but will be greatly impacted by the decisions made and bargained by larger district.
- ESDs are very different from districts: the uniqueness of working conditions, assignments and caseloads just to name a few factors. unless ESDs could stay separate from districts we would struggle immensely.
- Districts are all unique, with unique programs and responsibilities among our teaching staff. Creating a CBA that preserves the ability for each District to administer programs as they are best suited for their unique student population could be extremely difficult within the parameters of a statewide agreement. However, there are very large unions, such as IBEW, who have regional and/or multi-state union agreements that work very well across a multitude of areas, worksites, companies, etc. One concern could be that with a state CBA, teachers could see themselves more as "employees of the union" vs "employees of a district" which can create a more transitional workforce, reducing stability for our students.
- Concerns with various schedules: paid holidays, 4-day a week schedule vs. 5-day a weeks schedule, etc.

Classified Staff Information

1. Would you support a statewide **salary schedule** for Classified Staff?

	Responses	%
Maybe	24	40.0
Yes	12	20.0
No	24	20.0

2. Would you support a statewide collective bargaining agreement for Classified staff?

	Responses	%
Maybe	19	31.66
Yes	11	18.33
No	30	50.00

3. What is the lowest amount on your Classified salary schedule?

Range: \$13.23/hr to \$26.95/hr

Average: \$15.95/hr

4. Comments regarding Classified Staff

Many comments were similar to licensed staff. Additional comments are listed below.

- The duties and titles vary vastly from district to district
- Loss of local control. Centralized control at the state level is not always the best answer; especially in a state with diverse regions like Oregon. What might work for the urban areas might not work for the rural areas (vice-versa).
- In addition to what reasonings for licensed staff, classified services are even more volatile to location. Bus drivers here may make on average \$20 an hour, which I feel is low, but increasing to an industry standard would be difficult. Again, I feel like it would need to be tiered to support the higher wage for bigger districts and smaller wages for smaller districts unless SSF and overall benefits are really taken into account.
- We are not necessarily competing with other districts for Classified employees, we are competing with other employers in our area. We need to be able to offer a lower or higher wage that is competitive with our local job market. We need to raise wages for specific positions that are getting no applicants, but keep wages down when we get a lot of applicants for a position.
- Similar issues as stated with licensed: our ESD has a significant number of classified specialists that most districts do not employ. Unless ESDs can stay separate or have additional leeway, we could be completely
- Our current CBA has 13 pages and is written specifically to address our staff and district. I imagine a larger district has other concerns that would need to be addressed in a CBA that we

wouldn't and maybe, vice versa. We currently don't offer benefits to anyone under 8 hours and if that became a state requirement, we would definitely need additional funds.

- Our classified group is not unionized and we have an agreed-upon handbook that we created through the consult and confer model. It's specific to our needs, our assignments and our arrangements.

Administrative Staff Information

1. Would you support a statewide **salary schedule** for Administrative Staff?

	Responses	%
Maybe	20	33.33
Yes	7	11.67
No	33	55.00

2. Would you support a statewide collective bargaining agreement for Administrative staff?

	Responses	%
Maybe	20	33.33
Yes	6	1.00
No	34	56.67

3. What is the lowest amount on your Administrative salary schedule?

Data gathered was not comparable. Data provided include administrators for 190 – 260 days. Many do not have administrative salary schedules. Contracts are negotiated individually.

4. Comments

- Being a small, rural district, we have historically combined admin positions as often as possible. We have a Supt/Sped Dir., K-12 principal, and just last year added a vice principal combined with AD. I don't know that we would have been able to add a VP if we were tethered to a statewide schedule. We know that combining positions like this results in lower pay for the individual, but there are tradeoffs that the people we hire are aware of when they come here. They often start with us to get admin experience, but we have very low turnover bc of the other perks in addition to 'okay' pay.
- Allowing districts freedom to create positions that meet the needs of their district and can make the salary reflect actual job duties. In some districts, the same title can carry very different workloads. A business director in one may be in charge of all operations, human resources, and budget, while in another district may only be in charge of the budget. An elementary principal in some districts may also be in charge of some Title programs, while others may not.
- We have an array of admin positions that are unique to our ESD programs. The degree of responsibility level for our programs varying greatly from that of a school district.
- These are all non-union positions and need more flexibility
- Admin contracts aren't generally under a CBA. They are determined locally. There is no reason for this to be taken to the state to manage.
- Organizational structures are so varied across districts

Other Information

1. Would you support pay for student teachers?

	Responses	%
Maybe	21	35.00
Yes	19	31.67
No	20	33.33

Comments regarding pay for student teachers

- I would recommend the State offer a funding incentive to incorporate student teaching to grow the pool of teachers in Oregon.
- Seems like those districts that could not afford to pay them, would never get one.
- it would need additional revenue from the state, or else it's another unfunded mandate
- The district incurs great cost in the administrative setup and management of student teachers already. I also do not believe that adding pay for student teaching assignments would increase the number of college students entering the field.
- All work should be paid for in my opinion. Give them a stipend for each day they student teach. All stipends are the same amount so young teachers can decide if they feel better in a small district, large district or midsized, urban/rural etc.
- Uniform rate and could take the form of tuition credit/student loan reduction rather than salary. This helps with the tax component for the individual.
- I think a major barrier to finding teachers is the cost of entry -- a year out of work (after earning a bachelor's degree) and a year of expensive tuition. Paying student teachers would be a huge step in the right direction. It's not something districts can afford and this would have to be a line-item in the state's budget.

2. Do you currently differentiate pay (examples: separate salary schedules, additional contract days, additional stipends, etc.) for Licensed staff?

	Responses	%
Yes	53	86.89
No	8	13.11

3. Do you currently differentiate pay (examples: separate salary schedules, additional contract days, additional stipends, etc.) for Classified staff?

	Responses	%
Yes	50	81.97
No	11	13.03

4. Do you currently differentiate pay (examples: separate salary schedules, additional contract days, additional stipends, etc.) for Administrative staff?

	Responses	%
Yes	43	70.49
No	18	29.51

5. Would you support a statewide system that differentiates pay for any school staff whose work is primarily focused on students with disabilities?

	Responses	%
Maybe	23	38.33
Yes	17	33.33
No	20	28.33