

CONTRACT AGREEMENT

BETWEEN

Ione School District

AND

Ione Classified Employees' Association

NEGOTIATED CONTRACT

2023 - 2026

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ARTICLE 1. RECOGNITION

The Ione School District hereby recognizes the Ione Classified Employees' Association as the sole and exclusive bargaining representative for the regularly employed classified staff members. This does not include any staff members considered Temporary or Substitute. Employees covered by this contract are hereinafter referred to as employees or employee.

The District will not use consecutive temporary assignments strictly for the purpose of avoiding inclusion of any employee in the bargaining unit. Substitute shall mean a person who will work for the District on call while a regular employee is on a short leave, days and weeks rather than months. Continuous substitute work is not to exceed protected leave.

ARTICLE 2. STATUS OF AGREEMENT

- A. This agreement shall be effective and remain in full force from ***July 1, 2023 through June 30, 2026.***
- B. There shall be two (2) signed original copies of the final agreement for the purpose of records. One will be retained by the District and one by the Association.
- C. All items shall be subject to binding arbitration only if other avenues of appeal have been followed as per this contract and exhausted.

ARTICLE 3. MANAGEMENT RIGHTS CLAUSE

The District retains all traditional management rights as outlined in the District Policy Manual.

ARTICLE 4. EMPLOYEE RIGHTS

The rights of employees shall be outlined in the District's Policy Manual including entitlement to due process.

- A. Employees shall have the right, upon request, to review the contents of their own personnel file. When requested, one representative of the Association shall accompany employees in their review.
- B. Employees shall have the right to organize, join and assist the Association and to participate in professional negotiations with the District through representatives of their own choosing.
- C. Reprimands of employees shall be in private and not in the presence of students, parents, other employees, or community members.
- D. Employees shall be notified of any negative criticisms to be placed in their files. Employees will have an opportunity to rebut and that document will also be placed in their personnel file.

ARTICLE 5. GRIEVANCE PROCEDURES

- A. The purpose of this procedure is to provide an orderly method for resolving grievances. A determined effort shall be made to settle any such differences at the lowest possible level in the grievance procedure. There shall be no suspension of work or interference with the operation of the school

system. Meetings or discussions involving grievances or these procedures shall not interfere with professional duties or classroom instruction. Timelines may be extended by mutual agreement of the parties in writing.

- B. The definition of “grievance” is a claim by an employee or the Association alleging violation of specific provisions of this agreement. A grievant is defined as the employee or the Association making the claim.
- C. Grievances will be processed in the following manner and within these stated time limits:
 - 1. The grievant shall attempt to resolve the grievance informally between the employee and the employee’s supervisor, hereinafter referred to as the principal. If the grievance is not resolved informally, the grievant shall submit it to the principal and shall reduce it to writing. If grievant does not submit their grievances to the principal in writing in accordance with step one within fifteen (15) working days after the facts upon which the grievance is based first occur or first become known to the grievant, the grievance will be deemed waived. Representatives of the Association in presenting the written grievance may accompany grievant employees. The principal shall reply in writing to the employee within ten (10) working days after receiving the written grievance.
 - 2. If the grievance is not settled in step one, and the grievant wishes to appeal the grievance in step two, the grievant shall file the grievance in writing to the Human Resources Director within ten (10) working days after receipt of the principal’s written answer. The written grievance shall give a clear and concise statement of the alleged grievance including the facts upon which the grievance was based, the issues involved, the agreement provisions involved and the relief sought. The Human Resources Director shall thoroughly review the grievance, and give a written answer to the employee with a copy to the Association no later than ten (10) working days after receipt of the written grievance.
 - 3. If the grievance is not settled in step two, and the grievant wishes to appeal the grievance in step three, the grievant shall file the grievance in writing to the Superintendent within ten (10) working days after receipt of the Human Resources Director’s written answer. The written grievance shall give a clear and concise statement of the alleged grievance including the facts upon which the grievance was based, the issues involved, the agreement provisions involved and the relief sought. The Superintendent shall thoroughly review the grievance, arrange for a hearing and give a written answer to the employee with a copy to the Association no later than ten (10) working days following receipt of the written grievance.
 - 4. Grievances not settled in step three of the grievance procedure may be appealed to arbitration by the Association provided written notice for a request of arbitration is made to the District Board within ten (10) working days of their answer in step three. The parties or their designated representatives shall attempt to select an impartial arbitrator. Failing to do so, they shall within ten (10) working days of the appeal, jointly requests the Oregon Employment Relations Board to submit a list of arbitrators. Within five (5) working days after the list has been received, the parties or their designated representatives shall determine by lot the order of elimination; and thereafter shall, in that order, alternately strike a name from the list. The remaining name shall act as the arbitrator. The arbitrator shall schedule a hearing on the grievance, and after hearing such evidence as the parties desire to present, shall render a written decision. The arbitrator shall have no power to advise on salary adjustment, except as

to the improper application thereof, or to add to, subtract from, modify or amend any items of this agreement. The decision of the arbitrator shall, within the scope of his/her authority, be binding upon the parties.

- D. The District and the grievant will share equally any joint costs of the arbitration procedure, such as the fee and expenses of the arbitrator and the costs of the hearing room.
- E. A grievant may be represented at all stages of the grievance procedure by himself/herself, a representative selected or approved by the Association, or by a private attorney. The Association shall have the right to be present and to state its view at all stages of the grievance procedure.

ARTICLE 6. EMPLOYEE WORKDAY

The employee work schedule shall be approved through Board action and shall be designed to best serve the needs of the students of the Ione School District, including the decision to operate a four-day student schedule. The basic schedule for full-time and part time employees shall be at the discretion of the Superintendent or their designee based on the need of the district.

- Paid Holidays for all members of the bargaining unit shall be:
 1. Memorial Day
 2. Labor Day
 3. Veteran's Day
 4. Presidents' Day
 5. Thanksgiving Day
 6. Christmas Day
 7. New Year's Day

Regular Classified employees shall also receive the following non-paid holidays: the day after Thanksgiving, and Martin Luther King Jr., Day.

Independence Day will be for 250 day employees only.

The District maintains the administrative prerogative to assign a classified employee to cover classes or duties for an absent employee. The administrator may make mutually acceptable arrangements with the employee to replace the time spent covering an absent employee's classes or duties.

ARTICLE 7. WORKING CONDITIONS FOR EMPLOYEES

The expected work year (number of days worked) shall be set for the various categories of employees prior to the start of the school year, except secretaries, who shall work the same total number of days as their supervisor. The District reserves the right to reduce the number of workdays in a school year, and any additional days worked must be approved in writing by the Superintendent.

The District shall have the authority to employ persons for a lesser period of time if the needs of students and specific program conditions necessitate a lesser period at the date of employment. Increases or decreases to the contract year will result in a commensurate increase or decrease in employee salary.

Classified employees will be allowed breaks and a half-hour, unpaid duty free lunch as scheduled by the administrator.

ARTICLE 8. PROBATIONARY PERIOD

All new regular classified employees hired by the District serve a six (6) month probationary period. An employee will be notified in writing prior to the completion of the six-month period of extension, discharge

or entitlement of regular status. If no such notice is given, regular status may be presumed at the completion of the six-month period.

The District reserves the right during the probationary period to remove or discharge new employees on probationary status for reasons deemed sufficient by the District.

ARTICLE 9. EVALUATION

The evaluation process shall be carried out by an administrator. Copies of evaluation materials and similar reports to be used as a part of the evaluation process should be made available to the employee.

ARTICLE 10. TRANSFER, ASSIGNMENT, AND VACANCIES

The School District maintains the right to assign staff members according to the needs of the students of the Ione School District. Staff assignments shall, however, give consideration to the qualifications and experience of staff members.

Employees asked to substitute will not be required to take less than their normal hourly salary to substitute in another position.

Employees shall be notified prior to the filling of the vacant position of job openings for classified position(s) by emailing the announcement to all classified staff. The posting must occur a minimum of five (5) calendar days prior to the position being filled on a permanent basis. It is understood that the job vacancy notice can be advertised outside the District at the same time that it is announced within the District. An employee who is part of the bargaining unit may apply for any open position.

ARTICLE 11. LEAVES OF ABSENCE

A. Paid Leaves

1. *Sick Leave (accumulative) will be granted to all employees who are absent from work because of personal illness or injury. Sick leave will be granted on the basis of one (1) day per month or portion thereof that the employee is employed, in accordance with Current Oregon Law. Sick Leave will be earned at one day per month for each month of employment (i.e., Secretaries 11, assistants 10 - annually)*
2. Annual Leave: (non accumulative): Employees will be awarded six (6) days per year of annual leave. This leave must be pre-approved by the Superintendent/Principal. Employees will be reimbursed at their daily rate for each day of Annual Leave (up to the maximum of 6 days) that they do not use as of June 30. The daily rate is equal to the number of regularly scheduled hours worked per day times the hourly rate based on payroll records.
3. Bereavement Leave: In the event of a death in the immediate family, an employee shall be granted up to three days of paid bereavement leave. Immediate family is defined as the spouse, same-gender domestic partner, custodial parent, non-custodial parent, adoptive parent, foster parent, biological parent, stepparent, parent-in-law, parent of same-gender domestic partner, grandparent or grandchild of the employee, or a person with whom the employee is or was in a relationship of in loco parentis. It also includes the biological, adopted, foster or stepchild of an employee or the child of an employee's same-gender domestic partner. Under special circumstances, bereavement leave may also be needed for a death outside of the immediate family. In such cases, permission should be

secured from the administrator. In addition, the administrator shall have the authority to deal with other special circumstances surrounding a death such as extensive distance or other extenuating circumstances. Short-term bereavement leave for the purpose of attending funeral services may be granted outside of the provisions of regular bereavement leave.

4. Incentive Leave – The Ione School District will honor incentive leave for the employees who transferred from Morrow County in August 2003. Beginning with the tenth year of service in the district, those employees will be entitled to one day of incentive leave which may be taken anytime other than the first day of school or the last day of school. The transferred employees with twenty years of service will be entitled to two days of incentive leave per year. This leave is not accumulative and is not available to employees hired after August 2003.
5. Abnormal Situations: In the event that school is closed due to inclement weather and students are not asked to report, classified staff will also not be expected to report for duty. The District will maintain the right to make up such days without additional compensation. While employees are not required to live in the Ione School District, their availability for work in the case of inclement weather shall be based upon the conditions that exist within the Ione School District.
6. Special Leave: In the case of exceptional and unusual circumstances, the administrator and the Superintendent or his/her designee shall have the discretion to grant additional paid or unpaid leave time for district employees on a case-by-case basis.

B. Vacation Leave for 250 day employees

1. After having served as a full-time employee continuously for twelve (12) months, employees shall be credited with a vacation period consisting of one (1) week.
2. Full-time employees who have served continuously for twenty-four (24) months shall be granted annual vacation credit of two (2) weeks.
3. Full-time employees who have served continuously for ten (10) years shall be granted annual vacation credit of three (3) weeks.
4. The employee's supervisor must approve vacation leave in advance. Vacation leave should be taken within the fiscal year granted. However, many times work related activities make it impossible to take vacation during the fiscal year. Therefore, upon written request the employee with approval of the employee's supervisor and the Human Resources Director will grant an extension of time into the first forty-five (45) days of the next fiscal year.
5. Calculation of vacation shall be prorated on the basis of a 2,000-hour year.

C. Unpaid Leave:

1. The District will comply with applicable state and federal laws with respect to family leave. Employees shall be allowed to use accumulated paid leave according to District policy and applicable laws. Upon recommendation by the attending physician, or by the request of the employee, family leave may be extended but not beyond the current contract year. Extended approval will be dependent upon the availability of the acceptable temporary staff or other

mutually acceptable alternative. Extensions beyond the current contract year may be approved by mutual agreement between the employee, administrator and the superintendent.

D. Hardship Bank:

A hardship bank shall be established for any classified employee who:

- Is on an approved medical leave.
- Has a physician's statement of medical need for leave and estimated time off required.
- Has had minimum of 5 days of unpaid leave related to this leave at the time of request.
- Has exhausted all available paid leaves.
- Does not qualify for long-term disability or workers' compensation benefits.
- Submits a request for a hardship bank.

Requests for a hardship bank shall be made to the Human Resources Director. The Human Resources Director shall verify all of the above conditions have been met. If the Human Resources Director is unable to verify all of these criteria, written notification will be sent to the requestor denying the request and stating which items were not verifiable. Upon verification, a hardship bank shall be established.

The Human Resources Director will notify the employee of the establishment of a bank and the number of days requested subject to the maximum of 45 days.

Hardship banks are established for individuals. The individual identity of employee requesting the hardship and those donating will be kept confidential to the extent allowed by law.

Classified employees may contribute accumulated sick time in one-day increments to the hardship bank by notifying the Human Resources Director in writing of their intent to do so.

The District shall grant five (5) days of sick leave per year to the Association, non-accumulative, for the purpose of granting extra sick leave days to employees. The terms and conditions under which the days will be distributed will be determined by the Association. The Association shall be responsible for administering the five (5) days.

Each established hardship bank has a maximum total of 45 days. Once 45 days have been donated, no more donations will be accepted. Unused hardship bank days will not accumulate and cannot be transferred.

A maximum of one hardship bank per employee shall be established each fiscal year.

"Days" are defined in 8 hour increments.

The Association does hereby indemnify and will defend the District against all claims, charges, legal fees and costs incurred as a result of its maintenance of the Association's leave bank.

ARTICLE 12. DEDUCTIONS AND DUES

Upon appropriate written request from the employee, the District will deduct from the employee's salary and make appropriate remittance for the following approved deductions: annuities, credit union, United Way, Ione Education Foundation, local, state and national Association membership dues, and supplemental insurance. Any annuity deductions must comply with new 403 (b) regulations issued in July 2007

ARTICLE 13. ASSOCIATION RIGHTS

- A. The Association shall have the right to conduct meetings at employee work locations before or after regular work hours, during meal periods, and during any other break periods. The Association shall have the right to select the time and place of meetings, provided that the meetings do not interfere with the District's operations. The Association shall have the right to conduct meetings without undue interference.
- B. The Association shall have the right to meet with current employees during regular work hours at the employees' worksite to address grievances, complaints, and matters related to employment relations.
- C. The Association shall have the right to meet with new employees for two hours during the workday within 30 days after hire, without loss of pay or benefits.
- D. The Association shall have the right to use the District's computers and email system to communicate with bargaining unit members regarding Association business.
- E. Designated Association representatives shall be granted reasonable paid time to perform Association duties during regular scheduled work hours without loss in pay, benefits, leave accrual, or seniority

ARTICLE 14. FUNDING

- A. The parties acknowledge that revenue to fund the compensation and benefits provided by this Agreement may be determined differently than in previous school years and that revenue levels may change. The Oregon Legislature, the people of the state of Oregon and local taxpayers all have a role in the process.
- B. If the District closes one or more schools for any reason, no member of the bargaining unit shall be entitled to any salary or fringe benefits provided in this Agreement while the schools are closed.
- C. This Agreement does not guarantee any level of employment.
- D. If this agreement is reopened, notice will be given in writing and bargaining will begin within no more than fourteen (14) days. Negotiations for the reopener shall be conducted pursuant to ORS 243.698. Upon reopening and until mutually agreed, the salary schedule, step increment increases and insurance contributions shall be excluded from the status quo.

ARTICLE 15. WORK STOPPAGE - NO STRIKE CLAUSE

The parties to this contract recognize the best interest of children cannot be served if a work stoppage or strike is initiated. Therefore, it is agreed that a work stoppage or strike shall not occur during the life of this contract.

ARTICLE 16. TRAVEL

- A. An employee required to use his/her personal automobile for approved District travel will be reimbursed at the IRS rate. Employee must provide proof of auto insurance as well as a copy of a current driver's license to the district before reimbursement. Each employee will be reimbursed for expenses incurred in regular travel outside the District in the following manner:
1. Lodging - single room rate
 2. Meals during out-of-district travel will be reimbursed at a per diem rate of \$35.00 on the following basis: Breakfast \$6.00, Lunch \$9.00 and dinner \$20.00
 3. Meals paid through the conference registration will be deducted at the per diem rate, i.e., if lunch (regardless of cost) is included in the registration, \$9.00 will be deducted from the per diem amount of \$35.00.

ARTICLE 17. SALARIES

(Attach Schedule)

- A. The employee shall be placed on the salary schedule according to their qualification and years of experience specific to the position. The District, upon review of prospective employee written documentation of education and experience, will determine those qualifications and work experiences, which are appropriate to the position.
- B. For the 2023-2024 school year, each cell of the salary schedule shall be adjusted by an additional \$1 + 6%. This is on top of the additional \$1 that was added with the MOU in 2022-2023. In 2024-2025 the salary will increase by 5% and in 2025-2026 the salary schedule will increase by 4%.
- C. Classified employees shall receive one experience step for each year of service to the district during the life of this contract or until the employee has reached the maximum step level. One hundred-thirty-five (135) days must be worked in a school year to qualify as a year of service.
- D. Maintenance Lead who obtains a Public Pesticide Applicator's License will receive an additional \$.75 per hour.
- E. Employees working two jobs shall receive salary paid on both salary scales. The salaries will be pro-rated based on hours worked in each position.
- F. During the term of this Agreement, the District will participate in the public employee retirement plans as required in ORS Chapter 238 and 238A that are: (1) in effect, as of the execution date of this Agreement; and (2) as applicable to the employees in the bargaining unit. Any changes in the public employee retirement plans, which are enacted during the life of this Agreement by statutes or administrative rule, will apply to the employees covered by those plans.
- G. The District does not agree to provide employees any particular level or type of retirement benefit, but only to participate in the public employees' retirement plans and make contributions as required by law.
- H. Longevity Stipend – Beginning with the 18th year of employment in the Ione School District, or Morrow County School District if employed during the 2002-2003 school year, employees shall

receive an additional stipend of \$200 per year. This annual payment of \$200.00 will be paid each year of additional service. This payment will be a single payment made annually on or about June 1. This stipend shall be awarded through the 30th year of service in the Ione District.

- I. Each employee shall be paid on the basis of twelve (12) equal payments.

ARTICLE 18. INSURANCE

Employees working thirty (30) or more hours per week will receive the maximum monthly insurance benefit. Employees working twenty to twenty-nine (20-29) hours per week will receive fifty percent (50%) of the total amount provided to apply toward medical or dental coverage. For the 2023-2024 school year, the district will contribute a maximum of \$1700 toward medical and/or dental premiums for each full time employee, in 2024-2025 \$1750 and in 2025-2026 \$1800. For any employee choosing an OEBS HSA eligible medical and pharmacy plan, the district will contribute the difference between the cap and the HSA eligible medical and pharmacy plan plus dental and vision premium chosen, to an authorized Health Savings Account (HSA) as approved by IRS guidelines. The District's obligation under this article is strictly limited to premium and/or Section 125 Flexible Spending Account contributions made in accordance with the provisions contained herein. In the event that two members of the same household (spouse or dependents as approved by the insurance carrier) are employed by the school district and eligible for insurance benefits, only one policy shall be provided and for purposes of this Article will be referred to as the initial policy. However, the second employee (spouse or dependent as approved by the insurance carrier) shall be eligible for insurance premium benefits up to the cost of coverage selected under the initial policy.

Any full-time employee, working forty (40) or more hours per week and at least one hundred sixty-nine (169) day contract, and has proof of insurance may choose to opt out of OEBS, and will receive \$550, for an authorized non-taxable supplemental benefit administered under the Ione Section 125 plan.

ARTICLE 19. PROFESSIONAL & EDUCATIONAL DEVELOPMENT

The Ione School District believes that the mission of the education program overall school environment is best served by a high quality professional development program. A pool of Five Thousand (\$5,000) dollars will be set-aside for Tuition/Continuing Education Reimbursement.

The Ione School District will provide the sum of \$5,000 for the purpose of tuition and/or continuing education course fee, reimbursement pay to the employees covered by this contract during each twelve (12) month period under contract. This sum is to be administered by the Superintendent or his designee.

Priorities:

1. Prior approval must be made in advance of the course or continuing education work and approved by the superintendent or his designee. Reimbursement will be upon completion and submission of proof of payment and transcripts/grade slips passing a class or continuing education activity. Employees taking courses will receive up to 1/3 of the total college credit tuition cost or pre-approved continuing education course amount to the limits of the fund.

2. Employees will be eligible to apply for additional tuition and/or pre-approved continuing education course fees at the conclusion of each year. Such application requests must be received by June 15th. If a portion of the \$5,000 balance remains, then the balance will be distributed to those who have made application for additional funds. Such distribution will be on a prorated basis. At no time will an employee be reimbursed beyond their actual tuition and/or pre-approved continuing education course fees, even if the full balance of the fund is not expended.

ARTICLE 20. COMPLAINT PROCEDURE

- A. The District believes that concerns and program issues should be resolved at the lowest level possible. It is, therefore, the policy of the District that when a patron, parent, agency or representative of a client has a concern regarding the program or performance of an employee that this concern should be initially addressed to the employee in question. If concerns are received by the administration of the District before such an attempt at resolution has been made, the administration will encourage the individual with the concern to talk directly with the employee in question.
- B. If the parties are unable to resolve the issue informally then the individual will have the option of filing a written complaint. If a written complaint is filed with the District, then the following procedures will apply:
 - 1) A conference between the principal and the employee shall be held within 10 working days.
 - 2) The employee will be provided with a copy of the complaint at the time of the conference between the employee and the principal.
 - 3) If the complaint is not resolved at the principal level the employee may discuss the situation with the superintendent within 10 working days.
 - 4) If the complaint is not resolved at the superintendent level the employee may discuss the situation with the District Board at the next available District Board meeting within forty-five (45) calendar days. The District Board will respond within ten (10) working days. The decision of the District Board will be final and binding on the parties.
 - 5) The employee has the right to have representation at any or all levels.
 - 6) The employee shall have the right to attach any rebuttals or explanations to any written documents placed in the personnel file.
 - 7) Any such complaint except as noted above which the administration chooses not to discuss with the employee or which is not discussed within the required time shall not be considered in the employee's evaluation and shall not be used against the employee in any subsequent action by the district and shall not be placed in the personnel file.

ARTICLE 21. LAYOFF AND RECALL

- A. The District retains the right to determine when a layoff is necessary. The District will notify the Association and the affected employees as soon as is practical
- B. Seniority is defined as the employee's total length of continuous service in the District as a licensed employee. Seniority will be computed and accrue from the employee's first day of actual service in a bargaining unit position and shall continue to accrue during District approved leaves. In the situation where two (2) or more employees have the same first date of service with the District, the tie will be broken by drawing lots.
- C. The District may decide to retain a less senior employee. In these situations, the District may retain a less senior employee in order to meet specific program needs. The District will retain or lay off employees based upon certification, seniority, merit, experience and specific training and/or skills.
- D. In the event the District determines that a less senior employee has more merit than the more senior employee, for purposes of this article, merit shall be defined as the measurement of one employee's ability and effectiveness against the ability and effectiveness of another employee.
- E. An employee who is laid off will remain on the recall list and be eligible for recall for (one-year (12) months) from the effective date of the layoff. When the District determines that there is a vacant bargaining unit position for which the laid off employee is licensed and qualified, the District will use the following procedure:

After one year (12 months) on the recall list, or if the employee cannot be reached at his/her last known address (when the certified letter sent to the employee's address of record has been returned to the District), or if the employee rejects any position offered to him/her for which he/she is qualified, he/she shall forfeit all re-employment rights, shall be considered to have resigned and the employee's name will be removed from the recall list.

- 1. In determining which employee shall be recalled, the District may use the same criteria that were available in determining which employees were laid off.
- 2. The District will notify laid off employees of the position by certified letter, return receipt requested, at their address of record as maintained in the District superintendent's office. It shall be the responsibility of the employee to make certain that the address is correct and that the District is notified of any changes. Laid off employees shall have seven (7) calendar days from the date of receipt on the return of such notification in which to indicate their acceptance or rejection of the position. The employee must return to active employment within an additional fourteen (14) days, or more at the option of the District.
- 3. Employees who wish to waive re-employment rights prior to ~~{one year (12)}~~ months) subsequent to the effective date of a layoff, or at a later date, may do so by written notification to the District. Such notice will be considered a voluntary resignation and the employees shall forfeit all employment rights with the District.
- 4. Employees returning from layoff shall be credited with all seniority and sick leave he/she earned prior to the effective date of the layoff, but the employee shall not accrue leave, benefits or seniority during the period of the layoff.
- 5. An employee must have completed at least 135 workdays during one school year in order to be eligible for one (1) vertical step advancement for the succeeding school year. If, because of layoff,

an employee does not complete at least 135 workdays that school year he/she was laid off, the employee will be placed on the same salary schedule step as he/she was on prior to layoff.

6. An employee who has been laid off has the option of continuing his/her health insurance program at the employee's expense for up to eighteen (18) months, subject to the approval and rules of the insurance carrier(s).

G. Nothing in this article shall be construed as to interfere with the District's right to dismiss a permanent or probationary employee, pursuant to state law.

ARTICLE 22. GENERAL PROVISION

A. Separability - If any provision of this agreement is held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of a provision should be restrained by any such tribunal, the remainder of the agreement shall not be affected thereby and not be reopened for negotiations. Upon the request of either the District or the Association, the parties shall enter into negotiations for the purpose of attempting to arrive at a mutually satisfying replacement of the provision ruled invalid. Any reopened negotiations under this article will be conducted under the 90 day expedited bargaining process outlined in ORS 243.698.

B. Compliance - Any individual contract between the District and individual employee shall be subject to and consistent with the terms and conditions of this agreement. If an individual contract contains any language inconsistent with this agreement, this agreement during its duration shall be controlling.

ARTICLE 23. NEGOTIATIONS REOPENER CLAUSE

This contract will be re-opened for the discussion of a successor contract as soon as possible after ***January 1, 2026***. This does not preclude re-opening the contract for discussion of specific issues prior to that time if both parties mutually agree in writing to do so.

**Ione School District
Classified Salary Schedule
2023-2024**

Step	Asst. Cook	Ed. Asst	Head Cook	Library Tech	Head Secretary	Janitor	Maintenance
1	15.25	15.32	16.06	16.40	20.05	17.10	20.05
2	15.51	15.61	16.34	16.74	20.40	17.43	20.40
3	15.76	15.83	16.64	16.98	20.75	17.74	20.75
4	16.06	16.12	16.88	17.27	21.13	18.02	21.13
5	16.35	16.40	17.21	17.61	21.53	18.33	21.53
6	16.65	16.74	17.53	17.92	21.91	18.69	21.91
7	16.89	16.98	17.82	18.20	22.30	19.02	22.30
8	17.21	17.27	18.13	18.53	22.71	19.34	22.71
9	17.54	17.62	18.45	18.90	23.12	19.68	23.12
10	17.82	17.92	18.82	19.22	23.54	20.06	23.54
11	18.16	18.20	19.12	19.54	23.97	20.41	23.97
12	18.45	18.53	19.44	19.91	24.42	20.75	24.42
13	18.84	18.90	19.82	20.27	24.86	21.13	24.86
14	19.12	19.22	20.16	20.61	25.31	21.53	25.31
15	19.44	19.55	20.54	21.00	25.79	21.91	25.79

**Ione School District
Classified Salary Schedule
2024-2025**

Step	Asst. Cook	Ed. Asst	Head Cook	Library Tech	Head Secretary	Janitor	Maintenance
1	16.01	16.09	16.87	17.22	21.05	17.96	21.05
2	16.29	16.39	17.16	17.58	21.42	18.30	21.42
3	16.54	16.62	17.47	17.83	21.79	18.62	21.79
4	16.87	16.92	17.72	18.13	22.19	18.92	22.19
5	17.17	17.22	18.07	18.49	22.61	19.25	22.61
6	17.48	17.58	18.40	18.81	23.01	19.63	23.01
7	17.73	17.83	18.71	19.11	23.41	19.97	23.41
8	18.07	18.13	19.04	19.46	23.84	20.30	23.84
9	18.41	18.50	19.37	19.85	24.28	20.66	24.28
10	18.71	18.81	19.76	20.18	24.71	21.06	24.71
11	19.07	19.11	20.07	20.52	25.17	21.43	25.17
12	19.37	19.46	20.42	20.91	25.64	21.79	25.64
13	19.78	19.85	20.81	21.28	26.10	22.19	26.10
14	20.07	20.18	21.17	21.64	26.57	22.61	26.57
15	20.42	20.53	21.56	22.05	27.08	23.01	27.08

**Ione School District
Classified Salary Schedule
2025-2026**

Step	Asst. Cook	Ed. Asst	Head Cook	Library Tech	Head Secretary	Janitor	Maintenance
1	16.65	16.73	17.54	17.91	21.89	18.67	21.89
2	16.94	17.04	17.84	18.28	22.27	19.03	22.27
3	17.20	17.29	18.17	18.55	22.66	19.37	22.66
4	17.54	17.60	18.43	18.86	23.07	19.68	23.07
5	17.85	17.91	18.79	19.23	23.51	20.02	23.51
6	18.18	18.28	19.14	19.57	23.93	20.41	23.93
7	18.44	18.55	19.46	19.88	24.35	20.77	24.35
8	18.79	18.86	19.80	20.24	24.80	21.12	24.80
9	19.15	19.24	20.14	20.64	25.25	21.49	25.25
10	19.46	19.57	20.55	20.99	25.70	21.90	25.70
11	19.83	19.88	20.87	21.34	26.18	22.29	26.18
12	20.14	20.24	21.23	21.74	26.66	22.66	26.66
13	20.57	20.64	21.64	22.14	27.15	23.07	27.15
14	20.87	20.99	22.02	22.51	27.63	23.51	27.63
15	21.23	21.35	22.43	22.93	28.17	23.93	28.17

NEGOTIATED CONTRACT

2023 - 2026

SIGNED: _____ **Date:** _____
Classified Association Spokesperson

SIGNED: _____ **Date:** _____
District Superintendent

SIGNED: _____ **Date:** _____
District Board Chair