



SIUSLAW SCHOOL DISTRICT 97J

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School District Website: <http://www.siuslaw.k12.or.us>

"Home of the Vikings"

Motivating and Preparing All Students to Reach Their Greatest Potential

Siuslaw Elementary School ♦ Siuslaw Middle School ♦ Siuslaw High School

MEMORANDUM OF UNDERSTANDING

Between

Oregon School Employees Association Siuslaw Chapter #57

and

Siuslaw School District 97J

Creation of the new job classification: Life Skills Aide

As the Siuslaw School District 97J looks to start a secondary 'life skills' program within the Siuslaw School District for the 2019-2020 school year, the following is the proposed starting salary scale for this new classification:

Step	Life Skills
1	13.85
2	14.45
3	15.05
4	15.65
5	16.25
6	16.85
7	17.45
8	18.05
9	18.65
10	19.25
15 YR	19.83
20 YR	20.42
25 YR	21.03

This bargaining unit job classification and proposed pay scale has been reviewed by union leadership, consistent with the current collective bargaining agreement; Article VII, Item 7.2.

Consistent with the current collective bargaining agreement; Article IV – District Rights, Item 4.2.15, any hires for this new job classification showing previous training and experience working in a life skills placement with another agency may be placed on the salary schedule above Step 1, at the discretion of the Superintendent. Additionally, seniority within this classification may be awarded to match years of experience for hires from outside agencies that have the said training and experience working in a life skills placement.

As this is a new job classification with new and unique job requirements, no current Siuslaw employee has claim by seniority to a position by transfer. Internal candidates may apply for the new Life Skills Aide positions but must be better or equally qualified to external candidates, consistent with Article VII, Item 7.4.2 and 7.4.3 of the current collective bargaining agreement.

The Life Skills Aide position is also understood to be unique and works with a special population of students that may require extra attention on both a regular and an irregular basis. While the position of a Life Skills Aide is technically posted as a 7.0 hour position, following the model of other institutions and agencies, employees applying for and accepting this assignment know that this position also includes the acknowledgement of a BOLI exclusion regarding break and lunch periods. Students in the Life Skills program may require assistance during employee break or meal periods, and Life Skills Aides also travel with students to off-campus locations. While these duties are shared or rotated, to compensate for any potential partial loss of either break or lunch time, Life Skills Aides will be paid for 7.5 hours per day. All benefits will be calculated based upon 7.5 hour per day within the current collective bargaining agreement, as opposed to 7.0 hours per day plus 0.5 hour extra time for the lunch period offset, for student assistance when required or as planned in rotations of shared duties amongst other Life Skills Aides serving students in the Life Skills Program.

For the Association:

For the District:


Field Representative


District Superintendent

5/2/2019

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