

ADDENDUM COLLECTIVE BARGAINING
AGREEMENT

2021-2022

Between

THE CHILD CENTER
Springfield, Oregon

And

SEIU LOCAL 503, OPEU
Eugene, Oregon

***Articles within this addendum replace previous Articles in the
2020-2022 Collective Bargaining Agreement.**

Contract expires December 31, 2022

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ARTICLE 21 – VACATION

Section 21.1 Vacation Eligibility. Employees will take the scheduled breaks as per the child center and cannot go into a deficit unless approved by the program director. Vacation leave will be defined by the following groups and related annual vacation leave amounts:

Group I

- (a) Twenty-two (22) days
- (b) Eligible to accrue one (1) extra paid vacation day after each successfully completed year of employment, up to a maximum of ten (10) extra days after ten (10) years of continuous employment.
- (c) Employees will not have the option to work during scheduled breaks as defined by The Child Center unless approved by the program director.

Group II

- (a) ~~Twenty-two~~ Nineteen (1922) days
- (b) Eligible to accrue one (1) extra paid vacation day after each successfully completed year of employment, up to a maximum of ten (10) extra days after ten (10) years of continuous employment.

Group III

- (a) Not eligible for vacation leave.

Group IV

- (a) Twelve (12) days to be taken during scheduled breaks as defined by The Child Center

Section 21.2 Position Eligibility. The following positions will have vacation leave in accordance with the above classifications:

Group I

1. ITS Day Treatment Child/Family Therapist
2. IOSS School Based Day Treatment Child/Family Therapist
3. IOSS School Based Day Treatment Behavior Support Specialist
4. ITS Day Treatment Behavior Support Specialist
5. Instructional Assistant
6. Cook
7. Registered Behavior Technicians
8. Behavioral Education Assistant

Group II

1. Outpatient Child/Family Therapist
2. Outpatient Behavioral Support Specialist
3. IOSS Unit Child/Family Therapist
4. Billing Clerk
5. Assessment Specialist
6. Community Health Worker

7. Bookkeeper
8. Records Clerk
9. Office Assistant
10. Accounting /Billing Clerk
11. Family Peer Support Worker
12. Collaborative Problem-Solving Group Facilitator
13. Intake Coordinator
14. Transition Coordinator
15. Nurse

Classification III

1. Temporary employees
2. Variable Hour Employees
3. Crisis Response Worker
4. Part Time

Classification IV

1. Teacher

Section 21.3 Scheduling. Vacation leave may be used by an employee for any purpose they desire but shall be taken at times mutually agreeable to The Child Center and the employee. Vacation requests shall be submitted by the employee to their Supervisor in advance. The Child Center will approve or deny the request within a reasonable period of time. Denials will be based on agency requirements.

Vacation requests may be rescheduled in extreme cases where it is deemed to be in the best interest of the Center. If a vacation request is rescheduled, the employee will furnish proof of any non-refundable deposits they have incurred, and the center shall reimburse the employee for these deposits.

Section 21.4 Unused Vacation & Termination.

- (a) The accrual period for vacation leave is from January 1 through December 31 of each year. Unused vacation leave accruals will be carried over into the next accrual period and will not exceed three hundred (300) hours.
- (b) Supervisors will work with employees who exceed 260 hours and develop a plan to utilize unused vacation.
- (c) Employees may accrue no more 300 hours of vacation time at any point. Employees who currently have 301 or more hours will get a one-time pay out to reduce their accrual to 300 hours upon 30 days from the date of contract ratification of the collective bargaining agreement.
- (d) Upon termination of employment with the Center, unused vacation time will be paid out to the employee. In recognition of the fact that vacation is credited on a prospective basis, if employment with the Center is terminated, the final pay shall be reduced by the value of any vacation time taken off in excess.

Section 21.5 Program Associates and Behavior Support Specialists. Currently employed Behavior Support Specialists, as of January 1, 2014, shall be credited with five (5) extra days of vacation leave until their sixth (6th) year anniversary to prevent loss of current vacation allowance. At the sixth (6th)

year anniversary, they will move to the same eligibility as indicated in Section 1 (b). All Behavior Support Specialists hired after January 1, 2014 will follow the same vacation accrual schedule as written in Section 1. Behavior Support Specialists working less than one (1) FTE shall be credited with vacation leave on a prorated basis to concur with their FTE.

Section 21.6 Prorated Leave. Employees working less than one (1) FTE will have vacation leave prorated to concur with their FTE. Employees working less than .75 FTE are not eligible for vacation accruals.

ARTICLE 31 – BILLABLE HOURS

The following is applicable to Therapists providing Outpatient level of service.

Section 31.1 Salary and Commission

- (a) Therapists are salaried at the appropriate “Step” on the Professional II or III salary scale according to their respective classification.
- (b) The monthly base salary is based on the annual base salary divided by twelve (12).
- (c) The full-time expectation for Outpatient therapist billing is twenty-two~~three~~ (2322) hours a week. The full-time expectation for billing as an IOSS Unit Therapist is ~~nineteen~~twenty (2019) hours a week.
- (d) The billing requirements for Behavioral Support Specialists in the IOSS Unit or Outpatient are twenty-one~~two~~ (2224) hours per week.
- (e) All Therapists and Behavioral Support Specialists who were on the commission schedule according to the 2016-2018 union contract, will be paid out a prorated annual commission for the months of July 1, 2018-February 28, 2019. (See Appendix D for prorated commission terms.)
- (f) The Child Center will continue the monthly commission for all Therapists and Behavioral Support Specialists according to the 2016-2018 union contract for the months of January 2019, February 2019, and March 2019. All monthly commissions will cease March 31, 2019.
- (g) Effective April 1, 2019, licensed therapists will be able to earn additional money at a rate of 15% of what the agency is reimbursed for private insurance clients as long as they have met their billing requirements for the month, and they are an approved panel provider. (See example A in Appendix C.)
 - 1. If the licensed therapist bills private insurance over their billing requirement for the month, the licensed therapist will receive 40% of the reimbursement collected above the billing requirement by the agency. (See example B in Appendix C.)
 - 2. The agency will pay out money owed within 90 days of receipt of the provided service payment.
 - 3. The billing obligation will be adjusted to reflect hours actually worked for the month. Paid leave will reduce the billing obligation. (See example C in Appendix C.)
- (h) Effective April 1, 2019, program directors have the discretion, with approval from the agency director to temporarily increase a therapist’s FTE. Increased FTE will be voluntary for all therapists.
 - 1. The therapist’s billing expectation and salary compensation will be adjusted based on their new temporary FTE. (See examples D and E in Appendix C.)

2. If a therapist does not meet their increased billing expectation, their monthly salary adjustment will be based on the amount over their base FTE billed. Adjustments will not be made below their base FTE. (See example F in Appendix C).
3. Paid time off accruals will not exceed the equivalent of 1 FTE
4. The billing obligation will be adjusted to reflect hours actually worked for the month. Paid leave will reduce the billing obligation. (See example G in Appendix C.)

Section 31.2 Billing Credit

- (a) Therapists must submit written requests for approval to attend trainings before the training date in order to receive billing credit (rate consistent with 20% of their weekly billing obligation per each day of training time, not to exceed 1.0 FTE) for time spent at the training. (See examples H and I in Appendix C)
- (b) Outpatient Therapists shall earn billing credit at 1.10% of their hourly billing obligation for each hour submitted for any IOSS client that they are serving. (See example J in Appendix C)
- (c) Therapists shall earn one (1) hour of billing credit toward their hourly billing obligation for each hour spent supervising interns.
- (d) Therapists who are designated less than 1 FTE will receive the same billing credit as full-time employees for mandatory all-day Child Center trainings (ex. Pro-Act, the annual retreat), given that they attend the full day's training.

Section 31.3 Supplies. Outpatient therapists will be reimbursed for the purchase of prior approved consumable supplies used during the normal course of their work with clients. Outpatient therapists will submit any receipts along with a reimbursement form to be signed by the Outpatient Supervisor.

For SEIU 503, OPEU:

Jacob Wyant

Jacob Wyant, SEIU Local 503, OPEU Organizer

Serina Collins

Serina Collins, Sub Local 904 President

Jami Cartwright

Jami Cartwright, Sub Local 904 Vice President

Sarah Chambers

Sarah Chambers, Sub Local Secretary/Treasurer

Jami Clayton

Jami Clayton, Sub Local Steward

Rebecca Cuniff

Rebecca Cuniff, Sub Local Bargaining Member

Christy Bednarsky

Christy Bednarsky, Sub Local Bargaining Member

Digitally signed by:

Melissa Unger

6/3/2021

Melissa Unger, SEIU Local 503, OPEU
Executive Director

For The Child Center:

Bill Wellard

Bill Wellard, Executive Director

Chief Spokesperson

Christine M. Dunnington

Christine M. Dunnington, Board President

Interim Bargaining Signature Page - Fully Executed May 27th, 2021
Addendum to 2019-2022 Collective Bargaining Agreement

APPENDIX A - JOB CLASSIFICATION SALARY SCALE

Effective January 1, 2019 – **December 31, 2019**~~December 1, 2022~~

Professional Classifications

Step	Professional I	Professional II	Professional III	Business Professional
25	\$47,215	\$59,015	\$66,688	\$42,648
24	\$47,215	\$59,015	\$66,687	\$42,648
23	\$46,063	\$57,576	\$65,061	\$41,608
22	\$44,940	\$56,171	\$63,473	\$40,593
21	\$43,844	\$54,801	\$61,925	\$39,603
20	\$42,774	\$53,465	\$60,415	\$38,637
19	\$41,731	\$52,161	\$58,942	\$37,695
18	\$40,713	\$50,869	\$57,505	\$36,775
17	\$39,720	\$49,647	\$56,101	\$35,878
16	\$38,752	\$48,436	\$54,733	\$35,003
15	\$37,806	\$47,255	\$53,398	\$34,149
14	\$36,884	\$46,103	\$52,096	\$33,317
13	\$35,985	\$44,978	\$50,825	\$32,504
12	\$35,107	\$43,881	\$49,586	\$31,711
11	\$34,251	\$42,811	\$48,376	\$30,938
10	\$33,415	\$41,767	\$47,197	\$30,183
9	\$32,600	\$40,748	\$46,045	\$29,447
8	\$31,805	\$39,754	\$44,922	\$28,729
7	\$31,029	\$38,784	\$43,826	\$28,028
6	\$30,273	\$37,838	\$42,757	\$27,344
5	\$29,534	\$36,916	\$41,715	\$26,677
4	\$28,814	\$36,015	\$40,697	\$26,027
3	\$28,111	\$35,137	\$39,705	\$25,392
2	\$27,426	\$34,280	\$38,736	\$24,773
1	\$26,757	\$33,444	\$37,792	\$24,168

Effective January 1, 2020 - December 31, 2020
Professional Classifications

Step	Professional I	Professional II	Professional III	Business Professional
25	\$48,395	\$60,490	\$68,355	\$43,714
24	\$48,395	\$60,490	\$68,354	\$43,714
23	\$47,215	\$59,015	\$66,688	\$42,648
22	\$46,064	\$57,575	\$65,060	\$41,608
21	\$44,940	\$56,171	\$63,473	\$40,593
20	\$43,843	\$54,802	\$61,925	\$39,603
19	\$42,774	\$53,465	\$60,416	\$38,637
18	\$41,731	\$52,141	\$58,943	\$37,694
17	\$40,713	\$50,888	\$57,504	\$36,775
16	\$39,721	\$49,647	\$56,101	\$35,878
15	\$38,751	\$48,436	\$54,733	\$35,003
14	\$37,806	\$47,256	\$53,398	\$34,150
13	\$36,885	\$46,102	\$52,096	\$33,317
12	\$35,985	\$44,978	\$50,826	\$32,504
11	\$35,107	\$43,881	\$49,585	\$31,711
10	\$34,250	\$42,811	\$48,377	\$30,938
9	\$33,415	\$41,767	\$47,196	\$30,183
8	\$32,600	\$40,748	\$46,045	\$29,447
7	\$31,805	\$39,754	\$44,922	\$28,729
6	\$31,030	\$38,784	\$43,826	\$28,028
5	\$30,272	\$37,839	\$42,758	\$27,344
4	\$29,534	\$36,915	\$41,714	\$26,678
3	\$28,814	\$36,015	\$40,698	\$26,027
2	\$28,112	\$35,137	\$39,704	\$25,392
1	\$27,426	\$34,280	\$38,737	\$24,772

Effective January 1, 2021 – ~~May 31, 2021~~ ~~December 31, 2021~~
Professional Classifications

Step	Professional I	Professional II	Professional III	Business Professional
25	\$49,605	\$62,002	\$70,064	\$44,807
24	\$49,605	\$62,002	\$70,063	\$44,807
23	\$48,395	\$60,490	\$68,355	\$43,714
22	\$47,216	\$59,014	\$66,687	\$42,648
21	\$46,064	\$57,575	\$65,060	\$41,608
20	\$44,939	\$56,172	\$63,473	\$40,593
19	\$43,843	\$54,802	\$61,926	\$39,603
18	\$42,774	\$53,445	\$60,417	\$38,636
17	\$41,731	\$52,160	\$58,942	\$37,694
16	\$40,714	\$50,888	\$57,504	\$36,775
15	\$39,720	\$49,647	\$56,101	\$35,878
14	\$38,751	\$48,437	\$54,733	\$35,004
13	\$37,807	\$47,255	\$53,398	\$34,150
12	\$36,885	\$46,102	\$52,097	\$33,317
11	\$35,985	\$44,978	\$50,825	\$32,504
10	\$35,106	\$43,881	\$49,586	\$31,711
9	\$34,250	\$42,811	\$48,376	\$30,938
8	\$33,415	\$41,767	\$47,196	\$30,183
7	\$32,600	\$40,748	\$46,045	\$29,447
6	\$31,806	\$39,754	\$44,922	\$28,729
5	\$31,029	\$38,785	\$43,827	\$28,028
4	\$30,272	\$37,838	\$42,757	\$27,345
3	\$29,534	\$36,915	\$41,715	\$26,678
2	\$28,815	\$36,015	\$40,697	\$26,027
1	\$28,112	\$35,137	\$39,705	\$25,391

Effective June 1, 2021 - December 31, 2021

Professional Classifications

<u>Step</u>	<u>Professional I</u>	<u>Professional II</u>	<u>Professional III</u>	<u>Business Professional</u>
<u>25</u>	<u>\$56,123</u>	<u>\$70,150</u>	<u>\$79,270</u>	<u>\$50,694</u>
<u>24</u>	<u>\$54,754</u>	<u>\$68,439</u>	<u>\$77,337</u>	<u>\$49,458</u>
<u>23</u>	<u>\$53,419</u>	<u>\$66,770</u>	<u>\$75,451</u>	<u>\$48,252</u>
<u>22</u>	<u>\$52,116</u>	<u>\$65,141</u>	<u>\$73,611</u>	<u>\$47,075</u>
<u>21</u>	<u>\$50,845</u>	<u>\$63,552</u>	<u>\$71,816</u>	<u>\$45,927</u>
<u>20</u>	<u>\$49,605</u>	<u>\$62,002</u>	<u>\$70,064</u>	<u>\$44,807</u>
<u>19</u>	<u>\$48,395</u>	<u>\$60,490</u>	<u>\$68,355</u>	<u>\$43,714</u>
<u>18</u>	<u>\$47,216</u>	<u>\$59,014</u>	<u>\$66,687</u>	<u>\$42,648</u>
<u>17</u>	<u>\$46,064</u>	<u>\$57,575</u>	<u>\$65,060</u>	<u>\$41,608</u>
<u>16</u>	<u>\$44,939</u>	<u>\$56,172</u>	<u>\$63,473</u>	<u>\$40,593</u>
<u>15</u>	<u>\$43,843</u>	<u>\$54,802</u>	<u>\$61,926</u>	<u>\$39,603</u>
<u>14</u>	<u>\$42,774</u>	<u>\$53,445</u>	<u>\$60,417</u>	<u>\$38,636</u>
<u>13</u>	<u>\$41,731</u>	<u>\$52,160</u>	<u>\$58,942</u>	<u>\$37,694</u>
<u>12</u>	<u>\$40,714</u>	<u>\$50,888</u>	<u>\$57,504</u>	<u>\$36,775</u>
<u>11</u>	<u>\$39,720</u>	<u>\$49,647</u>	<u>\$56,101</u>	<u>\$35,878</u>
<u>10</u>	<u>\$38,751</u>	<u>\$48,437</u>	<u>\$54,733</u>	<u>\$35,004</u>
<u>9</u>	<u>\$37,807</u>	<u>\$47,255</u>	<u>\$53,398</u>	<u>\$34,150</u>
<u>8</u>	<u>\$36,885</u>	<u>\$46,102</u>	<u>\$52,097</u>	<u>\$33,317</u>
<u>7</u>	<u>\$35,985</u>	<u>\$44,978</u>	<u>\$50,825</u>	<u>\$32,504</u>
<u>6</u>	<u>\$35,106</u>	<u>\$43,881</u>	<u>\$49,586</u>	<u>\$31,711</u>
<u>5</u>	<u>\$34,250</u>	<u>\$42,811</u>	<u>\$48,376</u>	<u>\$30,938</u>
<u>4</u>	<u>\$33,415</u>	<u>\$41,767</u>	<u>\$47,196</u>	<u>\$30,183</u>
<u>3</u>	<u>\$32,600</u>	<u>\$40,748</u>	<u>\$46,045</u>	<u>\$29,447</u>
<u>2</u>	<u>\$31,806</u>	<u>\$39,754</u>	<u>\$44,922</u>	<u>\$28,729</u>
<u>1</u>	<u>\$31,029</u>	<u>\$38,785</u>	<u>\$43,827</u>	<u>\$28,028</u>

Effective January 1, 2022 - December 31, 2022

Professional Classifications

<u>Step</u>	<u>Professional I</u>	<u>Professional II</u>	<u>Professional III</u>	<u>Business Professional</u>
<u>25</u>	<u>\$57,526</u>	<u>\$71,904</u>	<u>\$81,252</u>	<u>\$51,961</u>
<u>24</u>	<u>\$56,123</u>	<u>\$70,150</u>	<u>\$79,270</u>	<u>\$50,694</u>
<u>23</u>	<u>\$54,754</u>	<u>\$68,439</u>	<u>\$77,337</u>	<u>\$49,458</u>
<u>22</u>	<u>\$53,419</u>	<u>\$66,770</u>	<u>\$75,451</u>	<u>\$48,252</u>
<u>21</u>	<u>\$52,116</u>	<u>\$65,141</u>	<u>\$73,611</u>	<u>\$47,075</u>
<u>20</u>	<u>\$50,845</u>	<u>\$63,552</u>	<u>\$71,816</u>	<u>\$45,927</u>
<u>19</u>	<u>\$49,605</u>	<u>\$62,002</u>	<u>\$70,064</u>	<u>\$44,807</u>
<u>18</u>	<u>\$48,395</u>	<u>\$60,490</u>	<u>\$68,355</u>	<u>\$43,714</u>
<u>17</u>	<u>\$47,216</u>	<u>\$59,014</u>	<u>\$66,687</u>	<u>\$42,648</u>
<u>16</u>	<u>\$46,064</u>	<u>\$57,575</u>	<u>\$65,060</u>	<u>\$41,608</u>
<u>15</u>	<u>\$44,939</u>	<u>\$56,172</u>	<u>\$63,473</u>	<u>\$40,593</u>
<u>14</u>	<u>\$43,843</u>	<u>\$54,802</u>	<u>\$61,926</u>	<u>\$39,603</u>
<u>13</u>	<u>\$42,774</u>	<u>\$53,445</u>	<u>\$60,417</u>	<u>\$38,636</u>
<u>12</u>	<u>\$41,731</u>	<u>\$52,160</u>	<u>\$58,942</u>	<u>\$37,694</u>
<u>11</u>	<u>\$40,714</u>	<u>\$50,888</u>	<u>\$57,504</u>	<u>\$36,775</u>
<u>10</u>	<u>\$39,720</u>	<u>\$49,647</u>	<u>\$56,101</u>	<u>\$35,878</u>
<u>9</u>	<u>\$38,751</u>	<u>\$48,437</u>	<u>\$54,733</u>	<u>\$35,004</u>
<u>8</u>	<u>\$37,807</u>	<u>\$47,255</u>	<u>\$53,398</u>	<u>\$34,150</u>
<u>7</u>	<u>\$36,885</u>	<u>\$46,102</u>	<u>\$52,097</u>	<u>\$33,317</u>
<u>6</u>	<u>\$35,985</u>	<u>\$44,978</u>	<u>\$50,825</u>	<u>\$32,504</u>
<u>5</u>	<u>\$35,106</u>	<u>\$43,881</u>	<u>\$49,586</u>	<u>\$31,711</u>
<u>4</u>	<u>\$34,250</u>	<u>\$42,811</u>	<u>\$48,376</u>	<u>\$30,938</u>
<u>3</u>	<u>\$33,415</u>	<u>\$41,767</u>	<u>\$47,196</u>	<u>\$30,183</u>
<u>2</u>	<u>\$32,600</u>	<u>\$40,748</u>	<u>\$46,045</u>	<u>\$29,447</u>
<u>1</u>	<u>\$31,806</u>	<u>\$39,754</u>	<u>\$44,922</u>	<u>\$28,729</u>

Effective January 1, 2019 – ~~July 31, 2019~~ December 31, 2022

Teachers Classification

Step	Bach + 68	Masters	Masters + Endorsement/SPED	PhD Education
1	39,091	40,566	42,077	56,488
2	40,068	41,580	43,129	57,900
3	41,070	42,620	44,207	59,348
4	42,097	43,685	45,312	60,831
5	43,149	44,777	46,445	62,352
6	44,228	45,897	47,606	63,911
7	45,334	47,044	48,796	65,509
8	46,467	48,220	50,016	67,146
9	47,629	49,426	51,267	68,825
10	48,819	50,661	52,548	70,546
11	50,040	51,928	53,862	72,309
12	51,291	53,226	55,209	74,117
13	52,573	54,557	56,589	75,970
14	53,887	55,921	58,004	77,869
15	55,235	57,319	59,454	79,816

Effective ~~January 1, 2020~~ August 1, 2020 ~~2019~~ - December 31, 2020 July 31, 2020

Teachers Classification

Step	Bach + 68	Masters	Masters + Endorsement/SPED	PhD Education
1	\$40,068	\$41,580	\$43,129	\$57,900
2	\$41,070	\$42,620	\$44,207	\$59,348
3	\$42,097	\$43,686	\$45,312	\$60,832
4	\$43,149	\$44,777	\$46,445	\$62,352
5	\$44,228	\$45,896	\$47,606	\$63,911
6	\$45,334	\$47,044	\$48,796	\$65,509
7	\$46,467	\$48,220	\$50,016	\$67,147
8	\$47,629	\$49,426	\$51,266	\$68,825
9	\$48,820	\$50,662	\$52,549	\$70,546
10	\$50,039	\$51,928	\$53,862	\$72,310
11	\$51,291	\$53,226	\$55,209	\$74,117
12	\$52,573	\$54,557	\$56,589	\$75,970
13	\$53,887	\$55,921	\$58,004	\$77,869
14	\$55,234	\$57,319	\$59,454	\$79,816
15	\$56,616	\$58,752	\$60,940	\$81,811

Effective ~~January 1, 2021~~ August 1, 2020 - December 31, 2021 May 31, 2021

Teachers Classification

Step	Bach + 68	Masters	Masters + Endorsement/SPED	PhD Education
1	\$41,070	\$42,620	\$44,207	\$59,348
2	\$42,097	\$43,686	\$45,312	\$60,832
3	\$43,149	\$44,778	\$46,445	\$62,353
4	\$44,228	\$45,896	\$47,606	\$63,911
5	\$45,334	\$47,043	\$48,796	\$65,509
6	\$46,467	\$48,220	\$50,016	\$67,147
7	\$47,629	\$49,426	\$51,266	\$68,826
8	\$48,820	\$50,662	\$52,548	\$70,546
9	\$50,041	\$51,929	\$53,863	\$72,310
10	\$51,290	\$53,226	\$55,209	\$74,118
11	\$52,573	\$54,557	\$56,589	\$75,970
12	\$53,887	\$55,921	\$58,004	\$77,869
13	\$55,234	\$57,319	\$59,454	\$79,816
14	\$56,615	\$58,752	\$60,940	\$81,811
15	\$58,031	\$60,221	\$62,464	\$83,856

Effective June 1, 2021 – July 31, 2021

Teacher Classification

<u>Step</u>	<u>Bach + 68</u>	<u>Masters</u>	<u>Masters + Endorsement/SPED</u>	<u>PhD Education</u>
<u>15</u>	<u>\$64,055</u>	<u>\$66,473</u>	<u>\$68,950</u>	<u>\$92,562</u>
<u>14</u>	<u>\$62,493</u>	<u>\$64,852</u>	<u>\$67,268</u>	<u>\$90,304</u>
<u>13</u>	<u>\$60,969</u>	<u>\$63,270</u>	<u>\$65,627</u>	<u>\$88,101</u>
<u>12</u>	<u>\$59,482</u>	<u>\$61,727</u>	<u>\$64,026</u>	<u>\$85,952</u>
<u>11</u>	<u>\$58,031</u>	<u>\$60,221</u>	<u>\$62,464</u>	<u>\$83,856</u>
<u>10</u>	<u>\$56,615</u>	<u>\$58,752</u>	<u>\$60,940</u>	<u>\$81,811</u>
<u>9</u>	<u>\$55,234</u>	<u>\$57,319</u>	<u>\$59,454</u>	<u>\$79,816</u>
<u>8</u>	<u>\$53,887</u>	<u>\$55,921</u>	<u>\$58,004</u>	<u>\$77,869</u>
<u>7</u>	<u>\$52,573</u>	<u>\$54,557</u>	<u>\$56,589</u>	<u>\$75,970</u>
<u>6</u>	<u>\$51,290</u>	<u>\$53,226</u>	<u>\$55,209</u>	<u>\$74,118</u>
<u>5</u>	<u>\$50,041</u>	<u>\$51,929</u>	<u>\$53,863</u>	<u>\$72,310</u>
<u>4</u>	<u>\$48,820</u>	<u>\$50,662</u>	<u>\$52,548</u>	<u>\$70,546</u>
<u>3</u>	<u>\$47,629</u>	<u>\$49,426</u>	<u>\$51,266</u>	<u>\$68,826</u>
<u>2</u>	<u>\$46,467</u>	<u>\$48,220</u>	<u>\$50,016</u>	<u>\$67,147</u>
<u>1</u>	<u>\$45,334</u>	<u>\$47,043</u>	<u>\$48,796</u>	<u>\$65,509</u>

Effective January ~~2022~~ August 1, 2022 – December ~~2021~~ July 31, 2022

Teachers Classification

<u>Step</u>	<u>Bach + 68</u>	<u>Masters</u>	<u>Masters + Endorsement/SPED</u>	<u>PhD Education</u>
<u>15</u>	<u>\$65,656</u>	<u>\$68,135</u>	<u>\$70,674</u>	<u>\$94,876</u>
<u>14</u>	<u>\$64,055</u>	<u>\$66,473</u>	<u>\$68,950</u>	<u>\$92,562</u>
<u>13</u>	<u>\$62,493</u>	<u>\$64,852</u>	<u>\$67,268</u>	<u>\$90,304</u>
<u>12</u>	<u>\$60,969</u>	<u>\$63,270</u>	<u>\$65,627</u>	<u>\$88,101</u>
<u>11</u>	<u>\$59,482</u>	<u>\$61,727</u>	<u>\$64,026</u>	<u>\$85,952</u>
<u>10</u>	<u>\$58,031</u>	<u>\$60,221</u>	<u>\$62,464</u>	<u>\$83,856</u>
<u>9</u>	<u>\$56,615</u>	<u>\$58,752</u>	<u>\$60,940</u>	<u>\$81,811</u>
<u>8</u>	<u>\$55,234</u>	<u>\$57,319</u>	<u>\$59,454</u>	<u>\$79,816</u>
<u>7</u>	<u>\$53,887</u>	<u>\$55,921</u>	<u>\$58,004</u>	<u>\$77,869</u>
<u>6</u>	<u>\$52,573</u>	<u>\$54,557</u>	<u>\$56,589</u>	<u>\$75,970</u>
<u>5</u>	<u>\$51,290</u>	<u>\$53,226</u>	<u>\$55,209</u>	<u>\$74,118</u>
<u>4</u>	<u>\$50,041</u>	<u>\$51,929</u>	<u>\$53,863</u>	<u>\$72,310</u>
<u>3</u>	<u>\$48,820</u>	<u>\$50,662</u>	<u>\$52,548</u>	<u>\$70,546</u>
<u>2</u>	<u>\$47,629</u>	<u>\$49,426</u>	<u>\$51,266</u>	<u>\$68,826</u>
<u>1</u>	<u>\$46,467</u>	<u>\$48,220</u>	<u>\$50,016</u>	<u>\$67,147</u>

Letter of Agreement (LOA)
Bonus Structure Committee

This Letter of Agreement (LOA) is entered into between The Child Center (Employer) and SEIU Local 503, OPEU (Union).

The Union and the Employer recognize that there is mutual interest in an improved and clear Bonus Structure for billable employees that improves staff retention and recruitment, while also increasing revenues for the agency.

Therefore, the parties agree to establishing a joint labor-management committee (LMC) to strategically design and implement an improved Bonus Structure Policy using the following criteria:

1. The Bonus Structure LMC shall be composed of no more than eight (8) committee members with an equal number of Union and Management representatives. One (1) staff representative from Human Resources and one (1) the SEIU Local 503, OPEU may serve as a non-voting member to render assistance to the committee.
2. Participants on the Committee will receive half-hour billing credit for every one (1) hour spent in these meetings.
3. The LMC will be established and start meeting by July 1, 2021.
4. The LMC shall meet at least once a month until CCO contracts are finalized.
5. The LMC will review concerns and/or issues with the current bonus structure.
6. The LMC will work collaboratively using a consensus-based decision-making method.
7. The parties further agree that the improved policy shall be implemented no later than December 31st, 2021 and will replace the current Appendix C in the collective bargaining agreement.
8. Both parties recognize the committee may not be able to finalize this agreement until The Child Center receives its contracts from our CCO's for the 2022 contract year.

This agreement becomes effective on the date of signature and ends on January 31, 2022 unless the Parties agree to extend by mutual agreement.


Bill Wellard
Employer's Executive Officer

DocuSigned by:

24F64146737A448...
Melissa Unger
Union's Executive Director

5-22-21

5/25/2021

For Contract questions or concerns please contact our Member Resource Center at:

1-844-503-SEIU (7348)

Non-Profits: nonprofits@seiu503.org