What has our union done for me lately?

OSEA is proud to deliver value to classified school employees throughout the state. With your support, here is what we’ve been able to accomplish in Central Point:

- Negotiated 10 percent pay raise over the last two years.
- Benefits for part-time employees, including $35/month match plans toward your choice of insurance, medical flex plans or retirement (403b) plans.
- Employees can now use pre-tax dollars to buy insurance and contribute to retirement plans.
- Negotiated automatic increases to the district’s insurance cap to help cover premium increases.
- Unused personal leave is now paid to employees annually at half of their pay rate. Prior to our union taking action, this benefit was lost at the end of the school year.
- Stopped the practice of adding “temporary/extra” hours on a regular basis to employees’ schedules. These are now permanent hours, resulting in a full day’s pay for sick leave/personal leave and larger paychecks over break periods.
- Ten-month employees who perform extra work in the summer, such as registration and summer school, will now receive the raise provided in the new contract.
- Added several new position categories to the contract: Educational Assistant III, Computer Tech, Electrician I and II, and Delivery Driver, just to name a few.
- Ensured that staff working with students whose needs require an Educational Assistant III are paid at the higher rate during time spent with that student.
- Computer lab staff who spend a portion of their work day repairing and updating school computers get paid the Computer Tech (higher rate) pay when performing this work.
- Made sure employees classified as Educational Assistant I, yet performing Educational Assistant II work, were permanently reclassified at the higher rate, resulting in a $2-per-hour raise for these employees.
- Requested and received lock blocks for all classroom doors, increasing school safety.
- Negotiated changes to the longevity pay scale between 20-25 years, providing a yearly raise.
- Adopted a family during the holidays for approximately 10 consecutive years, providing much-needed food and gifts in the spirit of the season.
- Provided Crater Foundation Scholarship to a Crater High School senior for more than 10 years.
- Helped a member file and win a lawsuit against the outsourcing of district bus drivers. Although it was too late to get our buses back, other districts in the state have taken notice and have largely stopped trying to outsource work since then.
- Negotiated fair access to the employee sick leave bank.
- Ensured kitchen managers have enough staff to do their job right as the student population grows.

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