

Contract Extension Agreement  
Between  
PORTLAND PUBLIC SCHOOLS  
And  
DISTRICT COUNCIL OF UNIONS

Portland Public Schools ("PPS") and the District Council of Unions ("DCU") hereby agree to the following:

- I. The 2015-2017 Agreement and the 2017-2018 Rollover Agreement between PPS and DCU shall be extended for one year. The new expiration date of the Agreement shall be December 31, 2019. (This Contract Extension shall be attached as Appendix E)
- II. Except as expressly modified by this Contract Extension Agreement, the terms of the 2015-2017 Agreement and the 2017-2018 Rollover Agreement will continue in full force and effect until December 31, 2019 unless the parties mutually agree otherwise.
- III. On July 1, 2019, a three percent (3.0%) increase shall be applied to the salaries of the 2017-2018 Rollover Agreement (which modified the 2015-2017 Agreement.) Please see the attached schedule for each craft classification's wage rate.
- IV. Effective January 1, 2019, the District will contribute to the School District No. 1 Health and Welfare Trust the amount necessary to maintain the 2017 plan design and corresponding employee premium share (if any), not including any employee rate holiday. The District's contribution shall not exceed \$1,355 per participating full-time eligible employee per month.

For employees covered by the Teamsters 206 Employers Trust pursuant to Appendix A and Appendix C of the 2015-2017 Agreement, the District will continue to contribute the actual monthly composite amount set by the Teamsters Trust. The District's contribution shall not exceed \$1,355 per active eligible employee per month.

- V. The parties agree to the formation of a working group of 8 participants (4 DCU and 4 PPS) to review the current salary. This will include information gathered from other comparable public institutions. Any reports or recommendations that are a product of the working group will be presented jointly to the board. Upon mutual agreement the parties may implement some provisions of the report to address recruitment issues. The full report will also be provided to the success bargaining teams.
- VI. The parties agree the provisions in the Memorandum of Agreement related to Fair Share dues and the implementation of the Janus decision remain in place and the MOA is extended.
- VII. The parties agree to the provisions in the Memorandum of Understanding related to the employment of retirees signed November 5, 2018.
- VIII. This Agreement constitutes the complete agreement between the parties regarding the terms for extending the 2015-2017, and the 2017-2018 Rollover Agreement. This Agreement may only be modified through a signed writing by both parties.
- IX. This Agreement will take effect immediately upon ratification by the DCU membership and approval by the Board of Education.

  
 On behalf of PPS

  
 On behalf of DCU

SUPERINTENDENT  
 Title

President  
 Title

12/18/18  
 Date

\_\_\_\_\_  
 Date

**APPENDIX A**

**SALARY SCHEDULE FOR WAREHOUSE WORKERS AND TRUCK DRIVERS**

THE WAGE RATES FOR JOURNEYMEN WAREHOUSE WORKERS AND TRUCK DRIVERS SHALL BE:

HOURLY RATE

	<u>July 1, 2018</u>	<u>July 1, 2019</u>
Warehouse Worker/Truck Driver	\$ 24.40	\$ 25.13

**APPENDIX B**

**SALARY SCHEDULE FOR BUS MECHANICS**

THE WAGE RATES FOR BUS MECHANICS SHALL BE:

HOURLY RATE

	<u>July 1, 2018</u>	<u>July 1, 2019</u>
Lead Mechanic	\$ 31.09	\$ 32.01
Mechanic	\$ 30.18	\$ 31.09
Serviceman	\$ 24.73	\$ 25.47
Bus Fueler	\$ 24.73	\$ 25.47
Shop Assistant	\$ 18.80	\$ 19.36

**APPENDIX C**

**SALARY SCHEDULE FOR TELEVISION SERVICES**

THE WAGE RATES FOR TELEVISION SERVICES SHALL BE:

*HOURLY RATES*

	<u>July 1, 2018</u>	<u>July 1, 2019</u>
CHIEF ENGINEER	\$ 32.27	\$ 33.24
ASSISTANT ENGINEER		
PRODUCTION MANAGER	\$ 29.23	\$ 30.11
Producer		
MASTER CONTROL		
OPERATOR		
TV TECHNICIAN		
Step 5	\$ 25.73	\$ 26.50
Step 4	\$ 23.15	\$ 23.85
Step 3	\$ 20.60	\$ 21.22
Step 2	\$ 18.00	\$ 18.53
Step 1	\$ 15.43	\$ 15.90
PRODUCTION ASSISTANT		
Step 5	\$ 23.15	\$ 23.82
Step 4	\$ 20.84	\$ 21.46
Step 3	\$ 18.51	\$ 19.06
Step 2	\$ 16.20	\$ 16.68
Step 1	\$ 13.86	\$ 14.28

## APPENDIX D

### SALARY SCHEDULE FOR MAINTENANCE WORKERS

HOULY WAGES FOR MAINTENANCE WORKERS SHALL BE AS FOLLOWS:

#### HOURLY RATES

<b><u>CLASSIFICATION</u></b>	<b><u>July 1, 2018</u></b>	<b><u>July 1, 2019</u></b>
Brick Mason	\$ 30.17	\$ 31.07
Carpenter	\$ 29.56	\$ 30.45
Carpet and Linoleum Layer	\$ 24.08	\$ 24.80
Cement Mason	\$ 27.10	\$ 27.91
Electrician	\$ 35.96	\$ 37.04
Glazier	\$ 29.38	\$ 30.26
Laborer	\$ 24.08	\$ 24.80
Landscape Laborer	\$ 24.08	\$ 24.80
Locksmith	\$ 29.56	\$ 30.45
Machinist	\$ 30.19	\$ 31.09
Painter	\$ 24.08	\$ 24.80
Plasterer	\$ 27.19	\$ 28.01
Plumber	\$ 36.82	\$ 37.93
Rofer	\$ 24.08	\$ 24.80
Sheet Metal Worker	\$ 33.67	\$ 34.68
Steamfitter	\$ 36.82	\$ 37.93
Tile Setter	\$ 25.56	\$ 26.33

\*Same rate as Laborer.

#### **OTHERS**

Mason Tender (Same as Laborer)	\$ 24.08	\$ 24.80
Plumber's Helper (Same as Laborer)	\$ 24.08	\$ 24.80
Motor Winder (80% of Electrician)	\$ 28.77	\$ 29.63
Electronic Technician (90% of Electrician)	\$ 32.36	\$ 33.33
Machinist Helper (86.5% of Machinist)	\$ 26.11	\$ 26.89
Building Automation Specialist (Same as Steamfitter)	\$ 36.82	\$ 37.93