Licensed/Certified Trends

Oregon Education Association (OEA) proposals;

- Update salary schedules increasing senior teacher’s steps and/or adding longevity stipends.
- Ability to remove student from classroom and require meeting between parent, educator, and principal before a student is allowed back in a classroom after an incident.
- Evaluation language restricting use of student growth assessments.
- Academic freedom language granting curriculum, instructional practices and assessment control to teachers.
- Requests for paper copies of any evaluation documents kept in electronic files.

Classified Trends

Oregon Education Association (OEA) and Oregon School Employees Association (OSA) proposals;

- Safety language in Agreement allowing the classified employee to determine if the worksite is unsafe.
- Safety committee language requiring classified employee participation.
- Raise the entire salary schedule based on the minimum wage increase.
- Limit District’s use of volunteer’s in classified positions.

District Trends

District proposals;

- Regarding running sick time and sick leave concurrently.
- Preparing for the PERS liability.
- Adding instructional minutes to the day.
**Licensed and Classified Trends**

Oregon Education Association (OEA) and Oregon School Employees Association (OSEA) proposals;

- Higher cost of living increases (COLA) based on District ending fund balance.
- Increasing insurance caps/tiered rates based on Oregon Educators Benefit Board (OEBB) new plans/rates.

**Statewide Trends**

<table>
<thead>
<tr>
<th></th>
<th>Licensed Contracts</th>
<th>Classified Contracts</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2014-15</td>
<td>2015-16</td>
</tr>
<tr>
<td><strong>Base Increase</strong></td>
<td>1.91% (152 Districts Reporting)</td>
<td>2.57% (135 Districts reporting)</td>
</tr>
<tr>
<td><strong>Insurance Cap</strong></td>
<td>$1,247 (138 Districts Reporting)</td>
<td>$1,229 (87 Districts reporting)</td>
</tr>
</tbody>
</table>

**CPI:**

CPI-U: 1.0 % (May 2016)  
CPI-W: 0.7% (May 2016)

**2015 Year-to-date Average:**

CPI-U: 0.0% (December 2015)  
CPI-W: -0.4 % (December 2015)

**2014 Year-to-date Average:**

CPI-U: 1.6% (December 2014)  
CPI-W: 1.5% (December 2014)