

TA 8/1/2025

2025-2027 STATE OF OREGON and SEIU Specials Coalition  
Management Counter Proposal  
July 31, 2025*Heather Blankenheim*Article 27.5A--Salary IncreaseCoaching Pay Rates (Education including OSD)

This Agreement is between the State of Oregon, acting through its Department of Administrative Services (Employer) on behalf of the Department of Education (Agency) and the SEIU Local 503, OPEU (Union).

The purpose of this Agreement is to modify the pay rates for bargaining unit employees who perform coaching duties.

The Parties agree to the following:

1.

(a) When a bargaining unit employee performs extra duties as identified below outside their regular shift, the following rates shall be paid for the designated season in addition to the employee's base pay rate:

Assistant Coach	\$1748 <u>\$1800</u>
Athletic Director	\$2255 <u>\$2323</u>
Coach	\$2483 <u>\$2557</u>
Recreation Director	\$3245 <u>\$3342</u>
Sports Coordinator	\$3245 <u>\$3342</u>
All other Extracurricular Advisor Positions	\$1914 <u>\$1971</u>

~~(b) The above stipends will be increased by each cost of living adjustment (COLA) provided for in Article 27 on the same schedule as outlined therein.~~

(c) Employees shall be paid at the end of the season or the supervisor and employee may agree to a different payment schedule upon mutual agreement.

(d) Performance of coaching duties shall be on a voluntary basis.

(e) At the end of each sport's season, a calculation shall be made multiplying the number of hours each non-exempt coach or assistant coach worked by time and one-half ( $1\frac{1}{2}$ ) the Oregon minimum wage rate. Should this calculation result in a figure higher than the Section 1(a) amount for any of the non-exempt coaches or assistant coaches, these coaches and/or assistant coaches shall be paid the difference as a lump sum (in addition to the amount owing under Section 1(a)).

2. This Agreement shall not establish a precedent or a duty to bargain any other differential for bargaining unit employees in the Agency or expand application of this differential to other bargaining unit employees.

3. This Agreement shall be effective through June 30, 2027 ~~2025~~.