

## Article 22 Employee Compensation

### A. Salaries

The basic salaries for the ~~2011-2012, 2012-2013, and 2013-2014~~ 2014-2015, 2015-2016, and 2016-2017 school years shall be set forth in Appendix A. The salary index appears in Appendix B.

~~The 2011-2012 salary schedule will remain the same as 2010-2011.~~

~~Effective July 1, 2012, the 2011-2012 base salary shall increase by 1%.~~

~~Effective on the 94<sup>th</sup> contract day, an additional 1% will be added to the base.~~

~~Effective July 1, 2013, the 2012-2013 base salary shall increase by 2% if the following parameters are met:~~

~~If the General Ending Fund Balance for 2012-13, as verified by the annual audit and provided to the REA by January 10, 2014, is more than \$12,000,000. The 2% base salary increase will be paid out in its entirety over the remaining months. The General Ending Fund Balance will not include the fund categories of State and Other Programs, Nutrition Services, Early Retirement, Insurance Reserve, Debt Service, and Capital Projects.~~

~~If the General Ending Fund Balance for 2012-13 is less than \$12,000,000, there will be no additional COLA added to the 2012-13 base salary schedule.~~

Effective July 1, ~~2014~~2012, the 2014-2015 ~~2011-2012~~ base salary shall increase by 1.5%. **An additional step shall be added to each column at an amount that represents the same percentage increase between the current top step and the step directly preceding it. Members who were on the top step of a column during 2013-2014 or who were hired at the top step for 2014-2015 with more than the equivalent years of experience shall advance to the new top step.**

**Effective July 1, 2015, the 2015-2016 base salary shall increase by 2%. Step 0 for all columns on the salary schedule shall be removed from the salary schedule.**

**Effective July 1, 2016, the 2016-2017 base salary shall increase by 2%.**

**B. Credit**

Any newly elected employee coming into the District will be awarded up to twelve (12) years experience for past licensed teaching experience. Credit above these twelve (12) years, or credit granted for prior and related work experience will be based upon administrative judgment at the time of hiring. The District shall notify the Association when such credit is granted.

Should the State of Oregon allow licensure of employees who have not completed a traditional teacher licensing program, or the hiring of non-licensed employees to fill positions traditionally held by licensed employees, the District and the Association shall meet to establish procedures for salary schedule placement for such employees.

**C. Missed Contract Days**

The penalty for a missed contract day shall be 1/186th of the employee's annual salary unless the non-attendance has the approval of an administrator.

**D. Extended Contract**

Extended contracts shall be paid on a 1/186th prorated basis for those employees working beyond the standard contract year.

Employees doing summer curriculum work shall be paid an hourly rate based on salary schedule A-0 Base pay). All other summer work shall be paid on the basis of the salary schedule in effect at the time the job was contracted, except where by necessity the job extends into the succeeding contract year.

Salary Beyond Contracts—summer work will be computed on the base of an eight hour work day, prorated on the regular daily contracted base salary according to time worked (four hours work = one-half day pay; six hours work = three-fourths day pay).

**E. Hours for Movement**

An employee who has completed college work which will advance him/her to another salary schedule column shall furnish evidence thereof prior to September 30, January 15, or April 15, by official transcript or other statement from the registrar of the institution in which the work was done. Transcripts shall be evaluated three times a year and employees shall be able to move on the salary schedule at the appropriate time. The original contract shall be revised upon presentation of proper evidence by any of the three cut-off dates: September 30, January 15, or April 15.

**F. Experience**

One step on the salary schedule is granted for each year's experience. Any employee who is contracted **and works** for no less than one hundred thirty-five (135) days shall be credited with a full year's teaching experience. Employees working less than full-time, who otherwise would have gained credit for salary schedule movement, shall not be prohibited from moving as a result of the scheduling of their work hours. ~~For the 2012-2013 school year, the experience step will take effect on the 94<sup>th</sup> contract day. For the 2013-2014 school year, the experience step will take effect on June 29, 2014.~~

**G. Vertical Movement**

Vertical movement on a salary schedule, when accompanied by horizontal movement to a new column, shall be in accordance with the following:

1. No more than one (1) vertical step shall be granted in any one school year.
2. Employees who have been at the top of a salary schedule for more than one (1) year\*, and who move to a new column in September, shall move over to the new column and up one (1) step. Subsequent vertical movement shall occur each September.
3. Employees who have been at the top of a salary column for more than three (3) years, and who move to a new column in January or April, shall move up one (1) vertical step at the time of the column move. Subsequent vertical movement shall occur each September.
4. Employees who have been at the top of a salary schedule for more than one (1) year but less than three (3) years, and who move to a new column in January or April, shall move up one (1) vertical step at the

time of the move, but shall not move vertically again until one (1) year from the following September. Subsequent vertical movement shall occur each September thereafter.

\* One (1) year's experience shall be equivalent to 135 or more regular, continuous, contracted days.

#### **H. Extended Day**

For those employees who teach a class before or after school which is in addition to the contract teaching day, the compensation shall be at the rate of fifteen percent (15%) of the employee's current salary schedule step. For those employees who teach a class during their preparation period, the compensation rate will be sixteen percent (16%) of the employee's current salary schedule step. A "double" preparation period shall be compensated at thirty-two percent (32%).

Unit members may agree to sub during their prep time at their own hourly rate for other teachers on a voluntary basis. Unit members supervising another unit member's class for the day when a substitute is not available will receive the entire sub pay. If more than one unit member shares supervisory duties when a substitute is not available, they will share the sub pay.

#### **I. Hours for Credit**

Hours for credit shall be given as follows:

1. Bachelor's degree—All college credits taken prior to teacher certification based on a bachelor's degree will not be counted beyond the bachelor's degree.
2. Beyond Bachelor's Degree—Only hours required for licensing will be counted for initial salary schedule placement.
3. Master's degree—Only hours subsequent to the master's degree will be considered for placement on the master's plus columns.

The Executive Director of Human Resources will determine appropriate course work/experience to be credited at the time of placement.

#### **J. In-District Credit**

The District may grant in-district credit for salary schedule advancement to employees. Credit may be granted for workshops not carrying traditional credit, district committee service, curriculum development and individual programs or projects.

The amount of credit granted shall be equal to one (1) hours credit for ten (10) hours participation. Those requesting in-district credit shall apply to the Assistant Superintendent or Executive Director of Human Resources prior to the commencement of his/her service.

**K. Payment for Extended Responsibilities**

Any payment for extended responsibilities pay shall be prorated over the twelve (12) monthly paychecks unless the extended responsibility pay is for a seasonal type activity (example: football) and then the payment shall be a lump sum paid on the next pay day following the conclusion of the duties for that activity.

**L. Extra Duty Compensation**

The determination of the number of extended duty compensation positions to be made available each school year, the job content and duration of the positions offered, and the selection and retention of personnel to be offered these extended duty assignments, rests solely with the District. However, should the district change the job content or duration of the positions, the compensation for such positions shall be negotiated with the Association.

1. There shall be a three (3) step schedule based on the Bachelor's beginning step, BA plus three years' experience step, and the BA plus six years' experience step.
  - a. BA+3 step: This provides for an increase in compensation in the fourth year of coaching a particular activity.
  - b. BA+6 step: Provides a longevity incentive to attract and keep good coaches active in the District programs.
2. The District may grant, at its discretion, up to five (5) years for transfer into the District if the individual has the experience and recommendations to warrant such credit.

3. In-district coaches may advance on the salary schedule when they accept a more important assignment (e.g., assistant coach to head coach) on the following basis:
  - a. For each two (2) years' experience they will be allowed one (1) year toward salary advancement.
  - b. The same maximum would apply as is allowed for personnel new to the District.
  - c. The only exception to the above would be that no coach will take a cut in salary in moving to the new assignment, as long as that assignment is paid at the higher percentage of the base salary.
4. It will be the responsibility of the music supervisor and the building principal to evaluate extra-duty assignments.
5. It is agreed that these evaluations are separate from the teaching evaluations and only where the responsibility is an extension of the teaching assignment (such as music) will the extra-duty evaluation be reflected in the individual teacher's evaluation.
6. In those instances where satisfactory performance is not maintained, the District may terminate the extra duty assignment without a Board hearing provided the unsatisfactory performance has been demonstrated through the evaluation process and the procedure in this Agreement has been followed.
7. Extra duty assignments and supervision shall be handled in the following manner:
  - a. Coaching assignments shall be made by the building administrator after meeting with the head coach and athletic coordinator to review their recommendations.
  - b. If any of these parties are dissatisfied with the final extra duty assignments, s/he may request that the Assistant Superintendent or Executive Director of Human Resources review such assignments before they are made final.

- c. Extra duty assignments shall be made so as to balance the District articulation needs and the building needs.
- d. Recommendations and assignments shall be based on final evaluation made the preceding year.
- e. It is the responsibility of the building administrator to complete the final evaluation of all extra duty assignments. For athletic coaching positions, such evaluations shall reflect the input given by the head coach(s) and athletic coordinator. Input by the head coach(s) and the athletic coordinator(s) shall be given in the area(s) of supervision for which they are responsible.
- f. The head coach at each level shall be responsible for providing input regarding all assistant coaches in his/her sport. The high school head coach shall also be responsible for providing input regarding the middle school head coach. The high school head coach may also provide input for the middle school assistant coaches where scheduling makes this practical.
- g. Any head coach or athletic coordinator who feels the final evaluation of a coach does not accurately reflect the input given may request the evaluation be reviewed by the Assistant Superintendent or the Executive Director of Human Resources.
- h. Members assigned to an extra duty position shall be made aware of all District and/or building expectations regarding their assignments. Yearly evaluations shall be on the appropriate form and shall be based on these expectations.
- i. At the point that is determined that a member in an extra duty assignment is not meeting District and/or building expectations, s/he shall be informed of the area(s) of deficiency, by the person observing the deficiency, in the meeting with the evaluator. If the deficiency continues, it shall be noted on the final written evaluation.
- j. If, after a reasonable amount of time, the member has not corrected noted deficiencies, s/he may be placed "on notice". "On notice"

placement shall be accompanied by a written notification stating the area(s) of deficiency, steps necessary for improvement and a reasonable timeline for improvement.

- k. A member failing to adequately meet District and/or building expectations as outlined in the "on notice" placement may be transferred to a different extra duty position or removed from his/her extra duty position.
8. All members assigned extra duties (for which compensation is paid) shall receive an addendum prior to the commencement of that activity including salary to be paid.
  9. Salaries for any extra-duty position created during the term of this Agreement shall be negotiated with the Association.
  10. The Association and the District shall form a joint committee to determine compensation for duties typically assigned to department heads in the past.
  11. Coaches whose teams advance to post-season playoff games shall have the additional days pro-rated and paid using their current coaching daily rate as the basis for such pay.
  12. The following stipulations shall apply regarding the formation of clubs at the high school level, and the resultant compensation of high school club advisors:
    - a. All clubs must write a charter and have it approved by the activities administrator.
      - i. The charter must include the following: A mission statement outlining the purpose of the club. The type of activities in which the club will participate. The estimated number of students that will participate in the club. The estimated number of meetings and activities the club will have each year. A schedule of the meeting and activities for the year. An estimated number of contact hours for the year.



- ii. Initial and continued funding of approved clubs will be based solely on those items listed in section a. above.
  - b. By March first of each year the advisor must submit a report of the club's activities for the year to date and an estimate of what the club plans to do for the remainder of the current year.
  - c. New clubs will be unfunded for the first year of their existence. By March 1, of the first year of existence, the advisor must submit a charter and a report of the current year's activities to the administrator in charge of activities to be considered for approval next year.
  - d. Each school year, the administrator in charge of activities and a representative of the Association will determine the funding level of each club based on the information provided in the charters. If an agreement cannot be reached, the advisors of the club(s) in question may appeal to the Executive Director of Human Resources and/or the Assistant Superintendent.
  - e. All funding must fall within the amount of money budgeted for this purpose by the District's budget committee.
13. The District and the Association will collaborate to form a committee that shall include members chosen by the Association. The committee will be charged with reviewing Extra Duty Compensation and shall review number of participants, workload, competition/event schedules, and other factors that may affect compensation. The committee shall solicit input from members currently performing extra duties. The committee will report their findings to the District and the Association by January 31, 2013.

**District**

Wellness Coord \_\_\_\_\_ 5% \_\_\_\_\_ Curriculum Committee<sup>1</sup> &  
 Compensatory Time \_\_\_\_\_ Evening School  
 — Rate equal to the hourly \_\_\_\_\_ Rate equal to the hourly  
 — rate at the A-0 salary step \_\_\_\_\_ rate at the A-0 salary step

Building Talented and \_\_\_\_\_ 1% \_\_\_\_\_ District TAG Coordinator \_\_\_\_\_ 2%  
 Gifted (TAG) Coordinators

**High School**

<b>Baseball</b>		<b>Department Head</b>	
— Head	13%	(District) Number of people in	
— V Assistant	9%	department	
— JV Assistant	8%	1	2%
— Assistant	8%	2-4	3%
		5-7	4%
		8+	5%
<b>Basketball</b>			
— Head	16%		
— V Assistant	10%	<b>Approved Club Adv</b>	1-4%
— Assistant	9%		
		<b>Class Advisor<sup>2</sup></b>	
<b>Cross-Country</b>			
— Coed	13%	<b>Drama</b>	
		Head	5%, 5%, 7%
		Three major Performances per year	
<b>Football</b>		(7% for Musical)	
— Head	16%	League Duties	2%
— Defensive Coord	11%	Assistant	8%
— V Assistant	10%		
— JV Assistant	9%		
		<b>Flag team Advisor</b>	4%
<b>Golf</b>	8%	<b>Dance Team</b>	8%
<b>Ski</b>	8%	<b>Newspaper</b>	10%
		<b>Leadership Council</b>	5%

**Soccer**

Head	11%	<b>Rally</b>	
Assistant	8%	Fall	3%
		Winter	4%

**Softball**

Head	13%		(includes travel to away games)
Assistant	8%	<b>Mock Trial</b>	6%

**Swimming**

Head	13%	<b>Speech</b>	
Assistant	8%	Head	11%
		Assistant	8%

**Water Polo**

Head	13%	<b>Yearbook</b>	10%
Assistant	8%	<b>Band</b>	13%

**Tennis** 8%

**Track**

Head	15%	<b>Orchestra</b>	3%
Assistant	8%		

**Wrestling**

		<b>Vocal</b>	10%
		Musical Drama	5%

**Track**

Head	15%	<b>Volleyball</b>	
V Assistant	9%	Head	14%
Assistant	8%	Assistant	8%

**Stunt Team** 8%

		<b>Leadership/Activity</b>	
		Director	13%

**Hospitality/Tourism** 8%

Food Instructor		<b>Satellite Campus</b>	10%
Extra duty		Teacher In Charge	

**Assigned Overnight** .3%  
 Trip Supervision per  
 (maximum of 15 night  
 nights)

(no campus admin-  
 istrator assigned)

**Middle Schools**

<b>Athletic Coord</b>		<b>Track (coed)</b>	
— Season	7%	— Head	8%
— Year	21%	— Assistant	5%

<b>Basketball</b>		<b>Volleyball</b>	
— Head	7%	— Head	8%
— Assistant	5%	— Assistant	6%

<b>Cross Country</b>		<b>Wrestling</b>	
— Coed	5%	— Head	8%
		— Assistant	5%

<b>Football</b>		<b>Band</b>	6%
— Head	11%		
— Assistant	8%		

		<b>Orchestra</b>	2%
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**Student Council<sup>3</sup>**

		<b>Vocal</b>	5%
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<b>Outdoor School</b>	3%
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		<b>Drama</b>	5%
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<b>Team Leader</b>	5%	<b>Intramurals</b>	3%
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**Elementary Schools<sup>4</sup>**

<b>Band</b>	2%	<b>Building Testing Coord</b>	2%
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— *3% if assigned*

<b>Orchestra</b>	2%	<b>Teacher in Charge</b>	5%
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— *to two or more*

<b>Vocal</b>	2%
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— *buildings*

1. Curriculum Committees — In-district credit for service on curriculum committees shall be awarded on the basis of one (1) hour credit for ten (10) hours uncompensated service.
2. Class advisors — An equivalent of 20% shall be provided for the high school to be distributed between class advisors, the number of advisors and the percentage paid to each will be determined by each high school.
3. Student Council — if an employee is required to supervise student council s/he shall receive one (1) period per day to do so.
4. Band, Orchestra and Choir shall be considered interchangeable in terms of credited experience (the stipend is 3% if assigned to two or more buildings).

**District**

Wellness Coordinator	5%	Curriculum Committee <sup>1</sup> & Evening School
Compensatory Time		Rate equal to the hourly rate at the A-0 salary step
	Rate equal to the hourly rate at the A-0 salary step	

Building Talented and Gifted (TAG) Coordinators	1%	District TAG Coordinator	2%
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**High School**

Department Head	4%	Satellite Campus	
Class Council Advisor <sup>2</sup>		(no campus administrator assigned)	
Approved Club Advisor <sup>5</sup>	1 - 4%	Teacher-In-Charge	10%

Drama		Newspaper	10%
Major drama productions		Yearbook	10%

(2 per year, musical not included):

Head	5% each production	Speech	
Assistant	4% each production	Head	8%
Musical Production	7%	Assistant	4%

Band	15%	Hospitality/Tourism	8%
Musical Drama	6%	Food Instructor	
Orchestra	3%	Extra-duty	
Vocal	8%	Assigned Overnight	.3%
Musical Drama	5%	Trip Supervision per	

night (maximum of 15 nights)

**Leadership/Activities**

Director	13%	Flag team Advisor	4%
Leadership Council	5%		

**Cheerleading**

(includes travel to away games)

Fall		Dance and Drill	
		Fall	
Head	8%	Head	6%
Assistant	4%	Assistant	4%

Winter		Winter	
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Head	8%	Head	6%
Assistant	4%	Assistant	4%
<b>Volleyball</b>		<b>Boys Basketball</b>	
Head	16%	Head	16%
V Assistant	10%	V Assistant	10%
JV Assistant	9%	JV Assistant	9%
FR Assistant	9%	FR Assistant	9%
<b>Football</b>		<b>Girls Basketball</b>	
Head	16%	Head	16%
Defensive Coord.	11%	V Assistant	10%
V Assistant (2)	10% each	JV Assistant	9%
Head JV Asst	9%	FR Assistant	9%
Head FR Asst	9%		
Assistant (2)	8% each	<b>Wrestling (Coed)</b>	
		Head	15%
<b>Cross Country (Coed)</b>		V Assistant	9%
Head	13%	Assistant	8%
Assistant	8%		
		<b>Track (Coed)</b>	
<b>Boys Soccer</b>		Head	15%
Head	13%	V Assistant	9%
Assistant	8%	Assistant (5)	8%
each			
<b>Girls Soccer</b>		<b>Baseball</b>	
Head	13%	Head	13%
Assistant	8%	V Assistant	9%
		JV Assistant	8%
<b>Water Polo (Coed)</b>		FR Assistant	8%
Head	13%		
Assistant	8%	<b>Softball</b>	
		Head	13%
<b>Swimming (Coed)</b>		V Assistant	9%
Head	13%	JV Assistant	8%
Assistant	8%	FR Assistant	8%
		<b>Boys Tennis</b>	8%
		<b>Girls Tennis</b>	8%
		<b>Golf (Coed)</b>	8%

**Middle Schools**

<b>Athletic Coordinator</b>		<b>Student Council<sup>3</sup></b>	
Season	5%	<b>Outdoor School</b>	3%
Year	10%	<b>Team Leader</b>	5%

<b>Football</b>		<b>Boys Basketball</b>	
Head	11%	Head	7%
Assistant	8%	Assistant	5%

<b>Volleyball</b>		<b>Girls Basketball</b>	
Head	8%	Head	7%
Assistant	6%	Assistant	5%

<b>Cross Country</b>		<b>Wrestling</b>	
Coed	5%	Head	8%
		Assistant	5%

<b>Track (coed)</b>		<b>Band</b>	
Head	8%		6%
Assistant (4)	5% each	<b>Orchestra</b>	6%

<b>Intramurals</b>		<b>Vocal</b>	
	3%		6%
		<b>Drama</b>	5%
		(one major production per year)	

**Elementary Schools<sup>4</sup>**

<b>Band</b>	2%	<i>3% if assigned to two or more buildings</i>
<b>Orchestra</b>	2%	<i>3% if assigned to two or more buildings</i>
<b>Vocal</b>	2%	<i>3% if assigned to two or more buildings</i>
<b>Teacher in Charge</b>	5%	<b>Building Testing Coordinator</b> 2%

1. Curriculum Committees – In-district credit for service on curriculum committees shall be awarded on the basis of one (1) hour credit for ten (10) hours uncompensated service.
2. Class advisors – An equivalent of 20% shall be provided for the high school to be distributed between class advisors, the number of advisors and the percentage paid to each will be determined by the high school.
3. Student Council – if an employee is required to supervise student council s/he shall receive one (1) period per day to do so.
4. Band, Orchestra and Choir shall be considered interchangeable in terms of credited experience (the stipend is 3% if assigned to two or more buildings).
5. Stipends for Club Advisors at the high school will be assigned using the following formula:

*(Number indicating students in club) + (Number indicating hours spent for year) + (Number indicating experience years of advisor) + (Number indicating service to school/community) / 4 = (Rounded to the nearest whole number) Stipend percentage*

<u># Students</u>	<u># Hours</u>	<u>Exp.</u>	<u>Service/Outreach</u>
20 <= 1	30 <= 1	0 = 1	No service = 1
20-30 = 2	30-35 = 2	1-2 = 2	Limited Service = 2
30-40 = 3	35-45 = 3	3-5 = 3	Some Service = 3
40 or more = 4	45 or more = 4	6 or more = 4	Significant Service = 4

### **M. Early Retirement**

1. When a teacher retires under the provisions of PERS, the District shall offer the option of an early retirement program which provides a monthly payment of \$600.00 for a maximum period of thirty-six (36) months.

Such monthly payments shall be in accordance with the following conditions:

- a. The teacher must be retired and receiving benefits under the Oregon Public Employees Retirement System.
- b. For employees with thirty (30) or more years total service with PERS monthly "Early Retirement Payment" shall be terminated as of the end of the calendar month in which the retired teacher dies, qualifies for Social Security benefits at age 62, or when a total of thirty-six (36) payments have been made, whichever comes first.

For employees with less than thirty (30) years total service with PERS at age 59:

- i. Early retirement payments may continue beyond age 62 (to a maximum of age 65).
- ii. The "age 62 cutoff" shall be extended by the number of years an employee is short of thirty (30) years qualified PERS service at age 59.



- c. In order to qualify for full benefits defined in this Article, the teacher must have completed at least thirteen (13) years of service from last date of hire (first day worked).

A teacher wishing to retire under PERS with less than thirteen (13) years of service may elect to do so if they have a minimum of ten (10) years of service from last date of hire. In such cases, all retirement benefits shall have the dollar amounts based on the ratio of years of service from last date to thirteen (13) years (i.e. 10/13, 11/13 or 12/13).

- d. A teacher planning to take early retirement must give notice thereof to the Superintendent at least sixty (60) calendar days prior to his/her retirement date.
  - e. Medical coverage for teacher (and spouse) may, at the teacher's option and subject to the insurance carrier's approval, be provided and deducted from the \$600.00 monthly payment.
2. The employee, at his/her request, shall have the total early retirement package extended over a longer period of time. Such extension shall not go beyond the employee's sixty-fifth (65th) birthday.

If the employee desires extended early retirement, it shall be indicated in the notice given the District in Section M.1.d of this Article.

3. Payment for Unused Sick Leave

The District will make payment for unused, accumulated sick leave for employees retiring under the provision of PERS with the following provisions:

- a. Payments shall be \$50.00 per accumulated sick leave day.
- b. Payments may be:
  - i. in a lump-sum at retirement, or
  - ii. added to the monthly stipend provided in section M,1 of this article.

- c. For those who elect to take the district payment for unused sick leave, their sick leave account shall be considered by the district at zero (0) days, and reported to PERS accordingly.

**N. Deferred Compensation Plan**

The following deferred compensation plan is available to all REA members hired with a starting date of service of November 30, 2003, or earlier.

Members with a starting date of service of November 30, 1992, or later, may elect to participate in the deferred compensation plan or the provisions of M. 2. and 3. and 4., but not both. Upon joining the deferred compensation plan, all future use of the provisions of M. 2. and 3. and 4. is discontinued.

As members move up in PERS experience, from one category to the next, the District shall increase the monthly contribution accordingly if the employee matches the funds as outlined below.

Qualifications for matching funds:

Beyond full PERS retirement eligibility \$0 from District

20 + PERS years	\$50 monthly if employee matches the funds
15 - 19 PERS years	\$25 monthly if employee matches the funds
4 - 14 PERS years	\$15 monthly if employee matches the funds
0 - 3 PERS years	\$0 (Employee may choose to join with their own funds only.)