

Klamath Falls City Schools (KFCS) is committed to transparent communication with our staff, families, and community. Recent public statements and media coverage regarding classified employee negotiations have created questions about the position of the District in mediation. We would like to provide clear and accurate information about the proposal presented on February 25, 2026.

## **Status of the District's Last Mediation Offer**

During mediation, KFCS presented a comprehensive three-year compensation package that included:

### **Year 1:**

- A restructure of Food Service and Paraprofessionals (see below for details).
- \$3.00 per hour increase for all classified staff.
- A one time only bonus of:
  - \$300 for employees working fewer than 5 hours per day
  - \$500 for employees working 5 hours or more per day
- No retroactive pay included.

**Year 2:** 3% increase to the salary table.

**Year 3:** 3% increase to the salary table.

Although this proposal does not result in any retroactive payment, it provides a higher rate of pay going forward, after settlement, and thus it provides a higher rate of total pay over three years than a lower rate of increase retroactively. This is because the 3% increases for 2026-2027 and 2027-28 are built upon that higher rate of pay granted for the after-settlement months remaining in the 2025-26 year. Further, signing bonuses of \$500 per employee (5+ hours per day) or \$300 per employee (less than 5 hours per day) provide additional immediate income within one month of settlement.

For example, a 6-hour-per-day paraprofessional 3 currently earning \$16.07 per hour with a sped stipend, would now make \$18.16 an hour (no stipend) and then with the added \$3.00 per hour for a rate of \$21.16 for the rest of the 25-26 year, and would have a pay rate for 26-27 of \$21.79 per hour and for 27-28 of \$22.45 per hour.

In addition, the District agreed to:

- Increase longevity pay to \$0.40 per hour.
- Provide a \$50 monthly cell phone stipend for district identified staff.

The union did not accept this proposal during mediation.

## **Specific Details of the Proposed Restructure**

The District's proposal included a clear and defined restructuring of classifications and wage adjustments.

### *Food Service Adjustments -*

- **Assistant Cook:** Current wage + \$3.00 per hour
- **Head Cook:** \$17.04 per hour + \$3.00 per hour
- **Kitchen Manager:** Current wage + \$3.00 per hour

### *Paraeducator Levels (SPED Stipend Removed and Incorporated into Base Structure)*

#### **Para 1 – \$16.07 + \$3.00 per hour**

- Media/Library
- Clerical

#### **Para 2 – \$17.88 + \$3.00 per hour**

- KBBH
- KECDC – Little Learners
- Transportation – SPED
- EL
- Title 1 & 6
- MTSS
- Pel Babies
- Resource
- Health Aide

#### **Para 3 – \$18.16 + \$3.00 per hour**

- Campus Monitor
- Behavior Reset Center
- Student Success Specialist
- KECDC Complex Needs
- VIP
- Bridge
- Goals
- PASS

#### **Para 4 – \$19.16 + \$3.00 per hour**

- Social Communication Support Professionals

### **Mediation Process and Transparency**

During mediation, the union bargaining team requested that the mediator grant a dinner break after they had an hour and a break at lunch. Mediation was delayed for more than an hour while members attended a public rally before returning to the session.

The District remained present and prepared to continue bargaining.

Oregon law permits a bargaining party to disclose its own proposals or offers unless the parties have agreed otherwise.

The District believes it is important for our community and staff to understand the substance of the offer that was made.

## **Context Regarding Work Schedules**

Many positions within this bargaining unit are structured around the school calendar and average approximately 1,000 work hours per year. By comparison, many full time, 12-month community positions average approximately 2,000 hours annually and do not include extended school breaks.

For classified employees who work full 8 hour days over 12 months, annual compensation exceeds \$40,000.

## **Our Commitment**

KFCS deeply values the essential work of our classified staff. They support student learning every day in classrooms, cafeterias, transportation, and across our schools. Our goal in negotiations has been and will continue to be:

- Provide meaningful wage increases
- Maintain long term financial sustainability
- Protect programs and services for students
- Ensure equity across classifications

We respect the collective bargaining process and remain committed to reaching an agreement that supports both our employees and the students we serve.

We encourage our community and staff to rely on official District communications for accurate information. Transparency and facts are critical during this process.

We remain ready to continue working collaboratively toward resolution.