

Morrow County School District



and

Oregon School Employees Assn Chapter 59

7-1-2014 to 6-30-2018

Morrow County School District does not discriminate on the basis of race, religion, color, national origin, disability, marital status, sexual orientation, veteran status, genetic testing, age or sex in providing employment, education or access to education services, activities and programs in accordance with Title II, VI, Title IX; Section 504 of the Rehabilitation Act of 1973 as amended; and the Americans with Disabilities Act of 1990.

This contractual agreement is made and entered into this 9th day of June, 2014 by the Oregon School Employees Union, Chapter 59, hereinafter referred to as the "Union" and the Morrow County School District R-1 Board of Directors, hereinafter referred to as the "Board".

The duration of this agreement shall be four (4) years, from July 1, 2014 through June 30, 2018.

This agreement supersedes all previous agreements between the parties, constitutes an entire agreement between the parties and concludes all collective bargaining negotiations, except as may otherwise be mutually agreed upon hereafter, in writing, for the term of this agreement. No agreement or understanding varying or altering the terms of this agreement shall be valid unless in writing and signed by both parties. This contract will be re-opened annually to discuss the salary schedule and financial benefit package only and one Article of contract language may be proposed for discussion by either party.

Now, therefore, the parties agree to be bound by the provisions set forth on this page and in the attached pages. In witness whereof, the parties hereby affix their signatures as of the date first above written.

For OSEA, Chapter 59:

For the Morrow County School District:

Kathie Goad
OSEA, Chapter 59

Becky Kindle Board Chair
Morrow County School District

Last updated and approved by the board - ~~4/11/2016~~ 6/26/17

ARTICLE 12: INSURANCE

12.2 Beginning in the 2013-14 school year, the District's obligation toward the insurance premium shall not exceed \$1120 per eligible employee per month.

Beginning in the 2014-15 school year, the District's obligation toward the insurance premium shall not exceed \$1200.00 per eligible employee per month.

Beginning in the 2015-16 school year, the District's obligation toward the insurance premium shall not exceed \$1250.00 per eligible employee per month.

Beginning in the 2016-17 school year, the District's obligation toward the insurance premium shall not exceed \$1275.00 per eligible employee per month.

Beginning in the 2017-18 school year, the District's obligation toward the insurance premium shall be ~~negotiated~~ **not exceed \$1318.00 per eligible employee per month.**

If an employee voluntarily reduces hours, on or after 7/1/2001, the pro-ration provided for in 12.3 will apply.

ARTICLE 13: LEAVES OF ABSENCE

A. Paid Leaves

13.1 Annual Leave

Commencing on the first day of employment through nine (9) years, custodial and maintenance employees are entitled to annual leave based on the following formula: .0461 X the hours worked each year equals hours of annual leave to which the employee is entitled. The formula .0653 x hours worked equals hours leave will be used for employees with ten (10) years or more work experience. The formula .0702 x hours worked equals hours leave will be used for employees with fifteen (15) years or more work experience in the District.

All non-custodial/maintenance staff will be awarded 5 days of annual leave. All leave is non-cumulative; however, any unused leave will be paid out at the end of the fiscal year. All annual leave taken during the school day must have prior approval. ~~Any annual leave time exceeding 3 days will need 2 weeks' prior approval. If an emergency occurs where~~

~~approval cannot be secured, the employee should notify the Principal as soon as possible.~~ **Annual leave time will need 24 hours' prior approval from the building principal. Emergencies will need to be directed to the Human Resources department for approval.**

B. Unpaid Leaves

13.109 Definition of School Closure – A school closure shall be defined as a day(s) when school(s) is(are) closed due to inclement weather or other emergencies or hazardous conditions.

On school closure days, as determined or announced by the District Superintendent or his/her designee, employees are not expected to work; however custodial and maintenance staff are to check with their supervisor, and may have to report. Classified employees will not suffer a loss of wages when there is a school closure. In the event that the district is required to extend the school year in order to makeup lost time, classified staff will be expected to work without additional compensation.

- A. In the event that there is a snow day on a classified scheduled workday – the district will set aside a makeup day within the calendar. For each full snow day, staff will be expected to work half of that time. (Example – 1 snow day; staff work 4 hours on the set aside day; 2 snow days; staff work 8 hours on the set aside day).
- B. When school is closed for inclement weather/snow days any confidential, custodial, and maintenance staff who did show up for work will be given trade time for the hours they worked on those days; as other confidential, custodial, and maintenance employees may not have worked due to driving conditions, but still got paid. The building principals/supervisors will need to make sure that the confidential, custodial, and maintenance employees who accrue this type of trade time use it within 1 month of the date of accrual. If custodial staff is called in on a Saturday or Sunday due to weather related conditions, staff will be paid overtime (with prior approval of the superintendent).
- C. Beginning with the 2016/17 school year, inclement weather will no longer be counted as instructional time. ~~All inclement weather student days must be made up. The district will earmark four (4) student make up days in the district calendar to be used if needed.~~ **Student contact inclement weather days will be made up on a 2-for-1 basis with students and staff making up every other one beginning with the first inclement weather day (1st, 3rd, 5th, etc.). The District will earmark tentative make-up days in the district calendar to be used if needed.**

2016-2018 Salary Schedule – 4% added to schedule. Steps awarded.

	ASST COOK	HEAD COOK	ASST CUST	HEAD CUST/ BEHAVIOR TECH	FAC COORD	ED-ASST	LIB TECH/ ALT ED ASST	DEPT SEC	SCH SEC
1	\$10.19	\$10.84	\$14.41	\$15.72	\$15.06	\$10.23	\$10.89	\$11.82	\$12.90
2	\$10.40	\$11.06	\$14.64	\$15.95	\$15.29	\$10.44	\$11.12	\$12.04	\$13.17
3	\$10.61	\$11.27	\$14.86	\$16.19	\$15.51	\$10.65	\$11.33	\$12.29	\$13.44
4	\$10.82	\$11.50	\$15.08	\$16.43	\$15.75	\$10.87	\$11.56	\$12.52	\$13.71
5	\$11.03	\$11.72	\$15.32	\$16.67	\$15.98	\$11.09	\$11.79	\$12.79	\$13.97
6	\$11.25	\$11.97	\$15.54	\$16.93	\$16.21	\$11.30	\$12.02	\$13.05	\$14.25
7	\$11.48	\$12.21	\$15.78	\$17.18	\$16.46	\$11.53	\$12.27	\$13.29	\$14.55
8	\$11.71	\$12.44	\$16.01	\$17.45	\$16.72	\$11.76	\$12.50	\$13.56	\$14.83
9	\$11.94	\$12.70	\$16.24	\$17.70	\$16.96	\$11.99	\$12.76	\$13.84	\$15.12
10	\$12.18	\$12.96	\$16.50	\$17.97	\$17.22	\$12.23	\$13.03	\$14.13	\$15.43
11	\$12.42	\$13.20	\$16.74	\$18.24	\$17.48	\$12.48	\$13.27	\$14.39	\$15.75
12	\$12.67	\$13.48	\$16.99	\$18.51	\$17.73	\$12.72	\$13.54	\$14.68	\$16.07
13	\$12.92	\$13.75	\$17.25	\$18.79	\$18.00	\$12.98	\$13.82	\$14.99	\$16.37
14	\$13.18	\$14.01	\$17.50	\$19.06	\$18.27	\$13.24	\$14.09	\$15.29	\$16.71
15	\$13.45	\$14.29	\$17.76	\$19.36	\$18.54	\$13.51	\$14.37	\$15.58	\$17.04

2017-2018 Salary Schedule - 3% COLA, Steps awarded.

	ASST COOK	HEAD COOK	ASST CUST	HEAD CUST/ BEHAVIOR TECH	FAC COORD	ED ASST	LIB TECH/ ALT ED ASST	SECRETARY
1	\$10.50	\$11.16	\$14.85	\$16.20	\$15.51	\$10.54	\$11.22	\$13.28
2	\$10.71	\$11.39	\$15.08	\$16.43	\$15.75	\$10.75	\$11.45	\$13.56
3	\$10.93	\$11.61	\$15.31	\$16.68	\$15.97	\$10.97	\$11.67	\$13.84
4	\$11.14	\$11.85	\$15.53	\$16.92	\$16.22	\$11.19	\$11.91	\$14.12
5	\$11.37	\$12.07	\$15.78	\$17.17	\$16.46	\$11.42	\$12.15	\$14.39
6	\$11.59	\$12.33	\$16.00	\$17.44	\$16.70	\$11.64	\$12.38	\$14.68
7	\$11.83	\$12.58	\$16.25	\$17.70	\$16.96	\$11.88	\$12.64	\$14.99
8	\$12.06	\$12.81	\$16.49	\$17.97	\$17.22	\$12.12	\$12.88	\$15.28
9	\$12.30	\$13.08	\$16.73	\$18.23	\$17.47	\$12.35	\$13.14	\$15.58
10	\$12.54	\$13.35	\$17.00	\$18.51	\$17.74	\$12.60	\$13.42	\$15.90
11	\$12.79	\$13.59	\$17.25	\$18.79	\$18.01	\$12.85	\$13.67	\$16.22
12	\$13.05	\$13.88	\$17.50	\$19.07	\$18.26	\$13.10	\$13.95	\$16.55
13	\$13.30	\$14.16	\$17.77	\$19.36	\$18.54	\$13.37	\$14.24	\$16.86
14	\$13.57	\$14.43	\$18.03	\$19.64	\$18.82	\$13.64	\$14.51	\$17.21
15	\$13.85	\$14.72	\$18.30	\$19.95	\$19.10	\$13.91	\$14.80	\$17.55

2014-15 Salary Schedule – 3% added to schedule. Steps awarded
2015-16 salary Schedule - 5% added to schedule. Steps awarded
2016-17 salary Schedule 2% added for COLA and 2% added for 16 additional hours. Steps awarded
2017-18 salary Schedule ~~will be negotiated under the re-opener agreement~~ **3% added with 8 additional hours added; 3% added to longevity steps; Department Secretary column removed; steps awarded.**

Hours Worked by Classification

These are the number of days/hours each classified employee is paid for each school year.

These hours are for hours worked plus holidays.

School (Head) Secretary – 225 days = 1,800 hours

Department Secretary – ~~180 days = 1,440 hours + 16 hours = 1,456 hrs.~~ **183 days = 1,464 hrs.**

High School Registrar Secretary – 187 days = 1,496 hrs.

Library Tech (hired after July 1, 2015) – ~~179 days = 1,432 hours + 16 hours = 1,448 hrs.~~ **182 days = 1,456 hrs.**

Library Tech (grandfathered) – ~~190 days = 1,520 hours + 16 hours = 1,536 hrs.~~ **193 days = 1,544 hrs.**

Ed/Alt Ed Assts. & Behavior Tech – ~~163 days = 1,304 hours + 16 hours = 1,320 hrs.~~ **166 days = 1,328 hrs.**

Head Custodians, Asst. Custodians and Facilities Coordinators – 257 days = 2,056 hrs.

Head Cooks – ~~163 days = 1,304 hours + 16 hours = 1,320 hrs.~~ **166 days = 1,328 hrs.**

Asst. Cooks – ~~159 days = 1,272 hours + 16 hours = 1,288 hrs.~~ **162 days = 1,296 hrs.**

Hours are an estimate as hours vary by building according to meals served calculation.

Longevity

Longevity will be based on years of service in Morrow County School District and will be paid on the ~~first~~ **second** pay period of the school year.

Starting at the beginning of the 16th year through the 20th year will be ~~\$437~~ **\$450**

Starting at the beginning of the 21st year through the 25th year will be ~~\$601~~ **\$619**

Starting at the beginning of the 26th year through the 30th year will be ~~\$764~~ **\$787**

Starting at the 31st year longevity pay will be ~~\$929~~ **\$957** for each year thereafter

ASB/Athletic Accounting

Secretarial staff who maintain the ASB/Athletic accounting for their school will receive additional compensation.

Elementary Level: + \$2.00 per hour

High School Level: + ~~\$2.50~~ **\$3.00** per hour

Special Education Level of Dependent Care

Tier 1 = \$50.00/month or *\$0.39 per hour

Tier 2 = \$75.00/month or *\$0.59 per hour

Tier 3 = \$100.00/month or *\$0.78 per hour

*Classified employees, upon prior approval from building administration and the assistant superintendent/special programs director can claim an hourly stipend for working with specifically identified students during the course of their regular workday.

*Spanish Speakers

Tier 1 = \$50.00/month

*Classified staff, who predominately work with students during the course of the regular school day, are eligible for compensation upon successfully passing a district approved Spanish Fluency Competence Test. The test will include reading, writing and speaking components. The district has the prerogative to limit the number of eligible participants per school.

Alt Ed Assistants

Alt Ed Assistants whom are given supervisory responsibilities of their own classroom by the building principal shall receive an additional \$1.00 per hour.