

# Morrow County School District



and

# Oregon School Employees Assn Chapter 59

**7-1-~~2014~~ 2018 to 6-30-~~2018~~ 2021**

*Morrow County School District does not discriminate on the basis of perceived or actual race, religion, color, national or ethnic origin, mental or physical disability, marital status, sex, sexual orientation, pregnancy, familial status, economic status, veterans' status or genetic information in providing employment, education, or access to benefits of education services, activities and programs in accordance with Title VI, Title VII, Title IX and other civil rights or discrimination issues; Section 504 of the Rehabilitation Act of 1973, as amended; the Americans with Disabilities Act; and the Americans with Disabilities Act Amendments Act of 2008.*

This contractual agreement is made and entered into this 9<sup>th</sup> **11th** day of June, ~~2014~~ **2018** 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)~~ **three (3)** years, from July 1, ~~2014~~ **2018** through June 30, ~~2018~~ **2021**.

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 – ~~6/26/2017~~ **6/11/2018**

OSEA Contract Reopener Language  
2018/19 Contract Changes  
Morrow County School District

Articles with language changes are shown in their entirety with changes noted in red.

3 year Contract

Insurance:

- Year 1 - \$1375 cap
- Year 2 & 3 – to match the teacher cap

Salary Schedule:

- Year 1 – remove row 1 – everything shifts up + 3.25%
- Year 2 - +3.25%
- Year 3 - +3.25%

Longevity:

- Year 1 – Adjust first payment to be awarded at the beginning of the 15<sup>th</sup> year +3.25%
- Year 2 - +3.25%
- Year 3 - +3.25%

**ARTICLE 5: FILLING VACANCIES**

~~5.1 A classified job opening list shall be posted in all buildings where regular classified employees are normally working. The posting shall be at least 7 days prior to the closing of the open position, except in an emergency situation. All staff shall be personally notified of job vacancies via electronic posting from the district office.~~

~~Classified staff wishing to be notified of vacancies during the summer months or other breaks, shall be required to check the district website for postings~~

Vacancies are classified as three levels.

1. Level I - In-district building level vacancy. Level I vacancies are only posted in the building which they occur for a minimum of 3 days.
2. Level II - In-district vacancy. Level II vacancies are posted in-district only for a minimum of 5 days.
3. Level III - MCSD vacancy. Level III vacancies are posted both in and out of district.
  - a) All vacancies shall be posted as they occur and will be posted in a place accessible to bargaining unit members and sent via electronic notification from the district office. It is the discretion of the administration to post vacancies at any of the three levels.
  - b) The district shall continue to receive applications/letters of interest for vacancies for a minimum of seven (7) calendar days after it provided notice of said vacancies.

- 5.2 All position vacancies which the District intends to fill, which are not filled by internal transfer or reassignment from within the same classification, shall be posted. Selection for vacant positions shall be on the basis of skill, ability, work history, relevant experience, and a good attendance record\* as judged by the District. If two or more candidates are judged by the District to be equally qualified for a position, the candidate with the greatest District seniority will be selected.
- 5.3 If a classified employee is promoted to a position in a classification with a higher wage rate, the placement shall be accomplished by moving the employee to the step in the new salary range which provides a salary equal to or greater than the salary he/she was receiving prior to the change, plus one step on the new salary range.

\* Exception: Employees who have a qualifying condition or illness that would otherwise be covered under state and federal family leave laws, if they had the required number of hours worked for eligibility, will not be penalized for attendance issues when making this determination.

## **ARTICLE 12: INSURANCE**

12.1 For classified employees employed prior to 7/1/2001, the District shall provide each regular classified employee scheduled to work at least 636 regularly assigned annual hours with medical, dental and vision benefits. Regular classified employees scheduled to work less than 636 regularly assigned annual hours will receive one-half (1/2) the benefits provided to full-time regular classified employees.

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 not exceed \$1318.00 per eligible employee per month.~~

**Beginning in the 2018-19 school year, the District's obligation toward the insurance premium shall not exceed \$1375 per eligible employee per month.**

**Beginning in the 2019-20 & 2020-21 school years, the District's obligation toward the insurance premium shall match the teacher cap.**

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

- 12.3 For all classified employees hired on or after 7/1/2001, the District shall pay the health insurance premiums of each regular classified employee his/her family health insurance on a pro-rated basis, based upon the following schedule:

<u>Annual Hours</u>	<u>% of District Contribution</u>
1700 and up	100% = <del>\$1318.00</del> <b>\$1375.00</b>
1300 to 1699	85% = <del>\$1120.30</del> <b>\$1168.75</b>
1000 to 1299	70% = <del>\$922.60</del> <b>\$962.50</b>
700 to 999	55% = <del>\$724.90</del> <b>\$756.25</b>
< 700	No Benefits

**% of District Contribution for years 2019-20 & 2020-21 shall be based on the teacher cap.**

- 12.4 Employees otherwise eligible to receive health insurance benefits may elect to receive \$2/hour in addition to current pay, in lieu of health benefits, subject to the limitations of the insurance carrier.

Employees not eligible for health benefits (see 12.3 above), will receive \$1/hour in addition to current pay.

In the case where two (2) employees in the same family are each receiving health insurance coverage, the employee with the fewer annual work hours will be eligible for the \$2/hour option in lieu of health coverage.

- 12.5 Insurance benefits shall continue to be paid through the summer months at the same rate as paid during school months for all employees that are expected to return to school the following fall. Pre-payment of insurance premiums for summer months will be pro-rated throughout the school year.
- 12.6 If the employee accepts the right to continue in the District's insurance program while on unpaid leave, the employee must self-pay the premium in accordance with Federal COBRA regulations, and their state counterparts, except as otherwise indicated by OFLA/FMLA.
- 12.7 In the event that two employees employed by the District are in the immediate family so as to be in the relationship of primary insured and dependent under the medical hospital program, the District shall not be obligated to duplicate either contribution of benefits for the same family unit.
- 12.8 The present insurance carrier is Oregon Education Benefits Board (OEBB). Any change in insurance companies shall be mutually agreed upon by the Union and the District.
- 12.9 Early Retirement - Upon retirement, after fifteen (15) years of service in the District, and beginning at age 58 until age 62, the District agrees to pay for existing family medical insurance. If an employee chooses to retire after age 58, the benefit still terminates at age 62. The maximum coverage is for four (4) years.

In the event of an employee's death prior to the end of the four-year period, the District, if the spouse of the employee is, at the time of the employee's death, not covered by

Medicare, shall pay the monthly premiums incident to covering such spouse until the coverage would have expired (maximum coverage is up to four years) or until the spouse becomes covered by Medicare, whichever occurs first.

12.10 The District will provide additional options within the Health Plans

- A. The District will provide a Section 125 Plan (FSA – Flexible Spending Account)
- B. The District will provide a Health Savings Plan with the following stipulations:  
For staff members who elect Health Plan H – 100% of the difference between the cost of the insurance for Plan H, dental, vision and the ~~\$1318~~ **\$1375** cap will be put into a Health Savings Account (HSA).

### **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. 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.

13.2 Sick Leave - the District agrees to allow ten (10) days per year of sick leave to regular classified employees who are employed 10 months or less and one-day additional leave per month for those regular classified employees who are employed more than 10 months. Accumulation of sick leave shall be unlimited. Sick leave accumulated may be applied to the regular classified employee's retirement as provided in ORS 238.350.

In accordance with Oregon Sick Time Statute, the district agrees to allow five (5) days of the above referenced sick leave per year as paid sick time. This leave may be used in the case of mental or physical illness, injury or health condition, or need for preventative medical care for self or for care of family member for reasons listed above. Paid sick time may also be used for the death of family member, bereavement, or participation in a legal or civil proceeding related to domestic violence, harassment, sexual assault, or stalking. This paid sick time will be front-loaded to the employee at the beginning of each year. The employee is limited to using no more than forty (40) hours of sick time in a fiscal year.

- 13.3 Bereavement Leave - Up to four days' bereavement leave, per event, is granted upon the death of a member of the immediate family or death of a person who, because of close association, is perceived as a member of the immediate family.

Definition of "Family Member" means spouse ("spouse" means individuals in a marriage including "common law" marriage and same-sex marriage), custodial parent, noncustodial parent, adoptive parent, stepparent or foster parent, biological parent, child of the employee (biological, adopted, foster or step child, a legal ward or child of the employee standing in loco parentis) or a person with whom the employee is or was in a relationship of "in loco parentis", grandparent, grandchild, parents-in-law or the parents of the employee's registered domestic partner.

In the event of a death involving other than those mentioned above, only the superintendent may approve the request for leave.

13.4 Holiday Leave

- A. Paid holidays for all employees in the bargaining unit shall be: Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Christmas Day, New Year's Day and Presidents' Day.

Regular classified employees shall also receive the following non-paid holidays: the day after Thanksgiving, the day before Christmas, the day before New Year's Day and Martin Luther King Day.

- B. A regular classified employee shall be compensated for the holidays as though he/she has worked a regular schedule for the day. An employee required to work on paid holidays shall receive the overtime rate for all hours worked in addition to his/her regular holiday pay.
- C. Compensation for holiday benefits shall be provided for an employee who has worked a minimum of 40 hours during the month of the holiday.

13.5 Jury Duty and Subpoena Leave-- **Upon receipt of jury duty notification or subpoena, the employee shall submit a copy of the notification/subpoena to the building administrator and payroll department to make them aware of pending civic duty by the employee.**

Any regular classified employee of the District who is required to serve on jury duty or is subpoenaed, shall receive his/her regular salary during the time the employee is officially attending to these legal matters. If employee is not officially attending to legal matters related to jury duty or a subpoena (dismissed or released early), the employee must return to work immediately to complete their scheduled work assignment. Payments received for jury duty shall be forwarded to the District Office. Travel allowances shall be maintained by the employee. **Off-shift workers (custodians) who are called to jury duty: the time served on jury duty plus travel time will be deducted from the employees regular scheduled work day leaving a balance to be worked as that day's scheduled work shift (e.g. based on a 9 hour work day - 3 hours jury duty plus 2 hours travel time leaves 4 hours to be worked).**

This provision shall not apply in those instances where the employee is the plaintiff or complainant, or a witness for the plaintiff or complainant wherein the District, its agent or members of the Board have been named as a defendant or respondent.

- 13.6 Sick Leave Bank - The sick leave bank was set up for the purpose of allowing current classified employees to donate sick leave to a specific, eligible co-worker in the District.

The District will allow current classified employees to make donations of up to 10 days of their accumulated sick leave to a specific, eligible co-worker in the District.

To be eligible to receive donated sick leave, a current **non-probationary** employee must be absent from work because of an injury or illness to the employee that prevents the employee from working.

An otherwise eligible employee may apply to receive sick leave donation if a member of the employee's immediate family defined under federal law as: spouse ("spouse" means individuals in a marriage including "common law" marriage and same-sex marriage), custodial parent, noncustodial parent, adoptive parent, stepparent or foster parent, biological parent, child of the employee (biological, adopted, foster or step child, a legal ward or child of the employee standing in loco parentis) or a person with whom the employee is or was in a relationship of "in loco parentis", grandparent, grandchild, parents-in-law or the parents of the employee's registered domestic partner, is suffering from a terminal illness. The District may request medical verification of this determination prior to approving the leave request.

The receiving employee must not be eligible for, or be receiving, any District paid leave, worker's compensation benefits, PERS or social security disability benefits or long term disability insurance benefits.

The receiving employee must be otherwise eligible to receive sick leave.

An employee may not receive more than 45 days donated sick leave in a 12-month period.

If a receiving employee does not use all donated sick leave, unused sick leave will be returned to the donor.

Specific decisions as to employee eligibility will be made by mutual agreement between the Union and the District. When an employee makes an initial request they must do so by sending an e-mail to the OSEA, Chapter 59 president and at the same time to the district office - human resources and payroll departments. Before a decision is made to grant the use of the sick leave bank to an employee, the Union and District will mutually agree.



The sick leave bank does not create any obligation on the part of the District or the Union to provide sick leave to any employee who has exhausted their accrued sick leave.

Both parties reserve the right to terminate Article 13.6 (Sick Leave Bank) within 30 days upon ten (10) days notice to the other party.

### Unpaid Leaves

13.7 Workers Compensation Leave – Leave for injury when such injury is job related shall be granted for a period not to exceed that which is allowed under the State Industrial Accident Insurance claim. The Board will continue the employee's negotiated insurance benefits for the period of time that the SAIF claim has been allowed, not to exceed a period of one year.

13.8 Other Leave – Nothing in this section will prevent the District Board from providing leave without pay to any employee for any cause it deems justifiable.

13.9 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. 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 (1<sup>st</sup>, 3<sup>rd</sup>, 5<sup>th</sup>, etc.). The District will earmark tentative make-up days in the district calendar to be used if needed.

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 3% added with 8 additional hours added; 3% added to longevity steps; Department Secretary column removed; steps awarded.~~

2018/19 Salary Schedule +3.25%

	ASST COOK	HEAD COOK	ASST CUST	HEAD CUST/ BEHAVIOR TECH	FAC COORD	ED ASST	LIB TECH / ALT ED ASST	SECRETARY
1	\$ 11.06	\$ 11.76	\$ 15.57	\$ 16.97	\$ 16.26	\$11.10	\$ 11.82	\$ 14.00
2	\$ 11.28	\$ 11.99	\$ 15.80	\$ 17.22	\$ 16.49	\$11.33	\$ 12.04	\$ 14.29
3	\$ 11.50	\$ 12.23	\$ 16.04	\$ 17.48	\$ 16.75	\$11.56	\$ 12.30	\$ 14.58
4	\$ 11.73	\$ 12.46	\$ 16.29	\$ 17.73	\$ 17.00	\$11.79	\$ 12.54	\$ 14.85
5	\$ 11.97	\$ 12.73	\$ 16.52	\$ 18.01	\$ 17.24	\$12.02	\$ 12.79	\$ 15.15
6	\$ 12.21	\$ 12.98	\$ 16.78	\$ 18.27	\$ 17.51	\$12.27	\$ 13.05	\$ 15.47
7	\$ 12.45	\$ 13.23	\$ 17.02	\$ 18.56	\$ 17.78	\$12.51	\$ 13.29	\$ 15.77
8	\$ 12.70	\$ 13.50	\$ 17.28	\$ 18.82	\$ 18.04	\$12.75	\$ 13.57	\$ 16.08
9	\$ 12.95	\$ 13.78	\$ 17.55	\$ 19.11	\$ 18.32	\$13.01	\$ 13.86	\$ 16.41
10	\$ 13.21	\$ 14.04	\$ 17.81	\$ 19.40	\$ 18.59	\$13.27	\$ 14.11	\$ 16.75
11	\$ 13.47	\$ 14.33	\$ 18.07	\$ 19.69	\$ 18.86	\$13.53	\$ 14.40	\$ 17.09
12	\$ 13.74	\$ 14.62	\$ 18.35	\$ 19.99	\$ 19.15	\$13.80	\$ 14.70	\$ 17.41
13	\$ 14.01	\$ 14.90	\$ 18.61	\$ 20.27	\$ 19.43	\$14.08	\$ 14.99	\$ 17.77
14	\$ 14.30	\$ 15.20	\$ 18.89	\$ 20.59	\$ 19.72	\$14.37	\$ 15.29	\$ 18.12

2019/20 Salary Schedule +3.25%

	ASST COOK	HEAD COOK	ASST CUST	HEAD CUST/ BEHAVIOR TECH	FAC COORD	ED ASST	LIB TECH / ALT ED ASST	SECRETARY
1	\$ 11.42	\$ 12.14	\$ 16.08	\$ 17.52	\$ 16.79	\$11.47	\$ 12.21	\$ 14.46
2	\$ 11.65	\$ 12.38	\$ 16.32	\$ 17.78	\$ 17.03	\$11.69	\$ 12.44	\$ 14.75
3	\$ 11.88	\$ 12.63	\$ 16.56	\$ 18.04	\$ 17.29	\$11.93	\$ 12.70	\$ 15.05
4	\$ 12.12	\$ 12.87	\$ 16.82	\$ 18.31	\$ 17.55	\$12.17	\$ 12.95	\$ 15.34
5	\$ 12.36	\$ 13.14	\$ 17.06	\$ 18.59	\$ 17.80	\$12.41	\$ 13.20	\$ 15.64
6	\$ 12.61	\$ 13.41	\$ 17.32	\$ 18.87	\$ 18.08	\$12.66	\$ 13.48	\$ 15.98
7	\$ 12.86	\$ 13.66	\$ 17.57	\$ 19.16	\$ 18.36	\$12.92	\$ 13.73	\$ 16.28
8	\$ 13.11	\$ 13.94	\$ 17.84	\$ 19.44	\$ 18.63	\$13.17	\$ 14.01	\$ 16.60
9	\$ 13.37	\$ 14.23	\$ 18.12	\$ 19.73	\$ 18.91	\$13.43	\$ 14.31	\$ 16.95
10	\$ 13.63	\$ 14.49	\$ 18.39	\$ 20.03	\$ 19.20	\$13.70	\$ 14.57	\$ 17.29
11	\$ 13.91	\$ 14.80	\$ 18.66	\$ 20.33	\$ 19.47	\$13.97	\$ 14.87	\$ 17.64
12	\$ 14.18	\$ 15.10	\$ 18.95	\$ 20.64	\$ 19.77	\$14.25	\$ 15.18	\$ 17.97
13	\$ 14.47	\$ 15.38	\$ 19.22	\$ 20.93	\$ 20.06	\$14.54	\$ 15.47	\$ 18.35
14	\$ 14.77	\$ 15.69	\$ 19.50	\$ 21.26	\$ 20.36	\$14.83	\$ 15.78	\$ 18.71

2020/21 Salary Schedule +3.25%

	ASST COOK	HEAD COOK	ASST CUST	HEAD CUST/ BEHAVIOR TECH	FAC COORD	ED ASST	LIB TECH / ALT ED ASST	SECRETARY
1	\$ 11.79	\$ 12.53	\$ 16.60	\$ 18.09	\$ 17.33	\$11.84	\$ 12.60	\$ 14.93
2	\$ 12.03	\$ 12.78	\$ 16.85	\$ 18.36	\$ 17.58	\$12.07	\$ 12.84	\$ 15.23
3	\$ 12.26	\$ 13.04	\$ 17.10	\$ 18.63	\$ 17.85	\$12.32	\$ 13.11	\$ 15.54
4	\$ 12.51	\$ 13.29	\$ 17.37	\$ 18.90	\$ 18.12	\$12.57	\$ 13.37	\$ 15.83
5	\$ 12.76	\$ 13.57	\$ 17.62	\$ 19.20	\$ 18.38	\$12.82	\$ 13.63	\$ 16.15
6	\$ 13.02	\$ 13.84	\$ 17.89	\$ 19.48	\$ 18.66	\$13.08	\$ 13.91	\$ 16.50
7	\$ 13.28	\$ 14.10	\$ 18.15	\$ 19.78	\$ 18.96	\$13.34	\$ 14.17	\$ 16.81
8	\$ 13.54	\$ 14.40	\$ 18.42	\$ 20.07	\$ 19.23	\$13.59	\$ 14.47	\$ 17.14
9	\$ 13.81	\$ 14.69	\$ 18.71	\$ 20.37	\$ 19.53	\$13.87	\$ 14.77	\$ 17.50
10	\$ 14.08	\$ 14.96	\$ 18.98	\$ 20.68	\$ 19.82	\$14.15	\$ 15.04	\$ 17.85
11	\$ 14.36	\$ 15.28	\$ 19.27	\$ 20.99	\$ 20.10	\$14.42	\$ 15.35	\$ 18.22
12	\$ 14.64	\$ 15.59	\$ 19.56	\$ 21.31	\$ 20.41	\$14.71	\$ 15.67	\$ 18.56
13	\$ 14.94	\$ 15.88	\$ 19.84	\$ 21.61	\$ 20.72	\$15.01	\$ 15.98	\$ 18.95
14	\$ 15.25	\$ 16.20	\$ 20.14	\$ 21.95	\$ 21.02	\$15.32	\$ 16.29	\$ 19.31

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 – **(150 students days, 67 work/PD days, 8 paid holidays)**

Department Secretary – 183 days = 1,464 hrs. - **(150 students days, 25 work/PD days, 8 paid holidays)**

High School Registrar Secretary – 187 days = 1,496 hrs. - **(150 students days, 29 work/PD days, 8 paid holidays)**

Library Tech (hired after July 1, 2015) – 182 days = 1,456 hrs. **(150 student days, 24 work PD/days, 8 paid holidays)**

Library Tech (grandfathered) – 193 days = 1,544 hrs. - **(150 student days, 35 work/PD days, 8 paid holidays)**

Ed/Alt Ed Assts. & Behavior Tech – 166 days = 1,328 hrs. – **(150 student days, 8 work/PD days, 8 paid holiday)**

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

Head Cooks – 166 days = 1,328 hrs. - **(150 student days, 8 work/PD days, 8 paid holiday)**

Asst. Cooks – 162 days = 1,296 hrs. - **(150 student days, 4 work/PD days, 8 paid holiday)**

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 second pay period of the school year.

**Year 1 - +3.25%**

**Year 2 - +3.25%**

**Year 3 - +3.25%**

Starting at the beginning of the 16<sup>th</sup>- 15<sup>th</sup> year through the 20<sup>th</sup> year will be ~~\$450~~ **\$465**

Starting at the beginning of the 21<sup>st</sup> year through the 25<sup>th</sup> year will be ~~\$619~~ **\$639**

Starting at the beginning of the 26<sup>th</sup> year through the 30<sup>th</sup> year will be ~~\$787~~ **\$813**

Starting at the 31<sup>st</sup> year longevity pay will be ~~\$957~~ **\$988** for each year thereafter