

MORROW COUNTY SCHOOL DISTRICT

HR Assistant/Executive Secretary Agreement JULY 1, 2017 to JUNE 30, 2020

1. TERMS OF EMPLOYMENT

Contract

Length: 250 Days

Additional time may be required to complete assigned duties and employee will complete these duties without additional compensation.

Salaries: See attached Appendix A. Annual salary steps and benefits will remain the same and all future increase will be identical to the administrator negotiated increase for future fiscal years.

2. FRINGE BENEFITS

A. Insurance

The district will pay the negotiated cap (see below) for medical, dental, vision insurance.

The cap for administrators will be tied to the negotiated cap for teachers in all future years, currently the cap is ~~\$1375~~ **\$1525** for administrators, teachers and classified.

Subject to the rules and regulations of the insurance carrier, OEBC, and the IRS, active employees who maintain and provide proof of another medical benefit plan may opt-out of District sponsored health insurance coverage. Employees who opt-out of health insurance coverage and who are otherwise eligible for a District contribution towards insurance premiums, may receive ~~40%~~ **50%** of the employee's maximum District insurance contribution toward a District Sponsored Health Reimbursement Arrangement (HRA) VEBA, as long as such contribution would not create disadvantageous tax consequences for the District of the employee.

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 ~~\$1375~~ **\$1525** cap will be put into a Health Savings Account (HSA).

Eligible employees who do not maintain and provide proof annually of another employer-sponsored group medical plan will not be permitted to opt-out of District sponsored group insurance coverage.

B. The district will provide long-term disability (LTD) coverage and Life Insurance (\$10,000) in accordance for the term of this contract.

- C. The district will pay the full cost of one state professional education organization and one national professional education organization.
- D. The district will pay the cost of PERS pickup under ORS 237.071.
- E. The district will pay for up to nine (9) quarter hours of college/university credit each year.
- F. The district will grant eighteen (18) days of accumulative paid vacation per year; however, at the end of each fiscal year, the employee will only be eligible to receive payment for ~~8~~ 5 unused vacations days, can carry over 5 unused days with all other unused days lost.
- G. The district will grant twelve (12) days of sick leave per year with unlimited accumulation of sick leave. Unused accumulation of sick leave is applicable toward retirement, as provided in ORS 237.153.
- H. Paid Oregon Sick Time: In accordance with the Oregon Sick Time statute, the district agrees to pay up to forty (40) hours per year of paid sick time. This leave may be used in the case of mental or physical illness, injury or health condition, need for medical diagnosis, treatment of a 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 a 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.
- I. Employees shall receive eleven (11) paid holidays. These holidays are: July 4th; Labor Day; Veteran's Day; Thanksgiving Day, Thanksgiving Friday; Christmas Eve; Christmas Day, New Years Eve; New Years Day, Presidents Day, and Memorial Day.
- J. 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.

- K. When the employee has completed fifteen (15) years of continuous service with the District immediately preceding retirement, the employee shall be eligible to receive a comparable medical/dental/vision and life insurance coverage, or a VEBA contribution for 7 years or until age 65, whichever comes first. Specifically, at the time of retirement, the district shall pay the premiums (capped at the amount the district is paying for insurance at the time of retirement) for the retired employee and the employee's spouse for coverage under the present district medical/dental/vision and life insurance or an equal amount contributed to the VEBA, for 7 years or until the employee reaches sixty-five (65) years of age, whichever comes first.

The district shall pay the insurance premium/VEBA directly to the insurance company each month.

In the event of the employee's death prior to the 7 years of coverage or age sixty-five (65), the district shall pay monthly premiums (capped at the amount the district is paying for insurance at the time of retirement) covering the spouse under the district's medical/dental/vision and life insurance, if the employee qualified for insurance coverage at the time of retirement, or to the established VEBA account. Payments shall continue until such time as the 7 years' coverage has elapsed, or employee would have become sixty-five (65) years of age, whichever comes first.

L. Inclement Weather:

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).

M. The district shall pay \$337.50 per month to go towards one of the following: insurance or an annuity.

3. LENGTH OF CONTRACT

This agreement will be for three years in length, beginning July 1, 2017 and ending June 30, 2020. This contract was affirmed by the Morrow County School Board on ~~June 11, 2018~~ **June 10, 2019**.

For the Board

Becky Kindle, Board Chair

Date _____

Employee

Cheryl Costello, HR Asst/Executive Secretary

Date _____

Superintendent

Dirk Dirksen

Date _____

Appendix A

**Human Resources/Executive Secretary – 2018/19 3%
COLA**

Step	Salary
1	— 45,658
2	— 46,571
3	— 47,503
4	— 48,453
5	— 49,422
6	— 50,410
7	— 51,419
8	— 52,447
9	— 53,495
10	— 54,565
11	— 55,657
12	— 56,770
13	— 57,905
14	— 59,064
15	— 60,244

Human Resources/Executive Secretary – 2019/20 3% COLA

Step	Salary
1	47,028
2	47,968
3	48,928
4	49,907
5	50,904
6	51,923
7	52,961
8	54,020
9	55,100
10	56,202
11	57,326
12	58,473
13	59,642
14	60,836
15	62,052