

**PROPOSED CHANGES TO THE OSEA CONTRACT
FOR THE 2020/2021 SCHOOL YEAR**

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 ~~2018-19~~ **2020/21** school year, the District's obligation toward the insurance premium shall not exceed ~~\$1375~~ **\$1575** 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% = \$1375.00 \$1575.00 |
| 1300 to 1699 | 85% = \$1168.75 \$1338.75 |
| 1000 to 1299 | 70% = \$962.50 \$1102.50 |
| 700 to 999 | 55% = \$756.25 \$866.25 |
| < 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.

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 |

2020/21 Salary Schedule +3.25%
+4% for 4 additional days

| | ASST COOK | HEAD COOK | ASST CUST | HEAD CUST | FAC COORD | ED ASST | LIB TECH / ALT ED ASST | SECRETARY | BEHAVIOR TECH |
|----|--------------|--------------|--------------|--------------|--------------|------------|------------------------------|-----------|------------------|
| 1 | \$ 12.26 | \$ 13.03 | \$ 16.60 | \$ 18.09 | \$ 17.33 | \$12.31 | \$ 13.10 | \$ 15.53 | \$ 18.81 |
| 2 | \$ 12.51 | \$ 13.29 | \$ 16.85 | \$ 18.36 | \$ 17.58 | \$12.55 | \$ 13.35 | \$ 15.84 | \$19.09 |
| 3 | \$ 12.75 | \$ 13.56 | \$ 17.10 | \$ 18.63 | \$ 17.85 | \$12.81 | \$ 13.63 | \$ 16.16 | \$19.38 |
| 4 | \$ 13.01 | \$ 13.82 | \$ 17.37 | \$ 18.90 | \$ 18.12 | \$13.07 | \$ 13.90 | \$ 16.46 | \$19.66 |
| 5 | \$ 13.27 | \$ 14.11 | \$ 17.62 | \$ 19.20 | \$ 18.38 | \$13.33 | \$ 14.18 | \$ 16.80 | \$19.97 |
| 6 | \$ 13.54 | \$ 14.39 | \$ 17.89 | \$ 19.48 | \$ 18.66 | \$13.60 | \$ 14.47 | \$ 17.16 | \$20.26 |
| 7 | \$ 13.81 | \$ 14.66 | \$ 18.15 | \$ 19.78 | \$ 18.96 | \$13.87 | \$ 14.74 | \$ 17.48 | \$20.57 |
| 8 | \$ 14.08 | \$ 14.98 | \$ 18.42 | \$ 20.07 | \$ 19.23 | \$14.13 | \$ 15.05 | \$ 17.83 | \$20.87 |
| 9 | \$ 14.36 | \$ 15.28 | \$ 18.71 | \$ 20.37 | \$ 19.53 | \$14.42 | \$ 15.36 | \$ 18.20 | \$21.18 |
| 10 | \$ 14.64 | \$ 15.56 | \$ 18.98 | \$ 20.68 | \$ 19.82 | \$14.72 | \$ 15.64 | \$ 18.56 | \$21.51 |
| 11 | \$ 14.93 | \$ 15.89 | \$ 19.27 | \$ 20.99 | \$ 20.10 | \$15.00 | \$ 15.96 | \$ 18.95 | \$21.83 |
| 12 | \$ 15.23 | \$ 16.21 | \$ 19.56 | \$ 21.31 | \$ 20.41 | \$15.03 | \$ 16.30 | \$ 19.30 | \$22.16 |
| 13 | \$ 15.54 | \$ 16.52 | \$ 19.84 | \$ 21.61 | \$ 20.72 | \$15.61 | \$ 16.62 | \$ 19.71 | \$22.47 |
| 14 | \$ 15.86 | \$ 16.85 | \$ 20.14 | \$ 21.95 | \$ 21.02 | \$15.93 | \$ 16.94 | \$ 20.08 | \$22.83 |

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, 68 work/PD days, 7 paid holidays)

Department Secretary – 183 days = 1,464 hrs. – (150 students days, 26 work/PD days, 7 paid holidays)

High School Registrar Secretary – 187 days = 1,496 hrs. – (150 students days, 30 work/PD days, 7 paid holidays)

Library Tech (hired after July 1, 2015) – 182 days = 1,456 hrs. – (150 student days, 25 work PD/days, 7 paid holidays)

Library Tech (grandfathered) – 193 days = 1,544 hrs. – (150 student days, 36 work/PD days, 7 paid holidays)

Ed/Alt Ed Assts. & Behavior Tech – 166 days = 1,328 hrs. – (150 student days, 9 work/PD days, 7 paid holiday)

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

Head Cooks – 166 days = 1,328 hrs. – (150 student days, 9 work/PD days, 7 paid holiday)

Asst. Cooks – 162 days = 1,296 hrs. – (150 student days, 5 work/PD days, 7 paid holiday) Hours are an estimate as hours vary by building according to meals served calculation.

Beginning with the 2020/2021 school year, hours worked by classification shall be as follows:

School (Head) Secretary – 229 days = 1,832 hours - (150 student days, 72 work/PD days, 7 paid holidays)

Department Secretary – 187 days = 1,496 hrs. - (150 student days, 30 work/PD days, 7 paid holidays)

High School Registrar Secretary – 191 days = 1,528 hrs. - (150 student days, 34 work/PD days, 7 paid holidays)

Library Tech (hired after July 1, 2015) – 186 days = 1,488 hrs. - (150 student days, 29 work PD/days, 7 paid holidays)

Library Tech (grandfathered) – 197 days = 1,576 hrs. - (150 student days, 40 work/PD days, 7 paid holidays)

Ed/Alt Ed Assts. & Behavior Tech – 170 days = 1,360 hrs. – (150 student days, 13 work/PD days, 7 paid holiday)

Head Cooks – 170 days = 1,360 hrs. - (150 student days, 13 work/PD days, 7 paid holiday)

Asst. Cooks – 166 days = 1,328 hrs. - (150 student days, 9 work/PD days, 7 paid holiday) Hours are an estimate as hours vary by building according to meals served calculation.

Bus Driver/Asst. Custodians – 200 days = 984 hours

Head Custodians, Asst. Custodians and Facilities Coordinators – 256 days/8 hrs per day = *2,048 hours

Asst. Custodians – 256 days/6 hrs per day = 1536 hours + 24 additional hours = 1560

**** - Up to 32 hours of guaranteed over time paid at time and a half for those working 40 hours per week**