

## **EMPLOYEE CONTRACT**

The following shall be the contract agreement between The Pendleton School District Board or Directors and Jill Gregg, ASPIRE Coordinator. (The Employee)

### **ARTICLE I – WORK PERIOD and DUTIES**

The Employee shall be employed on a 12 (twelve) month contract which begins July 1, 2017 and expires June 30, 2018.

The Calendar shall have eight designated holidays (New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, and Christmas Day).

The work week will normally be 23.25 hours. It should not exceed 40 hours in any one week.

### **ARTICLE II – SALARY**

Salary for the position will be \$25,000 which will be divided into 12 (twelve) equal payments.

### **ARTICLE III – FRINGE BENEFITS**

Medical Benefits:

The District shall pay the premium for the employee's fringe benefits "unit cost" for insurance premiums as follows:

The District's contribution for the insurance premiums for medical, dental, vision, and orthodontia coverage will be:

For June 1, 2017 - August 31, 2017: \$1,469.00 per month

For September 1, 2017 - June 30, 2018: \$1,557.00 per month

The Employee is responsible for the cost of the premium that exceeds the District's contribution.

Subject to the rules and regulations of the insurance carrier, the Oregon Educator Benefits Board (OEBB) and the Internal Revenue Service (state and federal), eligible employees who choose health insurance plans with a total monthly premium cost that is less than the District's contribution, will receive the difference between the actual premium cost and the employee's maximum District contribution as a contribution toward a Health Reimbursement Arrangement (HRA) for which the employee is qualified and eligible unless such contribution would create disadvantageous tax consequences for the District or the employee.

Subject to the rules and regulations of the insurance carrier, OEBB, and the IRS, eligible 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 toward insurance premiums, shall receive 35% of the employee's maximum District insurance contribution as a contribution toward a District sponsored Health Reimbursement Arrangement (HRA) as long as such a contribution would not create disadvantageous tax consequences for the District or the employee.

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 the District sponsored group insurance coverage.

Subject to the rules and regulations of the insurance carrier, the Oregon Educator Benefits Board (OEBB) and the Internal Revenue Service (state and federal), eligible employees who choose the HSA Plan with a total monthly premium cost that is less than the District's contribution will receive the difference between the actual premium cost and the employee's maximum District contribution (not to exceed the maximum amount allowed by the IRS) as a contribution toward a Health Savings Account (HSA) the employee is qualified and eligible unless such contribution would create disadvantageous tax consequences for the District or the employee.

Life Insurance:

The District will pay the premium cost for Term Life for \$20,000 for the employee only.

Short and Long Term Disability:

The Employee will pay the premium cost for Short Term and/or Long Term Disability Insurance. The carrier will be the same as selected by the Classified Group. Participation in this program is optional.

**ARTICLE IV – PUBLIC EMPLOYEES RETIREMENT SYSTEM (PERS)**

The Employee shall pay six percent (6%) of his/her gross salary to the Public Employees Retirement System.

**ARTICLE V – PAID LEAVES**

Sick Leave - A total of thirty-two and five tenths (32.5) hours shall be front-loaded (at least 1 hour per 30 work hours) and be administered in accordance with ORS 653.601(5)(b) and OAR 839-007-0007(1)(b).

Family Illness or Injury - The Employee shall be allowed to use their sick leave for the illness or injury to a member of his/her family.

No additional leave is awarded or implied.

**ARTICLE VI – DISCHARGE**

Throughout the term of this contract, the Employee shall be subject to discharge for any cause considered in good faith sufficient by the board. In such circumstance, the Employee shall have the right to service of written charges, notice of hearing, and a hearing before the Board. If the Employee chooses to be accompanied by legal counsel at the hearing, expenses and fees incurred therefore will be paid by the Employee.

Agreed to and signed by:

\_\_\_\_\_  
Board Chairman

\_\_\_\_\_  
Date

\_\_\_\_\_  
Jill Gregg, Employee

\_\_\_\_\_  
Date