

# Morrow County School District



and

# Oregon School Employees Assn Chapter 59

**7-1-2013 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.*

**2013-14 Salary Schedule**

**2014-15 Salary Schedule - 3% 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	\$9.33	\$9.92	\$13.20	\$14.40	\$13.79	\$9.37	\$9.97	\$10.83	\$11.81
2	\$9.52	\$10.12	\$13.41	\$14.61	\$14.00	\$9.56	\$10.18	\$11.03	\$12.06
3	\$9.71	\$10.32	\$13.61	\$14.83	\$14.20	\$9.75	\$10.37	\$11.26	\$12.30
4	\$9.90	\$10.53	\$13.81	\$15.05	\$14.42	\$9.95	\$10.59	\$11.47	\$12.55
5	\$10.10	\$10.73	\$14.03	\$15.27	\$14.64	\$10.15	\$10.80	\$11.71	\$12.79
6	\$10.30	\$10.96	\$14.23	\$15.50	\$14.85	\$10.35	\$11.01	\$11.95	\$13.05
7	\$10.51	\$11.18	\$14.45	\$15.73	\$15.08	\$10.56	\$11.24	\$12.17	\$13.32
8	\$10.72	\$11.39	\$14.66	\$15.98	\$15.31	\$10.77	\$11.45	\$12.42	\$13.58
9	\$10.93	\$11.63	\$14.88	\$16.21	\$15.53	\$10.98	\$11.69	\$12.68	\$13.85
10	\$11.15	\$11.87	\$15.11	\$16.46	\$15.77	\$11.20	\$11.93	\$12.94	\$14.13
11	\$11.37	\$12.09	\$15.33	\$16.70	\$16.01	\$11.43	\$12.15	\$13.18	\$14.42
12	\$11.60	\$12.34	\$15.56	\$16.95	\$16.24	\$11.65	\$12.40	\$13.45	\$14.71
13	\$11.83	\$12.59	\$15.80	\$17.21	\$16.49	\$11.89	\$12.66	\$13.72	\$14.99
14	\$12.07	\$12.83	\$16.03	\$17.46	\$16.73	\$12.12	\$12.90	\$14.00	\$15.30
15	\$12.31	\$13.09	\$16.27	\$17.73	\$16.98	\$12.37	\$13.16	\$14.27	\$15.60

**2014-15 salary schedule will be negotiated under the re-opener agreement**

**2014-15 Salary Schedule – 3% added to schedule. Steps awarded**

**2015-16 salary schedule will be negotiated under the re-opener agreement**

**2016-17 salary schedule will be negotiated under the re-opener agreement**

**2017-18 salary schedule will be negotiated under the re-opener agreement**

**Special Education Level of Dependent Care**

**Tier 1 = \$50.00/month**

**Tier 2 = \$75.00/month**

**Tier 3 = \$100.00/month**

**\*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.**

## 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 be negotiated. **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 be negotiated.

Beginning in the 2016-17 school year, the District's obligation toward the insurance premium shall be negotiated.

Beginning in the 2017-18 school year, the District's obligation toward the insurance premium shall be negotiated.

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% = <b><u>\$1200.00</u></b>
1300 to 1699	80% = <b><u>\$960.00</u></b>
1000 to 1299	65% = <b><u>\$780.00</u></b>
700 to 999	50% = <b><u>\$600.00</u></b>
< 700	No Benefits

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 – 80% of the difference between the cost of the insurance for Plan H, dental, vision and the \$1200 cap will be put into a Health Savings Account (HSA). For staff who elect Health Plan H and are still under the Section 125 Plan, the district will set aside in an account for anyone wanting to convert from the Section 125 Plan to the HSA, at the end of the Section 125 year – March 1<sup>st</sup>.

## 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 make up lost time, classified staff will be expected to work without additional compensation.

- A. In the event that there is a snow day on a school day or 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).**