

ARTICLE 18 – INSURANCE

A. Dollar Cap.

1. Effective October 1, 2023, the District will increase the district benefit contribution by six percent (6%) from one thousand four hundred and six dollars (\$1406) per month to one thousand four hundred and ninety-two dollars (\$1492) per month for each full-time unit member towards family medical, dental, vision care and life insurance.
2. Insurance Pool. The amount of the District contribution will be considered as a pooled amount so that monies not spent by one person may be spent by another. The dollar cap will be the maximum contribution by the District. The Union shall direct disbursements from the Insurance Pool, with the stipulation that payroll deadlines are met.

B. Contribution Formula. For insurance purposes, full-time employment shall mean six (6) or more hours per day. Employees less than full-time shall receive prorated District contributions based on the following:

Hours: 6 or more	Full Benefit Contribution
4 to 6	1/2 District Contribution
less than 4	No District Contribution

The parties agree that, should the Board elect to consider a four-day student week, it may reopen the provisions of Article 18 Section C only under the sole circumstances that the District’s Reserve (combination of Contingency Fund and Unappropriated Ending Fund Balance) in the adopted budget for the next year is less than eight percent (8%) of the total adopted general fund revenues. Bargaining will be pursuant to ORS 243.698.

C. Selection of Plans. Additions/deletions in carriers and changes in benefit levels shall be made by a committee including one non-voting representative of the District and the remainder selected by the Union from those plans offered by OEBC. The Union must provide the District with notice of any changes in carriers or benefit levels by five (5) working days prior to the deadline set by OEBC for those changes to be effective during that year. Individual employee selection of insurance plans shall be completed in time to meet the District’s September payroll cutoff dates. Information about these payroll cutoff dates will be made available to employees on or before the beginning of the open enrollment period. The District will continue all current insurance programs until new programs are approved.

D. Maintenance of Benefits. The District’s insurance program shall provide twelve (12) continuous months of coverage from October 1 to September 30 each year for all unit members completing their work years. The member’s benefit shall cease the last day of the month an employee terminates if termination occurs prior to the end of the employee’s work year. Employees who are hired as temporary or limited duration

employees and who work for less than a full work year shall have their benefit cease the last day of the final month of their employment with the District.

- E. Leaves. Employees on extended unpaid leave may continue insurance coverage at their own expense, consistent with COBRA.

- F. Retirees. When employees retire, the District will allow them to purchase District insurance until age sixty-five (65) in accordance with the rules and regulations of the insurance plans provided by OEGB or its successor.

- G. Insurance Task Force. The District and the Union agree to participate jointly in an insurance review task force at the request of either party. Such task force may include any other District employee group upon mutual agreement.

ARTICLE 20 – WAGES

- A. Work Hours. Any reduction of minimum hours worked by an individual employee within a classification will be done in accordance with Article 9 – Layoff and Recall.
- B. Change of Grade.
1. Voluntary. Any employee who voluntarily transfers to a new position with a higher pay grade shall be placed on a step within the pay grade which yields at least an increase of five percent (5%) from his/her old wage or Step 1, whichever is more. Any employee who voluntarily transfers to a position with a lower pay grade shall be placed on Step 4 of the pay grade (the highest placement for a new employee). Once placed on the pay grade the employee will, if he/she works a minimum of half the scheduled work days for that position, move to the next highest step, if there is one, the following year.
 2. Involuntary. Any employee who involuntarily transfers to a new position in a higher pay grade shall be placed on a step within the pay grade which will be equal to a minimum five percent (5%) increase from his/her old wage or Step 1, whichever is more. Any employee who is involuntarily transferred to a position with a lower pay grade shall be placed on the step at the pay grade which will be closest to, but no greater than, their previous wage. However, no employee shall suffer a greater than three percent (3%) decrease in wage as a result of such a transfer. If the hourly wage in the new position exceeds the closest step, then the wage will be frozen until the step equals or exceeds the frozen wage.
- C. Wage Schedule.
- 2023-2024: The 2023-2024 wage schedule (Appendix A) is hereby attached and made part of this Agreement. The first step (Step 2) will be eliminated in each Pay Grade and the second step (Step 3) will become the first step. A new top step (Step 11) will be added at four percent (4%) above the prior step (Step 10). The entire wage schedule shall then be increased by seven percent (7%) above the 2022-2023 wage schedule.
- D. Every year on July 1st, step increases shall be granted for those eligible, provided that the employee works, or is scheduled to work at least half of the scheduled work days for that position. Additionally, employees eligible for longevity differentials (as indicated in Article 20 I.) shall receive their longevity differential upon eligibility.
- E. New Employees. Should the District determine to place a new employee at higher than the fourth (4th) step (column) upon initial hire, the District shall communicate its action and the reasons for the action to the Union.
- F. PERS Payments. The District shall take the necessary action to allow the employee's portion of Public Employee Retirement System payments to be made with pre-tax dollars with the understanding that, should all or any portion of such payments be deemed to be taxable, individuals are liable for such taxes, including penalties, if any.
- G. Employees serving on committees required by law or District policy (i.e. Safety Committee, Site Council, etc.) will be paid at their regular hourly rate of meeting taking place outside their regular work hours. Employees assigned after their regular

work day to perform translator duties shall be paid for that time at their current step on the Translator pay scale.

H. Employee requests for higher pay grade

1. In the event an employee believes that the preponderance of the duties he/she is performing on a permanent basis are more properly the duties of a job description with a pay grade higher than the one to which he/she is assigned, the employee may submit a written request to (a) the President of Chapter 110 or (b) District's personnel administrator or (c) both the Union and the District to discuss changes in duties or responsibilities level in their position. If the employee contacts the District, the District shall promptly notify the President of Chapter 110. The request shall state the employee's current job description and pay grade, the job description and pay grade in which the employee believes he/she should be more properly placed, and a description of the kinds of higher-level duties performed and the percentage of time spent doing them.
2. Upon receipt of a request for movement to a higher job description and pay grade, the Superintendent or his/her designee shall conduct an audit of the employee's duties and undertake any other reasonable investigation pursuant to the employee's request in order to determine the job description and pay grade in which the employee should be most properly placed. The Union and District shall address the concern at Labor-Management meetings. If, in fact, the employee is more properly classified in a higher pay grade because of actual duties performed, the District may:
 - a. Immediately remove the duties that would place the employee in the higher pay grade; or
 - b. Modify the employee job description according to the provisions set forth in Article 19. I. of this agreement.
3. In the event the employee's request is approved, the rate of pay shall be on the higher pay grade and as indicated in Section B (2) of this Article. The effective date of the job description and pay grade adjustment and any increase in wage shall be the date the employee's request was granted, which shall also constitute the employee's new pay grade and job description seniority date.

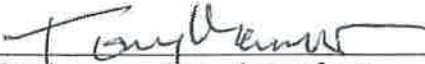
I. Longevity

In addition to an employee's regular wage, employees who have completed 11, 15, and 20 years of service to the district shall receive the following longevity increases added to their wage.

After completing 11 years:	\$.25 (increase of \$.05 over 2022-2023)
After completing 15 years:	\$.50 (increase of \$.15 over 2022-2023)
After completing 20 years:	\$.75 (increase of \$.25 over 2022-2023)

In preparation for the full contract bargaining in 2024, the District and OSEA agree to jointly complete a wage study based on 2023-2024 wages, using districts and positions to be agreed upon when the analysis begins. Both parties agree to meet no later than November 10, 2023 to begin the study process, all with the express intent of finalizing the study prior to March 29, 2024.

For the District:



Tony Mann, Superintendent

9/24/2023

Date



Linda Eskridge, School Board Chair

Aug 24, 2023

Date

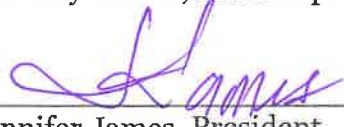
For OSEA/AFT Local 6732, AFL-CIO, Chapter 110:



Hal Meyerdierk, Field Representative

1 Sep 2023

Date



Jennifer James, President

9.18.23

Date

Appendix A

2023-2024											
Job Descriptions	Pay Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Heath Assistant, Home School Facilitator, Migrant Recruiter	1	Pay rates to be negotiated should staff be hired into these job descriptions during the life of this agreement.									
HS Receptionist, Clerical Assistant, Food Service Clerical	2	Pay rates to be negotiated should staff be hired into these job descriptions during the life of this agreement.									
Custodian, Laundry, Vocational Training Driver, Career Center Coordinator, In-School Suspension, Student Management, Safety and Supervision Instructional Assistant	3	15.87	16.51	17.16	17.85	18.56	19.31	20.08	20.89	21.72	22.59
Supported Education and Title Instructional Assistant, Library Assistant, Computer Lab Assistant, Special Education Driver, COSIE Room Assistant	4	16.15	16.79	17.46	18.16	18.89	19.65	20.43	21.25	22.10	22.98
Attendance Sec, HS Athletic Sec, HS Bookkeeper, Vice Prin. Sec, Counseling Sec, MS Records Sec Night Custodian	5	16.45	17.11	17.78	18.50	19.24	20.01	20.81	21.64	22.51	23.41
Campus Monitor	6	17.23	17.91	18.63	19.38	20.15	20.95	21.80	22.67	23.57	24.51
Lead Custodian, Admin Assistant I	7	18.07	18.80	19.55	20.33	21.14	21.99	22.88	23.80	24.74	25.73
Head Custodian, Head Secretary, Accounts Payable, Specialist Dist. Test, Grounds, Warehouse, Admin Asst II, HS Registrar	8	19.04	19.80	20.59	21.41	22.27	23.15	24.09	25.05	26.05	27.10
Driver Ed Inst., Student Attend Support, Homeless Children's Liaison, Interpreter/Translator	9	19.96	20.75	21.58	22.44	23.34	24.28	25.24	26.26	27.32	28.41
Maintenance, Computer Technician, Tech & Learning Coordinator	10	20.94	21.79	22.64	23.55	24.49	25.48	26.49	27.56	28.67	29.81
Occupational Therapy Asst, Network Admin, Youth Transition Coord, Speech Language Asst	11	23.03	23.94	24.91	25.89	26.94	28.01	29.13	30.30	31.51	32.77
Technology Coordinator, Maintenance Lead, SPED Office Manager,	12	24.88	25.88	26.91	27.99	29.11	30.27	31.49	32.75	34.06	35.42
Accountant, Drug & Alcohol Counselor	13	26.84	27.91	29.03	30.18	31.38	32.65	33.95	35.31	36.72	38.19

Effective July 1, 2023 Minimum Wage = \$14.20/Hour

In addition to an employee's regular wage, employees having completed 11, 15 and 20 years of service to the district shall receive:

**After completing
11 years: \$0.25/hour**

**After completing
15 years: \$0.50/hour**

**After completing
20 years: -\$0.75/hour**