

INITIAL PROPOSAL  
PRESENTED TO SCESD  
FEBRUARY 22, 2017

COLLECTIVE BARGAINING AGREEMENT

Between

SOUTH COAST EDUCATION SERVICE DISTRICT

and

OREGON SCHOOL EMPLOYEES ASSOCIATION

CHAPTER 119

For the Period

**July 1, 2017 through June 30, 2020**

The Association's negotiating team consists of Ron Nance, Jerry Holcomb, Barb Buckley, and Ginny Groce.

The Association proposes a three-year contract.

As per MOU agreement negotiations will be conducted on only salary and medical benefits.

Item 1 -- Article 10 Benefits, Section 3. Revisions requested.

Revision in rates. Basic premise unchanged.

Item 2 -- Article 14 Salaries, Sections 1 & 2. Revisions requested.

As the ESD has experienced difficulties in hiring and retaining classified staff, a review of local constituent district pay scales was conducted by the negotiating team. The data reveals that, on average, the ESD pay scales are considerably lower than that of both Coos Bay and North Bend for similar positions. As a result we propose to equalize this disparity over the course of the three years as shown on the included document.

ARTICLE 10: BENEFITS

10.3 Insurance Benefits

1. Remove
2. Remove
  - a. Revise to: Employees who select HSA eligible plans shall have the difference between the total of all premium costs and the District contribution contributed to the employee's HSA account up to the amount allowable by law.
  - b & c replace with
    - b. The District will contribute the following amounts per employee by tier level for insurance premiums as follows:

	17/18	18/19	19/20
Employee Only	692.88	762.17	838.38
Employee & Spouse	1500.50	1650.55	1815.60
Employee & Children	1328.12	1460.93	1607.02
Family	2140.25	2354.27	2589.70

3. Remove
4. Keep as written.
5. Remove
6. Keep as written PLUS add language concerning laws as they apply to military families, etc.
7. Keep as written.
8. Keep as written.
9. Keep as written.
10. Keep as written.

Classified Position Rates Compared  
ESD - North Bend - Coos Bay

The following rates are for Step 1 of the 2016/17 school year from each respective district.  
Please note: Pay scale of 12-month ESD staff is lower than 10-month for the same positions.

		ESD	NB	CB	mid point CB - NB	M-ESD	% Increase for ESD
10 mo	Inst Assist	\$12.25	\$13.60	\$12.89	\$13.25	\$1.00	8.12%
	Secretary I	\$11.72	\$14.92	\$13.74	\$14.33	\$2.61	22.27%
	Secretary 2	\$12.25	\$15.62	\$14.14	\$14.88	\$2.63	21.47%
12 mo	Tech I	\$15.81	\$20.13	\$18.72	\$19.43	\$3.62	22.87%
	Tech II	\$18.26	\$24.62	\$23.29	\$23.96	\$5.70	31.19%
	Custodian	\$13.35	\$14.26	\$13.26	\$13.76	\$0.41	3.07%
Average:							18.16%

Our request is to increase the rates based on the average spread over the 3-year period plus moderate increases to keep up with future increases within our local districts.

Article 14: SALARIES

- 14.1 The attached salary schedules shall be used to determine salaries for 10-month and 12-month employees for the **2017-2018, 2018-2019, and 2019-2020** school years in the bargaining unit who are on Step 12 or below. Employees will receive **9%** on the base plus a step for 2017-2018, 2018-2019, and 2019-2020. Step increases are not automatic; however, they shall become effective upon satisfactory work performance. Other step increases may be allowed upon recommendation by the immediate supervisor and approval of the Superintendent.
- 14.2 Employees who have been grandfathered in on the salary schedule having already received longevity increases will be eligible for a recognition stipend in accordance with their existing number of years beyond Step 12 plus 1.5% on Step 12 for **2017-2018, 2018-2019, and 2019-2020**.
- Years from 1-6 on Step 12 will count towards a 5-year annual stipend of \$500. Years from 7-11 will count towards the 10-year stipend of \$750. Years 12-16 will count towards the 15-year stipend of \$1,000. In no case will the stipend be retroactive. In all cases, the existing stipend will be replaced and not added to the new stipend amount.
- The employee may choose to have the annual stipend payment in November as a separate check or have the stipend divided into 12 equal monthly payments to be included with his/her regular salary check. The employee may change his/her stipend election in July of each year.
- 14.3 Anyone who goes to work at the ESD as a new employee before the 31st of December will be entitled to a step increase on the 1st of July. Anyone who goes to work after the 1st of January will not get a step increase the 1st of July. Current employees will be placed on their current step on the new salary schedule going into effect. Any benefits under 14.3 shall be subject to the qualifications under 14.1.
- 14.4 An employee working two job positions shall be paid the assigned ratio of each specific job classification during the working day.

Increase between steps at 2%

YEAR 1 (17/18)

12 mo	1	2	3	4	5	6	7	8	9	10	11	12
1	11.31	11.54	11.77	12.01	12.25	12.49	12.74	13.00	13.26	13.52	13.79	14.07
2	11.31	11.54	11.77	12.01	12.25	12.49	12.74	13.00	13.26	13.52	13.79	14.07
3	12.38	12.63	12.88	13.14	13.40	13.67	13.94	14.22	14.51	14.80	15.09	15.40
4	14.55	14.84	15.14	15.44	15.75	16.07	16.39	16.72	17.05	17.39	17.74	18.09
5	16.15	16.48	16.81	17.14	17.49	17.84	18.19	18.56	18.93	19.31	19.69	20.09
6	16.15	16.48	16.81	17.14	17.49	17.84	18.19	18.56	18.93	19.31	19.69	20.09
7	16.15	16.48	16.81	17.14	17.49	17.84	18.19	18.56	18.93	19.31	19.69	20.09
8	16.15	16.48	16.81	17.14	17.49	17.84	18.19	18.56	18.93	19.31	19.69	20.09
9	17.23	17.58	17.93	18.29	18.65	19.03	19.41	19.80	20.19	20.59	21.01	21.43
10	17.23	17.58	17.93	18.29	18.65	19.03	19.41	19.80	20.19	20.59	21.01	21.43
11	17.23	17.58	17.93	18.29	18.65	19.03	19.41	19.80	20.19	20.59	21.01	21.43
12	17.23	17.58	17.93	18.29	18.65	19.03	19.41	19.80	20.19	20.59	21.01	21.43
13	17.44	17.79	18.14	18.51	18.88	19.26	19.64	20.03	20.43	20.84	21.26	21.68
14	18.30	18.67	19.04	19.42	19.81	20.21	20.61	21.02	21.44	21.87	22.31	22.76
15	18.30	18.67	19.04	19.42	19.81	20.21	20.61	21.02	21.44	21.87	22.31	22.76
16	19.90	20.30	20.71	21.12	21.54	21.97	22.41	22.86	23.32	23.79	24.26	24.75
17	19.90	20.30	20.71	21.12	21.54	21.97	22.41	22.86	23.32	23.79	24.26	24.75
18	22.08	22.53	22.98	23.44	23.90	24.38	24.87	25.37	25.87	26.39	26.92	27.46
19	22.08	22.53	22.98	23.44	23.90	24.38	24.87	25.37	25.87	26.39	26.92	27.46
20	24.75	25.25	25.75	26.27	26.79	27.33	27.88	28.43	29.00	29.58	30.17	30.78
21	23.36	23.83	24.30	24.79	25.28	25.79	26.31	26.83	27.37	27.92	28.47	29.04
22	25.71	26.23	26.75	27.29	27.83	28.39	28.96	29.54	30.13	30.73	31.34	31.97
23	27.98	28.54	29.11	29.69	30.29	30.89	31.51	32.14	32.78	33.44	34.11	34.79
24	27.98	28.54	29.11	29.69	30.29	30.89	31.51	32.14	32.78	33.44	34.11	34.79
25	17.44	17.79	18.14	18.51	18.88	19.26	19.64	20.03	20.43	20.84	21.26	21.68
26	17.44	17.79	18.14	18.51	18.88	19.26	19.64	20.03	20.43	20.84	21.26	21.68
27	17.44	17.79	18.14	18.51	18.88	19.26	19.64	20.03	20.43	20.84	21.26	21.68
28	17.42	17.77	18.12	18.48	18.85	19.23	19.62	20.01	20.41	20.82	21.23	21.66

Increase between steps at 2%

YEAR 2 (18/19)

12 mo	1	2	3	4	5	6	7	8	9	10	11	12
1	12.33	12.58	12.83	13.09	13.35	13.62	13.89	14.17	14.45	14.74	15.03	15.33
2	12.33	12.58	12.83	13.09	13.35	13.62	13.89	14.17	14.45	14.74	15.03	15.33
3	13.50	13.77	14.04	14.32	14.61	14.90	15.20	15.50	15.81	16.13	16.45	16.78
4	15.86	16.18	16.50	16.83	17.17	17.51	17.86	18.22	18.58	18.96	19.33	19.72
5	17.61	17.96	18.32	18.69	19.06	19.44	19.83	20.23	20.63	21.04	21.46	21.89
6	17.61	17.96	18.32	18.69	19.06	19.44	19.83	20.23	20.63	21.04	21.46	21.89
7	17.61	17.96	18.32	18.69	19.06	19.44	19.83	20.23	20.63	21.04	21.46	21.89
8	17.61	17.96	18.32	18.69	19.06	19.44	19.83	20.23	20.63	21.04	21.46	21.89
9	18.78	19.16	19.54	19.93	20.33	20.74	21.15	21.58	22.01	22.45	22.90	23.36
10	18.78	19.16	19.54	19.93	20.33	20.74	21.15	21.58	22.01	22.45	22.90	23.36
11	18.78	19.16	19.54	19.93	20.33	20.74	21.15	21.58	22.01	22.45	22.90	23.36
12	18.78	19.16	19.54	19.93	20.33	20.74	21.15	21.58	22.01	22.45	22.90	23.36
13	19.01	19.39	19.78	20.17	20.58	20.99	21.41	21.84	22.27	22.72	23.17	23.64
14	19.95	20.35	20.75	21.17	21.59	22.02	22.46	22.91	23.37	23.84	24.32	24.80
15	19.95	20.35	20.75	21.17	21.59	22.02	22.46	22.91	23.37	23.84	24.32	24.80
16	21.69	22.13	22.57	23.02	23.48	23.95	24.43	24.92	25.42	25.93	26.45	26.97
17	21.69	22.13	22.57	23.02	23.48	23.95	24.43	24.92	25.42	25.93	26.45	26.97
18	24.07	24.55	25.04	25.54	26.06	26.58	27.11	27.65	28.20	28.77	29.34	29.93
19	24.07	24.55	25.04	25.54	26.06	26.58	27.11	27.65	28.20	28.77	29.34	29.93
20	26.98	27.52	28.07	28.63	29.21	29.79	30.39	30.99	31.61	32.25	32.89	33.55
21	25.46	25.97	26.49	27.02	27.56	28.11	28.67	29.25	29.83	30.43	31.04	31.66
22	28.03	28.59	29.16	29.74	30.34	30.94	31.56	32.19	32.84	33.50	34.17	34.85
23	30.50	31.11	31.73	32.37	33.01	33.67	34.35	35.03	35.73	36.45	37.18	37.92
24	30.50	31.11	31.73	32.37	33.01	33.67	34.35	35.03	35.73	36.45	37.18	37.92
25												
26	19.01	19.39	19.78	20.17	20.58	20.99	21.41	21.84	22.27	22.72	23.17	23.64
27												32.36
28	18.99	19.37	19.75	20.15	20.55	20.96	21.38	21.81	22.24	22.69	23.14	23.61

Increase between steps at 2%

YEAR 3 (19/20)

12 mo	1	2	3	4	5	6	7	8	9	10	11	12
1	13.44	13.71	13.99	14.27	14.55	14.84	15.14	15.44	15.75	16.06	16.39	16.71
2	13.44	13.71	13.99	14.27	14.55	14.84	15.14	15.44	15.75	16.06	16.39	16.71
3	14.71	15.01	15.31	15.61	15.92	16.24	16.57	16.90	17.24	17.58	17.93	18.29
4	17.29	17.63	17.99	18.35	18.71	19.09	19.47	19.86	20.26	20.66	21.07	21.50
5	19.19	19.58	19.97	20.37	20.77	21.19	21.61	22.05	22.49	22.94	23.40	23.86
6	19.19	19.58	19.97	20.37	20.77	21.19	21.61	22.05	22.49	22.94	23.40	23.86
7	19.19	19.58	19.97	20.37	20.77	21.19	21.61	22.05	22.49	22.94	23.40	23.86
8	19.19	19.58	19.97	20.37	20.77	21.19	21.61	22.05	22.49	22.94	23.40	23.86
9	20.47	20.88	21.30	21.73	22.16	22.61	23.06	23.52	23.99	24.47	24.96	25.46
10	20.47	20.88	21.30	21.73	22.16	22.61	23.06	23.52	23.99	24.47	24.96	25.46
11	20.47	20.88	21.30	21.73	22.16	22.61	23.06	23.52	23.99	24.47	24.96	25.46
12	20.47	20.88	21.30	21.73	22.16	22.61	23.06	23.52	23.99	24.47	24.96	25.46
13	20.72	21.13	21.56	21.99	22.43	22.88	23.33	23.80	24.28	24.76	25.26	25.76
14	21.74	22.18	22.62	23.07	23.54	24.01	24.49	24.98	25.48	25.99	26.51	27.04
15	21.74	22.18	22.62	23.07	23.54	24.01	24.49	24.98	25.48	25.99	26.51	27.04
16	23.65	24.12	24.60	25.09	25.60	26.11	26.63	27.16	27.71	28.26	28.83	29.40
17	23.65	24.12	24.60	25.09	25.60	26.11	26.63	27.16	27.71	28.26	28.83	29.40
18	26.24	26.76	27.30	27.84	28.40	28.97	29.55	30.14	30.74	31.36	31.98	32.62
19	26.24	26.76	27.30	27.84	28.40	28.97	29.55	30.14	30.74	31.36	31.98	32.62
20	29.41	30.00	30.60	31.21	31.83	32.47	33.12	33.78	34.46	35.15	35.85	36.57
21	27.75	28.31	28.87	29.45	30.04	30.64	31.25	31.88	32.52	33.17	33.83	34.51
22	30.55	31.16	31.78	32.42	33.07	33.73	34.40	35.09	35.79	36.51	37.24	37.98
23	33.24	33.91	34.59	35.28	35.98	36.70	37.44	38.19	38.95	39.73	40.52	41.33
24	33.24	33.91	34.59	35.28	35.98	36.70	37.44	38.19	38.95	39.73	40.52	41.33
25												
26	20.72	21.13	21.56	21.99	22.43	22.88	23.33	23.80	24.28	24.76	25.26	25.76
27												35.28
28	20.69	21.11	21.53	21.96	22.40	22.85	23.31	23.77	24.25	24.73	25.23	25.73



Increase between steps at 2%

YEAR 1 (17/18)

10 mo	1	2	3	4	5	6	7	8	9	10	11	12
1	12.77	13.03	13.29	13.56	13.83	14.10	14.39	14.67	14.97	15.27	15.57	15.88
2	13.35	13.62	13.89	14.17	14.45	14.74	15.04	15.34	15.64	15.96	16.28	16.60
3	13.35	13.62	13.89	14.17	14.45	14.74	15.04	15.34	15.64	15.96	16.28	16.60
4	13.35	13.62	13.89	14.17	14.45	14.74	15.04	15.34	15.64	15.96	16.28	16.60
5	13.95	14.23	14.52	14.81	15.10	15.40	15.71	16.03	16.35	16.67	17.01	17.35
6	15.09	15.39	15.70	16.01	16.33	16.66	16.99	17.33	17.68	18.03	18.39	18.76
7	17.42	17.77	18.12	18.48	18.85	19.23	19.62	20.01	20.41	20.82	21.23	21.66
8	17.42	17.77	18.12	18.48	18.85	19.23	19.62	20.01	20.41	20.82	21.23	21.66
9	17.42	17.77	18.12	18.48	18.85	19.23	19.62	20.01	20.41	20.82	21.23	21.66
10	17.42	17.77	18.12	18.48	18.85	19.23	19.62	20.01	20.41	20.82	21.23	21.66
11	17.42	17.77	18.12	18.48	18.85	19.23	19.62	20.01	20.41	20.82	21.23	21.66
12	21.45	21.88	22.32	22.76	23.22	23.68	24.16	24.64	25.13	25.64	26.15	26.67
13												24.37
14												18.57
15												20.10
16	16.09	16.41	16.74	17.07	17.41	17.76	18.12	18.48	18.85	19.23	19.61	20.00
17												18.57
18												0.00
19												19.90
20												19.90
21												18.85
22												19.53
23												19.43
24												19.13
25												19.89
26												19.13
27												0.00
28												19.89
29												0.00
30												18.85
31												0.00
32												0.00
33												0.00
34												18.03
35												16.90
36												18.03
37												16.90
38	19.79	21.58	22.01	22.45	22.90	23.35	23.82	24.30	24.78	25.28	25.79	26.30

Increase between steps at 2%

YEAR 2 (18/19)

10 mo	1	2	3	4	5	6	7	8	9	10	11	12
1	13.92	14.20	14.49	14.78	15.07	15.37	15.68	15.99	16.31	16.64	16.97	17.31
2	14.55	14.85	15.14	15.45	15.75	16.07	16.39	16.72	17.05	17.39	17.74	18.10
3	14.55	14.85	15.14	15.45	15.75	16.07	16.39	16.72	17.05	17.39	17.74	18.10
4	14.55	14.85	15.14	15.45	15.75	16.07	16.39	16.72	17.05	17.39	17.74	18.10
5	15.21	15.51	15.82	16.14	16.46	16.79	17.13	17.47	17.82	18.17	18.54	18.91
6	16.44	16.77	17.11	17.45	17.80	18.15	18.52	18.89	19.27	19.65	20.04	20.45
7	18.99	19.37	19.75	20.15	20.55	20.96	21.38	21.81	22.24	22.69	23.14	23.61
8	18.99	19.37	19.75	20.15	20.55	20.96	21.38	21.81	22.24	22.69	23.14	23.61
9	18.99	19.37	19.75	20.15	20.55	20.96	21.38	21.81	22.24	22.69	23.14	23.61
10	18.99	19.37	19.75	20.15	20.55	20.96	21.38	21.81	22.24	22.69	23.14	23.61
11	18.99	19.37	19.75	20.15	20.55	20.96	21.38	21.81	22.24	22.69	23.14	23.61
12	23.38	23.85	24.33	24.81	25.31	25.82	26.33	26.86	27.40	27.94	28.50	29.07
13												26.57
14												20.25
15												21.91
16	17.54	17.89	18.24	18.61	18.98	19.36	19.75	20.14	20.55	20.96	21.38	21.80
17												20.25
18												0.00
19												21.69
20												21.69
21												20.54
22												21.29
23												21.18
24												20.85
25												21.68
26												20.85
27												0.00
28												21.68
29												0.00
30												20.54
31												0.00
32												0.00
33												0.00
34												19.65
35												18.42
36												19.65
37												18.42
38	21.58	22.01	22.45	22.90	23.35	23.82	24.30	24.78	25.28	25.79	26.30	26.83

Increase between steps at 2%

YEAR 3 (19/20)

10 mo	1	2	3	4	5	6	7	8	9	10	11	12
1	15.18	15.48	15.79	16.11	16.43	16.76	17.09	17.43	17.78	18.14	18.50	18.87
2	15.86	16.18	16.51	16.84	17.17	17.52	17.87	18.22	18.59	18.96	19.34	19.73
3	15.86	16.18	16.51	16.84	17.17	17.52	17.87	18.22	18.59	18.96	19.34	19.73
4	15.86	16.18	16.51	16.84	17.17	17.52	17.87	18.22	18.59	18.96	19.34	19.73
5	16.58	16.91	17.25	17.59	17.94	18.30	18.67	19.04	19.42	19.81	20.21	20.61
6	17.92	18.28	18.65	19.02	19.40	19.79	20.18	20.59	21.00	21.42	21.85	22.29
7	20.69	21.11	21.53	21.96	22.40	22.85	23.31	23.77	24.25	24.73	25.23	25.73
8	20.69	21.11	21.53	21.96	22.40	22.85	23.31	23.77	24.25	24.73	25.23	25.73
9	20.69	21.11	21.53	21.96	22.40	22.85	23.31	23.77	24.25	24.73	25.23	25.73
10	20.69	21.11	21.53	21.96	22.40	22.85	23.31	23.77	24.25	24.73	25.23	25.73
11	20.69	21.11	21.53	21.96	22.40	22.85	23.31	23.77	24.25	24.73	25.23	25.73
12	25.49	26.00	26.52	27.05	27.59	28.14	28.70	29.28	29.86	30.46	31.07	31.69
13												28.96
14												22.07
15												23.88
16	19.11	19.50	19.89	20.28	20.69	21.10	21.53	21.96	22.40	22.84	23.30	23.77
17												22.07
18												0.00
19												23.65
20												23.65
21												22.39
22												23.21
23												23.09
24												22.73
25												23.63
26												22.73
27												0.00
28												23.63
29												0.00
30												22.39
31												0.00
32												0.00
33												0.00
34												21.42
35												20.07
36												21.42
37												20.07
38	23.52	23.99	24.47	24.96	25.46	25.97	26.48	27.01	27.55	28.11	28.67	29.24