

COLLECTIVE BARGAINING AGREEMENT

Between

SOUTH COAST EDUCATION SERVICE DISTRICT

and

OREGON SCHOOL EMPLOYEES ASSOCIATION

CHAPTER 119

For the Period

July 1, ~~2015~~ **2017** through June 30, ~~2017~~ **2019**

Table of Contents

PREAMBLE .....4

ARTICLE 1: RECOGNITION.....5

ARTICLE 2: ASSOCIATION DUES .....6

    2.1 Dues & Fees .....6

    2.2 Fair Share .....6

ARTICLE 3: ASSOCIATION RIGHTS.....7

ARTICLE 4: MANAGEMENT RIGHTS .....8

ARTICLE 5: WORKWEEK AND OVERTIME .....10

    5.1 Normal Workweek .....10

    5.2 Compensatory Time .....10

ARTICLE 6: SENIORITY, VACANCIES, PROMOTIONS, LAYOFF AND PROBATION .....11

    6.1 Seniority .....11

    6.2 Vacancy .....11

    6.4 Reduction in Force .....11

    6.5 Recall .....12

    6.6 Probationary Period for New Full Time Employees .....13

    6.7 Probationary Period for Promoted Employees .....13

    6.8 Discipline/Dismissal .....13

ARTICLE 7: REST PERIODS - LUNCH PERIODS .....14

    7.1 Rest Periods .....14

    7.2 Lunch Periods .....14

ARTICLE 8: COMPLAINT PROCEDURE .....15

ARTICLE 9: PERSONNEL FILE .....16

ARTICLE 10: BENEFITS .....17

    10.1 Holidays .....17

    10.2 Vacation time .....17

    10.3 Insurance Benefits .....18

    10.4 PERS .....20

    10.5 Tuition Reimbursement .....20

    10.6 Mileage Reimbursement .....20

ARTICLE 11: LEAVES OF ABSENCE .....21

    11.1 Paid Leaves .....21

1. Sick Leave: .....	21
2. Sick Leave Transfers .....	21
3. Emergency/Personal Leave .....	22
4. Bereavement .....	22
6. Court Appearances .....	22
11.2 Unpaid Leave .....	23
1. Parental Leave .....	23
2. Leave Without Pay .....	23
ARTICLE 12: GRIEVANCE PROCEDURE .....	25
ARTICLE 13: STRIKES AND LOCKOUTS .....	28
ARTICLE 14: SALARIES .....	29
ARTICLE 15: NON-DISCRIMINATION .....	30
ARTICLE 16: MISCELLANEOUS PROVISIONS .....	31
16.1 New Position(s) .....	31
16.3 Information Availability .....	31
2. New Employee Notification .....	31
16.4 Payroll Deductions .....	32
16.5 Copies of Agreement .....	32
16.6 Savings Clause .....	32
16.7 Complete Agreement .....	32
16.8 Funding .....	33
16.9 Extended School Year .....	33
16.10 Training for Instructional Assistants .....	33
16.11 State-Mandated Expenditures .....	33
16.12 Reclassification Procedures .....	33
ARTICLE 17: DURATION OF AGREEMENT .....	34
Appendix A1 – <del>2015-2016 (3.5% Increase)</del> .....	35
Appendix A2 – <del>2016-2017 (1% Increase)</del> .....	36
Appendix B1 – <del>2015-2016 (3.5% Increase)</del> .....	37
Appendix B2 – <del>2016-2017 (1% Increase)</del> .....	38
APPENDIX C .....	39
APPENDIX D .....	40

PREAMBLE

This contract is made and entered into by the Board of Education on behalf of South Coast Education Service District Region #7, Coos County, Oregon, hereinafter referred to as the "Board" or "District" and Chapter 119, Oregon School Employees Association, hereinafter referred to as the "Association."

The intent of this Agreement is to set forth and record herein the full contractual Agreement between the parties on those matters set forth in this agreement.

The duration of this contract shall be two (2) years from the date of July 1, 2015 **2017** to June 30, ~~2017~~ **2019** with the option to reopen salary and medical benefits at year two and an option to extend the contract for an additional two more years.

The Association and the Board agree to enter into collective bargaining by exchanging initial proposals over a successor agreement on or before February 1, ~~2017~~ **2019**, unless otherwise mutually agreed upon by the Association and the Board in writing.

### 10.3 Insurance Benefits

- ~~1. For the period of July 2015 through September 2015, t~~The District will continue to contribute on behalf of each member of the bargaining unit ~~\$1,412.33~~ for health insurance that may include Long Term Disability on the employee only, full family coverage for Medical, Dental, Vision and Life insurance on the tiered contribution level listed below. Bargaining unit members will pay the difference between the premium and District contribution towards insurance premiums as a mandatory payroll deduction.
- ~~2. For the insurance plan year 2015-16 (October 2015 – September 2016), the District will contribute the employee's full tiered contribution rate towards OEGB's MODA Health Plan D; or MODA Health Plan H.~~

~~The District shall also contribute the employee's full tiered rate contribution towards OEGB's Vision Plan 2 and Dental Plan 4. The District shall also contribute the cost of OEGB's Standard Basic Life Plan 2 (\$7,500) on the employee, and OEGB's Standard Long Term Disability (LTD) Plan 21 on the employee. The cost of all other supplemental insurance plans elected by the employee are the financial responsibility of the employee.~~

- ~~a. The provision to fully fund OEGB's MODA Health Plan D or OEGB's MODA Health Plan H plus a contribution to a Health Savings Account equal to the difference between MODA Health Plan D and Plan H at the employee's tiered insurance level is for the 2015-16 year only. This insurance provision is not part of any status quo obligation. In subsequent years, e~~Employees who select Evergreen (or an subsequent "High Deductible" equivalent) Plan H 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. The provision in 10.3(2.) equates to the following contributions per employee by tier level for the insurance plan year 2015-16:~~

<del>1. Employee Only</del>	<del>620.5</del>
<del>2. Employee &amp; Spouse</del>	<del>1,343.9</del>
<del>3. Employee &amp;</del>	<del>1,189.5</del>
<del>4. Family</del>	<del>1,916.9</del>

- ~~c. For the insurance plan year 2016-17, t~~The District agrees to increase pay the tier contribution levels to as follows:

<del>5. Employee Only</del>	<del>629.8</del>
<del>6. Employee &amp; Spouse</del>	<del>1,364.0</del>
<del>7. Employee &amp;</del>	<del>1,207.3</del>
<del>8. Family</del>	<del>1,945.6</del>

- ~~3. For the 2015-16 and 2016-17 insurance plan years, t~~The District shall make available all OEGB MODA Health Plans available to any other employee group to classified employees covered under this Agreement. All OEGB MODA Dental and Vision Plans will be available to classified employee covered under this Agreement.

4. The employee shall pay the difference between the premiums for plans selected by the employee and the District's contribution towards insurance premiums as a mandatory payroll deduction. If actual premiums and OEGB management/administrative costs are less than the tiered contributions outlined above, per employee, per month, it is agreed the District contribution shall be the lesser of the actual premium and management/administrative costs, and the tiered contribution rate.
5. ~~For 2015-2016 and 2016-2017 insurance plan years,~~ The District retains the right to select all insurance plans available to employees in subsequent years, provided the plans offered are the same to all other employee groups.
6. Employees who have and provide proof of other medical coverage may choose to opt out of the District offered medical, dental/ortho and vision programs and the District will provide a taxable benefit in the amount of five hundred fifty dollars (\$550) per month. Employees must opt out by September 1<sup>st</sup> of each year (or as required by OEGB whichever is sooner) by completing and submitting an "Opt Out" Election form providing proof of other medical coverage.
7. Employees newly hired into the full time bargaining unit by the Board shall be eligible for Board-paid insurance premiums upon acceptance of written application by the insurance carriers on the first day of the month following the month work commenced.
8. The benefit programs identified herein shall be provided only in accordance with the underwriting rules and regulations as set forth by the carrier(s) in the policy retained by the policyholder.
9. The insurance carrier shall be determined by the Association, from the plans available through the Oregon Educators Benefit Board.
10. The District's obligation towards premium payments, as provided herein, shall cease on the first day of the month following the month in which the eligible employee was no longer employed by the District.
11. The District shall provide the coverages as mentioned in (1.) above for less than 12 month employees during the months of July, August and September upon reasonable assurance that the employee will be returning for the next school year.

## **Article 14: SALARIES**

14.1 The attached salary schedules shall be used to determine salaries for 10-month and 12-month employees for the ~~2015-2016~~ **2017-2018** and ~~2016-2017~~ **2018-2019** school years in the bargaining unit who are on Step 12 or below. For 2017-2018 Employees will receive a step and effective upon ratification ~~3.5%~~ **2%** increase on the base ~~plus a step for 2015-2016-2017-2018~~ and a **2%** increase plus a step for ~~2016-2017-2018-2019~~. 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.

- **Ten (10) month Instructional Assistants Line/Row two (2) all steps will be increased by \$.25 per hour after the cost of living increase has been calculated for the (17-18) and (18-19) school years only.**

14.2 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.







