

RESPONSE TO PROPOSAL  
RECEIVED July 24, 2017

PRESENTED TO SCESD  
July 24, 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, 2019**

ARTICLE 10: BENEFITS

10.3 Insurance Benefits

1. Revise

2. Revise

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:

|                        | <u>17/18</u>   | <u>18/19</u>   |
|------------------------|----------------|----------------|
| Employee Only          | <u>629.89</u>  | <u>655.09</u>  |
| Employee &<br>Spouse   | <u>1364.09</u> | <u>1418.65</u> |
| Employee &<br>Children | <u>1207.38</u> | <u>1255.68</u> |
| Family                 | <u>1945.68</u> | <u>2023.51</u> |

3. Revise

4. Revise

5. Revise

6. Revise 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.

11. Keep as written.

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 and 2018-2019** school years in the bargaining unit who are on Step 12 or below. Employees will receive **2%** on the base plus a step for 2017-2018 and **5%** plus a step for 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.

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 and 2018-2019**.

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.

