

**Oregon City EA
and
Oregon City School District
Tentative Agreement**
(Spring 2016 Limited Reopener
for 2016-2017 SY)

1) Article 9 – Work Year

- Full school year (191 days) for 2016-2017.
- Conference schedule language: Added “up to” in F1 & F2.

2) Article 10 – Work Day

- 10 D2. All classroom elementary teachers or specialists assigned to cover another elementary classroom for an absent teacher shall receive the substitute teacher daily rate of pay for that day. If a classroom is split between multiple teachers, then the substitute pay shall be split proportionately amongst the assigned teachers. Such coverage shall only occur after all reasonable efforts made by the District to assign other licensed staff (e.g. building and district administrators) have been exhausted.

3) Article 21- Compensation

- 21 A4. For 2016-2017, the salaries for bargaining unit members shall be increased by one-percent (1%). Additionally, the salaries in MA/Step 16, MA/24, and MA/45 Step 17 shall be increased by three-percent (3%) effective June 30, 2016 and will be attached in Appendix A-4.
- 21 G. For the 2016-17 school year, the career stipend shall be suspended due to the salary increase described in paragraph 4 in this Article.
- 21 H. Strike out language on medical billing by specialists (see document) as OCS D does not participate in this practice.

4) Article 23 – Insurance

- 23 A5. Life insurance coverage of at least \$50,000 per teacher.
- 23 B4. For 2016-17, the insurance cap per FTE shall be \$1343.34
- 23 C4. Bargaining unit members who qualify and choose to participate in a high deductible health plan and who have no other health coverage (except as permitted by the Internal Revenue Code), are not enrolled in Medicare and are not a dependent of another, may divert unused insurance cap monies as described in Paragraph B above into a HSA. Contributions by the District cannot exceed the calendar year family contribution limits imposed under the Internal Revenue Code in effect at the time of deduction.

Bargaining unit members may also choose to divert salary into their HSA on a pre-tax basis through a salary reduction agreement. Salary diversion is also subject to calendar year contribution limits by the Internal Revenue Code in effect at the time of the deduction. Employees are responsible for making sure they do not exceed the annual IRS limits on the amount of contributions and are also responsible for taxes and penalties due on excess contribution to their HSA.

During the 2016-17 school year, the District will prepay six months of unused District contributions into the employee's established HSA account. Bargaining unit members may choose a HSA custodian from a list of district-approved vendors.

Any surplus insurance cap monies that a participating bargaining unit member cannot contribute towards an established HSA account shall be pooled and offered to other members who are participating in the HSA compliant High Deductible Health Plan.

- 23 G. Insurance benefits shall be provided for twelve (12) consecutive months. For employees who terminate employment during the school year, benefits shall continue until the end of the month in which termination occurred. For employees who complete the full school year and who terminate employment at the end of the school year, benefits shall continue through September 30, unless coverage is obtained from another employer prior to that date.

5) Article 33 – Duration of Agreement

The parties agree to extend the term of the 2013-2016 agreement through June 30, 2017 with problem solving in the spring of 2017:

- All Articles

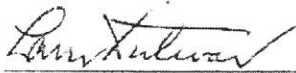
Included in this TA:

- **Appendix A-4 2016-2017 Salary Schedule. NOTE: The curriculum pay was last updated in 13-14, that is why the title has two school years listed.**
- **Extra duty. See attached.**

This tentative agreement is subject to approval by the parties' respective principles.

For the District:

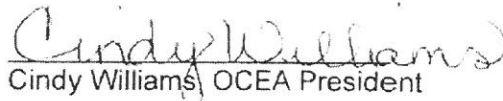
For Oregon City EA:



Larry Didway, Superintendent

8/6/2016

Date



Cindy Williams, OCEA President

8/8/16

Date