

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

1) Article 9 – Compensation

- Full school year for 2016-2017.
- 2% Cost of Living Adjustment (COLA) mid-year. Note: Any payments made on or after January 1<sup>st</sup> will be on the plus 2% COLA salary schedule.
- July “step” for all OSEA eligible employees.
- Article 9.4 Continuous Employment Advancement on the Salary Schedule will be revised to remove the language “provided performance has been judged satisfactory by the school administration”.
- Article 9.11 Change in Position will be revised to add: For employees transferring to a different position, at the discretion of the District Administration, where circumstances warrant, additional steps may be granted. An evaluation of course work completed in a field related to the assignment will be considered for placement on the salary schedule.

2) Article 10 – Insurance

- Insurance cap increase as outlined below. Stipend increase to provide parity between OSEA and OCEA members.

<b>SUMMARY OF DISTRICT CONTRIBUTION</b>	
<b>HOURS WORKED</b>	<b>2016-2017 SCHOOL YEAR</b>
7-8 hours	\$1343.34
6 hours	\$1007.51
5 hours	\$839.59
4 hours	\$671.67
Less than 4 hours	No benefits except as provided in number 11 of Article 10 (see MSA)

- **Article 10.11 Medical Spending Account (MSA) shall remain \$500.00 and the taxable stipend will be increased from \$432 to \$475.20 (10% increase.)**
- **Health Reimbursement Arrangement (HRA) VEBA memorialized at \$250,000 annual contribution.**

### 3) Article 12- Leaves

- **Article 12.1.e and 12.1.f. will be combined to read as follows: For the purpose of determining retirement benefits, sick leave not taken will accumulate without limit until retirement. The District will allow employee to transfer an unlimited number of days of unused accumulated sick leave from another Oregon district employer. Employees transferring to or from another public entity will be allowed to transfer up to 75 days of unused sick leave. After thirty (30) days employment in the District, the employee may use all of the transferred sick leave.**
- **Article 12.2.a. will be revised by the addition of the following: Additional days may be granted by the Superintendent or his/her designee.**
- **Article 12.7.e. will be revised to read as follows: Unpaid leave of up to four (4) months may be granted to any employee for the purpose of birth or adoption of a child.**
- **Article 12 will be revised by the addition of the following: Article 12.9 Benefit for Public Employees on Temporary Active Duty: The District shall honor ORS 408.290 when employees take leave to participate in qualifying active duty trainings for all periods of annual active duty for training as a member of the National Guard, National Guard Reserve, or of any reserve component of the Armed Forces of the United States or of the United States Public Health Service, any officer or employee of the state, or of any county, municipality or other subdivision of the state, is entitled, upon application therefore, to a leave of absence from duties for a period not exceeding 15 days in any one training year.**

4) Duration of Agreement

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

- All Articles

**Included in this TA:**

- **Appendix A-3 2016-2017 Salary Schedule For Payments Prior to January 1, 2017.**
- **Appendix A-3 2016-2017 Salary Schedule For Payments After January 1, 2017.**

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

For the District:

For Oregon City OSEA:

\_\_\_\_\_  
Larry Didway, Superintendent

\_\_\_\_\_  
Kathleen O'Brien, OCEA President

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Date**