

# CONTRACT

BETWEEN

LANE COUNTY SCHOOL DISTRICT  
NUMBER 90

AND

OREGON SCHOOL EMPLOYEES  
ASSOCIATION CHAPTER 99

BLACHLY SCHOOL

July 1, 2019- June 30, 2022

Reopener

CONTRACT  
BETWEEN LANE COUNTY, OREGON  
SCHOOL DISTRICT #90  
AND OREGON SCHOOL EMPLOYEES ASSOCIATION  
CHAPTER#99

This contract is made and entered into this 18th day of September 2019, by the Oregon School Employees Association, Chapter #99, and the Lane County School District #90, acting through its Board of Directors in Lane County, Oregon.

Now, therefore, the parties hereto agree to be bound by the provisions set forth on this and each of the attached pages of this contract.

The duration of this contract shall be in accordance with OAR 115-25-015 (2). Said duration shall be for three (3) years beginning July 1, 2019, and ending on June 30, 2022. The contract shall be renewed automatically on its termination date for an additional year beyond the three year term, in the form in which it has been written and amended or supplemented during its life; unless one party gives written notice to the other party before its current expiration date of its intention to terminate, amend or modify the contract.

~~The District and Association agree to re-open ARTICLE VII: COMPENSATION and ARTICLE IX: INSURANCE AND HEALTH BENEFITS for the purpose of negotiating salary amounts for the salary schedule and the insurance cap only for 2020-2021, 2021-2022. The parties agree to begin negotiations under the 150-day bargaining process before or on March 1, 2020.~~

ARTICLE VII: SALARY AND COMPENSATION

7.1 For ~~2019-2020~~ 2020-2021, the salary schedule will increase by zero percent (0%) ~~25 cents across the wage schedule retro active to July 1, 2019.~~

For 2021-2022, the salary schedule will increase by one percent (1%).

Employees eligible for step movement will receive the step on July 1 of each year of the contract.

The salary schedule(s) are specified in Appendix A.

All members employed prior to July 1, 2013 whose pay scale has been reduced shall be grandfathered in under the terms of the previous contract until their wage under any current contract exceeds the wage they received in 2012-2013.

7.2 Longevity Pay. Employees will receive a lump sum longevity payment as provided below in addition to step compensation described in Appendix A.

7.2.1 With the payroll following the Fifteenth (15th) anniversary of their date of hire, employees will receive a one-time longevity payment in the amount of five hundred dollars (\$500.00).

7.2.2 With the payroll following the twentieth (20th) anniversary of their date of hire, employees will receive a one-time longevity payment in the amount of one thousand dollars (\$1,000.00).

7.2.3 With the payroll following the twenty fifth (25th) anniversary of their date of hire, employees will receive a one-time longevity payment in the amount of fifteen hundred dollars (\$1,500.00).

7.3 Professional Development -Tuition Reimbursement

The District encourages members to continue to increase their education and expand their endorsements in order to better serve students. To demonstrate that desire, the District will provide tuition reimbursement and Professional Development funds to classified members. Within a cap limit not to exceed \$1,250 per school year for combined reimbursement to all members, the District will reimburse members for approved courses.

Tuition Reimbursement

Eligibility for tuition reimbursement must meet the following conditions:

- I) All coursework must be preapproved through a process developed by the Superintendent and the Chapter President.

- 2) Coursework for advancement on the Registered Teacher salary scale must be graduate-level. However, under special circumstances, the Superintendent may approve undergraduate-level coursework if it directly relates to the member's professional assignment or serves advantageous purpose for the District in another way.
- 3) Reimbursement rates per quarter hour will be limited to the tuition rate established by the Oregon State System of Higher Education for public universities.
- 4) The member must receive a minimum grade of B and provide an official transcript to the District, a request for reimbursement and a copy of University documents showing the tuition paid for each course. The member will reimburse the district within sixty (60) days if a grade of B or above is not achieved.
- 5) Only tuition will be reimbursed. The District will not pay for books or course or University fees. The District will not pay for mileage, meals or any other expense incurred to take the course. Available funds will be made available to the member at the time of course enrollment.
- 6) If the member leaves the district during the last trimester of the contract year in which funds for tuition were requested and utilized, the member will repay the District. The District shall withhold the tuition amount from the employee's final payroll payment.

#### Professional Development

Registration for meetings, conferences and professional training will be paid by the District if preapproved by the Superintendent.

ARTICLE IX: INSURANCE AND HEALTH BENEFITS

- 9.1 A. As of June 30, ~~2019~~2020, the District contribution for insurance and health benefits is a ~~\$1,228.00~~ \$1,255.00 contribution per month for each eligible employee toward the cost of premiums for life, medical, dental, and vision insurance. Effective July 1, ~~2019~~2020 through June 30, ~~2020~~2022, the District monthly insurance contribution will be ~~\$1,255.00~~\$1,321.54.
  - B. Half- time benefits start at eighteen (18) hours per week, prorated to twenty eight (28) hours for full benefits. Current transportation employees will receive half-time benefits starting at sixteen (16) transportation related hours, prorated to twenty-eight (28) hours for full benefits.  
  
Any registered teacher currently on staff at least .5 FTE as a registered teacher will maintain full time insurance and health benefits as long as they are employed at least half-time FTE registered teacher.
  - C. The Local Chapter employees may use these monies to purchase any type of life, medical, dental, vision coverage it chooses from the OEBC.
  - D. In the event the District contribution does not cover the cost of health insurance premiums, the District shall deduct the out-of-pocket expenses for additional premium cost according to Section 125 of the IRS rules and regulations.
  - E. Should the plan acquired by the bargaining unit cost less than the District's contribution as provided in Section A herein, the amount "saved" per eligible employee per month shall be credited to a premium pool that may be used only for the benefit year in which savings were accrued . "Pooled" funds not used by the end of each benefit year shall be forfeited.
- 9.2 The District will provide the current or substantially equivalent, long-term disability insurance plan for each unit employee who works a minimum of twenty (20) hours per week.
  - 9.3 The District shall pay the cost of required food handler's cards.
  - 9.4 The District will pay in full the cost of required physical examinations.

**APPENDIX A**  
**BLACHLY SCHOOL DISTRICT CLASSIFIED**  
**SALARY SCHEDULE**

<b><u>2019-20</u></b> <b><u>2020-2021</u></b>	Step 1	Step 2	Step 3	Step 4	Step L	Step LL
	1 yr@ step	1 yr@step	1 yr@step	3yr@step	3yr@step	
Secretary	\$14.01	\$14.47	\$14.95	\$15.43	\$16.27	\$17.10
Office Asst.	\$13.75	\$14.12	\$14.51	\$14.91	\$15.60	\$16.30
Inst. Asst.	\$14.30	\$15.25	\$15.68	\$16.13	\$16.88	\$17.64
Library	\$13.75	\$14.12	\$14.51	\$14.91	\$15.60	\$16.30
Playground	\$13.75	\$14.12	\$14.51	\$14.91	\$15.60	\$16.30
Bus Driver	\$17.18	\$17.66	\$18.16	\$18.69	\$19.56	\$20.47
Maint./Trans	\$21.62	\$22.22	\$22.86	\$23.51	\$24.63	\$25.76
Custodian	\$14.85	\$15.43	\$15.86	\$16.21	\$17.02	\$17.85
Cafeteria Mgr	\$16.89	\$17.32	\$17.72	\$18.17	\$18.91	\$19.65
Head Cook	\$14.68	\$15.10	\$15.50	\$15.95	\$16.69	\$17.43
Asst. Cook	\$13.37	\$13.77	\$14.13	\$14.51	\$15.19	\$15.87

For transporting Special Education students, the employee shall be compensated at bus driver's regular rate of pay.

**APPENDIX B**  
**BLACHLY SCHOOL DISTRICT REGISTERED TEACHER**  
**SALARY SCHEDULE**

**~~2019-20~~ 2020-21 REGISTERED TEACHER SALARY SCHEDULE ~~WITH \$.25/HR INCREASE~~**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>Step</b>	<b>BA</b>	<b>BA+ 12</b>	<b>BA+24</b>	<b>BA+36</b>	<b>BA+48</b>	<b>MA/BA +60</b>	<b>MA+12 BA+72</b>	<b>MA+24 BA+84</b>	<b>MA+36 BA+96</b>
<b>1</b>	\$28,463	\$28,869	\$29,281	\$29,699	\$30,124	\$30,554	\$30,991	\$31,435	\$31,885
<b>2</b>	\$29,477	\$29,899	\$30,326	\$30,760	\$31,200	\$31,647	\$32,100	\$32,562	\$33,028
<b>3</b>	\$30,530	\$30,967	\$31,410	\$31,861	\$32,317	\$32,782	\$33,252	\$33,730	\$34,214
<b>4-3yr @Step</b>	\$31,622	\$32,076	\$32,536	\$33,002	\$33,476	\$33,958	\$34,446	\$34,942	\$35,444
<b>L - 3yr @Step</b>	\$33,931	\$34,419	\$34,914	\$35,417	\$35,927	\$36,444	\$36,971	\$37,504	\$38,045
<b>LL</b>	\$36,416	\$36,941	\$37,475	\$38,015	\$38,565	\$39,122	\$39,688	\$40,262	\$40,845

If any individual hired has additional education or experience that the District is considering and they wish to modify the compensation package, they will notify OSEA of the general reasons for such placement at the time that the newly hired employee accepts the position.

If the individual might want to work "just for benefits" the District will notify OSEA at the time the new hire accepts the position.

For Registered Teachers credits must be graduate level.

Credits must be pre-approved and relevant to the instruction needs to the District.