

# OSEA

## Oregon School Employees Association Oregon City Chapter 14



### Welcome Back!

On behalf of the OSEA Chapter 14 Executive Board, I hope you had a chance to enjoy the hot weather this summer and are ready to return refreshed for another school year. There are several important events happening at the beginning of the year, so please read on for details. For those of you who are new to the district, we would love to meet you at the New Employee Orientation on September 8<sup>th</sup>. We are looking forward to seeing all of you at a Chapter event. Here's to a great 2015 – 2016 school year!

*Julie Salisbury*  
Chapter 14 President

Save the Date! See the Calendar page for details.

Insurance Assistance

**Wed. 9/9/15**

Enrollment assistance will be available.

Contract Ratification

**Wed. 9/16/15**

Room B100 at Jackson campus from 7:00 am to 6:00 pm.

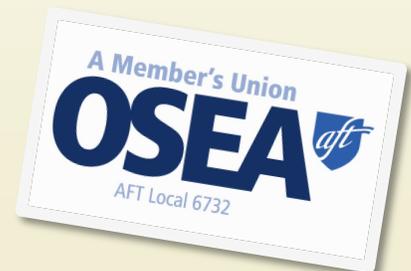
Chapter Meeting

**Mon. 10/5/15**

At the October meeting, we will be approving the annual budget.

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# Insurance Enrollment

You must re-enroll for medical, dental and vision coverage by September 11<sup>th</sup> in order to continue those plans beyond September 30, 2015!

## Enroll Online By September 11<sup>th</sup>

The enrollment website is:

<https://myoebb.org/oebb/!pb.main>

Information is available at:

<http://www.oregon.gov/OHA/OEBB/pages/index.aspx>

For insurance coverage questions:

Call OEBB at 888-469-6322

## Enrollment Assistance Available

Wednesday, September 9<sup>th</sup> from 1:00 pm to 5:00 pm, online enrollment assistance will be available at the District Administration office for those who would like help. No insurance company representatives will be available.



## Healthy Futures

In order to get lower deductible/copays effective October 1, **2015**, remember to complete your health assessment no later than October 15, 2015. Take two healthy actions before August 15, **2016**, and then report your two actions in MyOEBB during Open Enrollment **2016**. For more information, visit [Oregon.gov/OHA/OEBB](http://Oregon.gov/OHA/OEBB).



## HRA VEBA: What Are You Waiting For?

Would you like to be reimbursed for some of your qualified medical expenses? Take advantage of the HRA VEBA! The District funds this program. Contact the Payroll Department to get a brochure and enrollment kit.



# Contract Ratification

On June 16, 2015, a tentative agreement between OSEA Oregon City Chapter 14 and the Oregon City School District was reached. The terms were as follows:

- Full school year for 2015-2016 (no furlough days)
- The salary schedule for 2015-2016 shall remain the same as the 2014-2015 salary schedule (no COLA)
- Bargaining unit members eligible for step advancement shall receive the full step effective July 1, 2015.
- If the 2015-17 State School Funding (SSF) is \$7.4 billion or higher (unrestricted funds), the 2015-2016 longevity stipend will be paid at 1.5 times the contract rate as outlined in Article 9.5 of the contract. Should the SSF be less than \$7.4 billion, then eligible bargaining unit members shall receive the annual stipend amount as reflected in Article 9.5 of the contract.
- If the 2015-16 audited unrestricted Ending Fund Balance from the District's General Fund Budget on June 30, 2016 reach \$4,140,000 or higher, the Longevity Stipend will be increased 2 times the amount outlined in Article 9.5 of the contract for the 2016-2017 school year and will become a permanent stipend amount in the contract.
- The District's contribution towards the insurance cap shall remain as defined in Article 10.2 of the contract for the 2015-2016 school year. The HRA VEBA benefit will be extended through September 30, 2016.
- A separate Memorandum of Understanding was reached (effective June 10, 2015) to amend Article 10.7 as follows:
  - If an employee terminates his/her employment with the district after completing the entire work year for that position, the employee's insurance benefit shall continue through the month of September. (Previously it continued through August.)
- Extend the term of the 2013-2016 agreement through June 30 2017 with a limited opener on Articles 9, 10 and 12.



## Contract Ratification Vote

Contract ratification voting will take place on Wednesday, September 16<sup>th</sup> from 7:00 am to 6:00 pm in Room B100 at Jackson

All OSEA members will be allowed to vote to accept or not accept the tentative agreement outlined above. In accordance with our chapter by-laws, you must be a member in order to vote and you must vote in person. To be a member, you must have signed and returned an OSEA membership card and be current in your payment of monthly dues. If you are unsure of your membership status, email: [Vicki.poyser@orecity.k12.or.us](mailto:Vicki.poyser@orecity.k12.or.us).

# Good of the Order

## Member Benefits

As an OSEA member, you are entitled to some great benefits! You may get discounts on pet insurance, See's Candies, car rentals, flowers, etc. Check out these links:

<http://www.aft.org/about/member-benefits>

<http://www.osea.org/member-benefits/>



## Thinking of Changing Jobs?

Are you considering transferring to another job within the district? Before you accept your new position, consider making an appointment with Human Resources and Payroll to find out how it may impact your benefits or paychecks, particularly if the new position has a different number of contracted workdays per year.

## Emergency Business Leave...

...is not "Personal Leave" or a "Mental Health Day". It is for situations that must be attended to during an employee's assigned work hours. It may not be used to extend an employee's holiday or vacation. The leave must be requested in writing on the appropriate form. Refer to Article 12.3 of the contract for more details.



## Social Media and other Policies

Check out the Electronic Devices and Social Media policy adopted by the School Board last year:

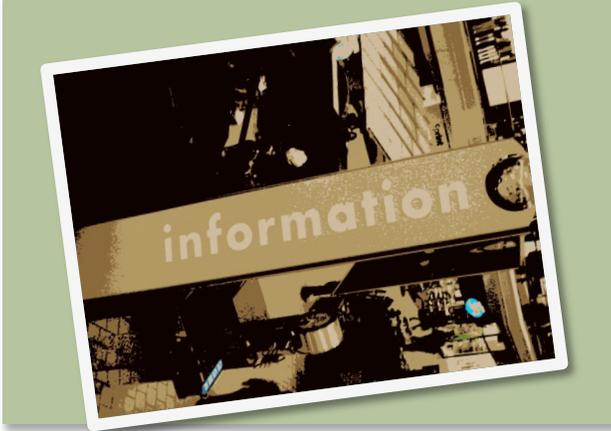
<http://policy.osba.org/orcity/G/GCAB%20G1.PDF>

To view other School Board policies that may affect you, go to:

<http://policy.osba.org/orcity/>

# Calendar of Upcoming Events

Date	Time	Event	Location
9/8	4:00 – 6:00 pm	New Employee Orientation	District Office
9/9	1:00 – 5:00 pm	Insurance Enrollment Assistance	District Office
<b>9/11</b>		<b>Last Day to Enroll for Insurance</b>	
9/14	7:00 pm	School Board Meeting	Board Room at Jackson
<b>9/15</b>	<b>4:00 – 6:00 pm</b>	<b>Tentative Agreement Info. Meeting</b>	<b>Room B100 at Jackson</b>
<b>9/16</b>	<b>7:00 am – 6:00 pm</b>	<b>Contract Ratification Vote</b>	<b>Room B100 at Jackson</b>
10/5	4:30 – 5:45 pm	OSEA Chapter Meeting	Room B100 at Jackson
10/12	7:00 pm	School Board Meeting	Board Room at Jackson

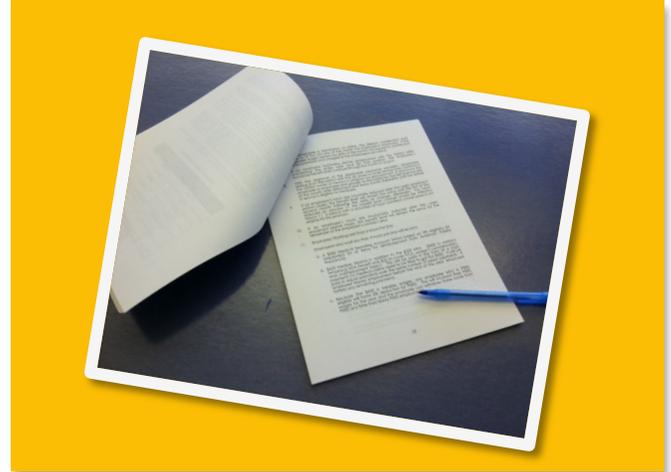


## New Employee Orientation

New Classified staff members are invited to attend an orientation meeting on Tuesday, September 8<sup>th</sup> at 4:00 pm. The meeting will be held in the downstairs conference room at the District Office. This will be a great opportunity to get personnel information and to find out about the Oregon School Employees Association.

## Tentative Agreement Info. Meeting

We will hold a Tentative Agreement informational meeting on Tuesday, September 15<sup>th</sup> from 4:00 to 6:00 pm in the Chapter Office at Jackson in Room B100. This is a drop-in meeting, so feel free to stop by and get your questions answered. In accordance with our By-Laws, members will be allowed to vote at the meeting. Voting will also be open Wednesday, September 16<sup>th</sup> from 7:00 am to 6:00 pm in the Chapter Office. A member of the Contract Negotiations Team will be available to answer questions during that time.



## Chapter Meetings

Chapter Meetings will be held in the OSEA Chapter 14 office in Room B100 at Jackson campus. The address is 1306 12<sup>th</sup> Street, Oregon City. Enter the Building B doors at the intersection of 12<sup>th</sup> Street and Van Buren Street. The office is the first room on the left.

If you are unable to attend the entire meeting, feel free to join us for any portion of it.

# Chapter 14 Executive Board

President

Julie Salisbury

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X 8150 / 503.407.6566 cell

Treasurer

Vicki Poyser

Vicki.Poyser@orecity.k12or.us  
X 8200

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Debbie Sandblast

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Al Notter

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X 8228

OSEA Field Representative

Lesly Muñoz

Lesly@osea.org  
503.931.8194



## Join Us

Oregon School Employees Association is a “members union”, meaning its members run the association. Chapter Officers are unpaid volunteers who handle the day-to-day business with advice from our OSEA Field Representative and the OSEA State Office in Salem. At regular chapter meetings, the members have the opportunity to have a say in how our chapter is run and how our budget is spent.

To make our chapter run effectively, we need you! There are many ways to be involved with the chapter, some of which include:

- Attending chapter meetings
- Joining a chapter committee
- Volunteering to be the webmaster for the chapter website
- Volunteering to create chapter newsletters
- Attending School Board meetings
- Attending OSEA State events

The more people that are involved, the more effective we will be! If you have questions about how you can participate, let one of the Exec. Board members know.

## Be A Building Representative!

We need members at each location to post information on the OSEA bulletin board and to distribute information to staff from time to time. Locations may have multiple building reps. If you are interested, let Debbie Sandblast know.

## Unleash Your Creative Side

We are looking for a creative OSEA member to produce chapter newsletters. If you have the experience and the desire to create newsletters, please contact Julie Salisbury.

## Webmaster Wanted

Do you have experience creating and maintaining web pages? We need someone to keep our chapter website up to date. Please contact Julie Salisbury if you are interested.