

**OSEA
and
Oregon City School District
Tentative Agreement
Salary and Benefits Reopener
for 2015-2016**

- Full school year for 2015-2016
- The salary schedule for 2015-2016 shall remain the same as the 2014-2015 salary schedule.
- 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 2015-16 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' 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 2016-17 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 2015-16 school year. The HRA benefit will be extended through September 30, 2016.
- A separate Memorandum of Understanding was reached on June 10, 2015 (effective immediately) 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.

The parties agree to extend the term of the 2013-2016 agreement through June 30, 2017 with a limited opener on the following contract articles to be negotiated in the spring of 2016:

- Article 9 – Compensation
- Article 10 – Insurance
- Article 12 – Leaves

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

For the District:

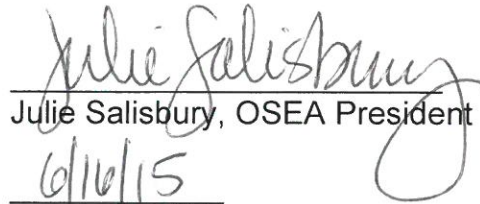
For OSEA:



Larry Didway, Superintendent

6-22-2015

Date



Julie Salisbury, OSEA President

6/16/15

Date

APPENDIX A-3: 2015-2016 Classified Salary Schedule

Hourly Rates of Pay								
RANGE	STEP A	STEPS	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
5	9.71	10.20	10.71	11.25	11.81	12.40	13.02	13.67
6	10.20	10.71	11.25	11.81	12.40	13.02	13.67	14.35
7	10.71	11.25	11.81	12.40	13.02	13.67	14.35	15.07
8	11.25	11.81	12.40	13.02	13.67	14.35	15.07	15.82
9	11.81	12.40	13.02	13.67	14.35	15.07	15.82	16.61
10	12.40	13.02	13.67	14.35	15.07	15.82	16.61	17.44
11	13.02	13.67	14.35	15.07	15.82	16.61	17.44	18.31
12	13.67	14.35	15.07	15.82	16.61	17.44	18.31	19.23
13	14.35	15.07	15.82	16.61	17.44	18.31	19.23	20.19
14	15.07	15.82	16.61	17.44	18.31	19.23	20.19	21.20
15	15.82	16.61	17.44	18.31	19.23	20.19	21.20	22.26
16	16.61	17.44	18.31	19.23	20.19	21.20	22.26	23.37
17	17.44	18.31	19.23	20.19	21.20	22.26	23.37	24.54
18	18.31	19.23	20.19	21.20	22.26	23.37	24.54	25.77
19	19.23	20.19	21.20	22.26	23.37	24.54	25.77	27.06

Monthly Rates of Pay 8 hours/260 Days								
RANGE	STEP A	STEPS	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
5	1 683	1 768	1 856	1 950	2 047	2 149	2 257	2 369
6	1 768	1 856	1 950	2 047	2 149	2 257	2 369	2 487
7	1 856	1 950	2 047	2 149	2 257	2 369	2 487	2 612
8	1 950	2 047	2 149	2 257	2 369	2 487	2 612	2 742
9	2 047	2 149	2 257	2 369	2 487	2 612	2 742	2 879
10	2 149	2 257	2 369	2 487	2 612	2 742	2 879	3 023
11	2 257	2 369	2 487	2 612	2 742	2 879	3 023	3 174
12	2 369	2 487	2 612	2 742	2 879	3 023	3 174	3 333
13	2 487	2 612	2 742	2 879	3 023	3 174	3 333	3 500
14	2 612	2 742	2 879	3 023	3 174	3 333	3 500	3 675
15	2 742	2 879	3 023	3 174	3 333	3 500	3 675	3 858
16	2 879	3 023	3 174	3 333	3 500	3 675	3 858	4 051
17	3 023	3 174	3 333	3 500	3 675	3 858	4 051	4 254
18	3 174	3 333	3 500	3 675	3 858	4 051	4 254	4 467
19	3 333	3 500	3 675	3 858	4 051	4 254	4 467	4 690

2014-2015 CLASSIFIED INSURANCE BENEFITS	
ASSIGNED DAILY HOURS	MONTHLY BENEFIT DOLLARS
7-8	\$1 284.62
6- 6.99	\$963.47
5- 5.99	\$802.89
4-4.99	\$642.32
LESSTHAN4	\$0.00