

DISTRICT PROPOSAL  
June 19, 2013  
OSEA/ DISTRICT BARGAINING

THIS OFFER IS A PACKAGE OFFER AND WILL AUTOMATICALLY EXPIRE, UNLESS ACCEPTED, BY 5:00 PM ON JUNE 19, 2013, IN WHICH CASE, THE DISTRICT'S INITIAL PROPOSAL IS RESTORED.

The Eugene School District 4J and the Oregon School Employees Association, recognizing the shared burden of responding in a positive manner to the ongoing funding problems of the state, agree to modify Appendices A (Work Year), B (Compensation), I (Insurance Reserve Transfers), and Articles 17 (Insurance), 19.1 (Compensation) and 19.3 (Step Advancement) of the Collective Bargaining Agreement as follows:

1. COLA. The 2013-14 payscales will be increased by one percent (1.0%) over the 2012-13 payscales.
2. Step waiver. Step eligible employees will not move a step in 2013-14. Step eligible employees would advance 2.5% in 2014-15, not 5.0%. Steps will not match years of experience, and the District does not have a "catch up" obligation.
3. Reserve transfer. For 2013-14, there will be a one-time transfer from the classified insurance reserve fund to the District general fund of \$50,000.00 to partially defray, on a one-time basis, the increased cost of the COLA. In addition, if the savings from PERS reform does not cover the increased cost of the COLA for classified staff in the nutrition services department, OSEA authorizes an additional transfer of up to \$25,000.00 from the classified insurance reserve fund to the nutrition services fund.
4. Work year. For 2013-14, there will 7 days cut from the regular work year assignments as per Article 3, Section 3.15.1 through 3.15.6. All of the cut days will be student contact days.

The days identified by the District as furlough days are non-work days (employees will not be allowed to work or report to work on those days). Furlough days are non-paid days and employees are not eligible to use paid status time (such as vacation, sick leave, or compensatory time) on those days.

- a. Exceptions to designated furlough days will be made for emergency crews required to report on hazardous weather days. Any other exception or variance will be approved in writing in advance by the Human Resources Director, with notice to OSEA.
- b. Bargaining unit members shall not suffer any additional loss of pay or benefits as a result of the District's decision to reduce work assignments (i.e. vacation, holiday, sick leave, insurance contribution, or calculation of seniority).

- c. Employees who are paid on a time-sheet basis will have the reduction in pay during the pay period in which the furlough occurs. All other employees will have the reduction in pay spread across paychecks throughout the fiscal year.
  - d. Any of the cut student days may be offset by hazardous weather days. Notice that days will be added to the end of the year will be made by April 15, 2014.
  - e. The District may restore days upon 30 days written notice to OSEA.
  - f. This agreement does not set precedent for future decision nor create may be used in support of any bargaining obligation in the future.
5. Insurance Benefits. Articles 17.1.2 through 17.1.4 are modified as follows:
- 17.1.2 Employees working seven (7) or more hours  
The District's total contribution per member per month for medical, dental, vision, and long-term disability insurance on behalf of employees who work a minimum of seven (7) hours per day will be one thousand sixty dollars (\$1060.00) for the period October ~~2012~~ 2013 through September ~~2013~~ 2014.
  - 17.1.3 Six (6) to less than seven (7)-hour employees  
The District's total contribution per member per month for medical, dental, vision, and long-term disability insurance on behalf of employees who work a minimum of six (6) hours but less than seven (7) hours per day will be nine hundred four dollars and seventy-five cents (\$904.75) for the period October ~~2012~~ 2013 through September ~~2013~~ 2014.
  - 17.1.4 Four (4) to less than six (6)-hour employees  
The District's total contribution per member per month for medical, dental, vision, and long-term disability insurance on behalf of employees who work at least four (4) but less than six (6) hours per day will be six hundred ninety seven dollars and seventy-five cents (\$697.75) for the period October ~~2012~~ 2013 through September ~~2013~~ 2014.
6. Article 24. No change in the current contract language. However, we will sit down and explore whether any unintended consequences arose out of language changes ratified in approximately May 2012.
7. The effective date of this Agreement is July 1, 2013.