APPENDIX A
WORK YEAR CHANGES (2015-16 Only)

Work year. For 2015-16, there will be one day cut from the regular work year assignments defined in Sections 3.15. The day identified by the District is January 4, 2016, and is a non-work day (employees will not be allowed to work or report to work on that day). The day will be unpaid and employees will not be eligible to use paid status time such as vacation, sick leave or compensatory time on those days.

a. Exceptions to a designated furlough day 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. The day cut is a student day, and may be offset by a hazardous weather day. Notice that days will be added to the end of the year will be made by April 15, 2016.

e. The District may restore the day upon 30 days’ notice to OSEA.

f. This work year agreement does not set precedent for future decision.

APPENDIX B
COMPENSATION SCHEDULES

Pay Schedules, COLA and Longevity:

The pay schedules in Appendix B describe the pay rates for all bargaining unit members beginning July 1, 2015.

2015-16

The Food Services salary schedule for 2015-16 reflects the following changes from the 2014-15 schedule:

- Step 1 has been eliminated, and existing steps 2 through longevity will be renumbered steps 1-9.
- The schedule has been increased by a 2.2% cost of living adjustment (COLA).
- New Step 9 (formerly “longevity” on the 2014-15 schedule) reflects a 1.0% increase, such that the increment between New Steps 8 and 9 is 2.5%.
- A new longevity step has been added and represents a 1.0% increase above new step 9. A bargaining unit member is eligible for the longevity step after having been on new step 9 for one (1) year and is eligible for a step advance under section 19.3.

The remaining salary schedules for 2015-16 reflect the following changes from the 2014-15 schedule:
• The schedule has been increased by a 2.2% cost of living adjustment (COLA).

2016-17:

The 2015-16 classified salary schedules will be increased by 2.0% effective July 1, 2016. In addition, 1.5% will be added to the longevity step on the Food Services salary schedule only.

2017-18:

The 2016-17 classified salary schedules will be increased by 2.2% effective July 1, 2017.

Step: During 2015-16, 2016-17, and 2017-18, step eligible employees will advance a step, except as follows: due to the renumbering of the Food Services Salary Schedule in 2015-16, employees on step 1 in 2014-15 will remain on step 1 in 2015-16, and new step 1 reflects a 2.5% increase over existing step.

Grandfathered clause from 1997-98: Each bargaining unit member who received a three percent (3%) increase in their hourly rate of pay under the terms of the 1997-98 agreement shall continue to receive the value of the three percent (3%) increase under the terms of this Agreement. For example, an employee on step 9 who received the three percent (3%) during 1997-98 will have their 2014-15 hourly rate plus three percent (3%). If an employee receiving the additional three percent (3%) successfully promotes to a different position on the employee’s hourly rate before promotion including the three percent (3%) will be the hourly rate used to place the employee in the new position pay grade step and eligibility for the additional three percent (3%) ends.

APPENDIX L
DATA GATHERING AND STUDY OF AFFORDABLE CARE ACT; STUDY OF LONG-TERM LEAVE BENEFITS

Three members each from OSEA and the District will convene on a regular basis during the fall of 2016 and 2017 to jointly study the implications of the Affordable Care Act on members, to collect demographic data from members and to collect data for the purpose of informing the OSEA and District bargaining teams for 2018.

Three members each from OSEA and the District will convene during the term of this agreement to jointly study the current long term leave benefits provided by the contract, to collect data on the same, and to advise the OSEA and District bargaining teams on any recommended changes in 2018.