

## District Package Proposal 4

November 4, 2021

Subjects: PERS Contributions; Agreement Has Precedence

### 2.1 AGREEMENT HAS PRECEDENCE:

~~This Agreement shall modify, replace, or add to~~ If any policies, rules, regulations, procedures, or practices of the District ~~which shall bear~~ contrary to or inconsistent with ~~its the~~ terms of this Agreement, this Agreement shall take precedence. ~~The provisions of this Agreement shall be incorporated into and become part of the established policies, rules, regulations, practices, and procedures of the District. All existing personnel policies dealing with mandatory subjects of bargaining, not modified or inconsistent with this Agreement, are hereby incorporated and made a part of this Agreement.~~ The rights granted to unit members in this contract shall be deemed to be in addition to those provided by federal law, by Oregon state law, or administrative regulations. ~~In the event of a violation, only mandatory bargainable policies, rules, regulations, procedures, or practices of the District may be grieved in binding arbitration under this contractual provision.~~

### 4.9.3 District Payment of Employee Contribution to IAP (New)

The district will continue to make legally-required employer contributions to the Oregon Public Employees Retirement System (PERS) or the Oregon Public Service Retirement Plan (OPSRP). In addition, pursuant to ORS 238A.335, the district will make the contribution of six percent (6%) of salary to the Individual Account Program (IAP) required from eligible employees to the extent not prohibited by law and shall not deduct such contributions from employees' salaries.

#### Comments on Proposal:

It is not the intent of this agreement to change the manner in which the district makes the 6% contribution for eligible employees' to the Individual Account Program. The purpose of the language is to update it in light of changes to law and to ensure that the parties' agreement about the district's contribution towards the IAP is in a readily available location.

Ratification of this proposal will formally terminate the 2004-2009 agreement relating to the PERS "pick up" including the language in that agreement that provided that after January 1, 2009, it could be reopened by either party but would remain in effect for six-months following notice of intent to renegotiate.