



OEA NEGOTIATIONS UPDATE

Issue: 4 Date: February 9, 2018

Duty Day: the district agreed to the addition of the words “in collaboration” to the last sentence of the duty hours clause. The clause will now read, “The Association and the District shall meet annually in collaboration to determine the length of the student day with a decision to be made prior to the end of the school year.”

Bona Fide separation at Retirement: Master Agreement shall now read:
“Retiring employees shall be separated from employment on the last duty day of the school calendar and shall be paid the balance of their salary for the remainder of the contract year on the next regularly scheduled payroll. For the 2018-2019 contract year, the retiring employee will be covered by the health insurance program until August 31. The retiring employee shall elect, on or before May 1 of each contract year, whether the cash value of the District's contribution to health insurance for the remainder of the contract year shall be paid directly to the employee as wages, subject to applicable tax withholding, or whether such cash value shall be contributed into the retiring employee's 403(b). If the employee fails to make an election, the District shall pay the amount as wages.”

SAT coordinators will be paid accordingly: schools with an average daily attendance of <500 will be paid a stipend of \$500; schools with an average daily attendance of >500 will be paid a stipend of \$1000 per year.

SAT team members will be paid accordingly: each school (no matter the population size) will receive a lump sum of \$500. Team members will be paid at a rate of \$12/hour until the \$500 lump sum is exhausted.

The **school year** will be 189 days.

Accumulated sick days will be reflected on your paycheck to a maximum of 127 days.

Personal days will continue to roll over into your sick leave bank.

The first hearing on the contract prior to ratification will be held at OEA on Feb. 13th at 5:30.

#Because We Make it Happen!