

## Side by Side Comparison of the 2015-2018 OEA/OPS Master Agreement and the 2018-2019 Tentative Agreement

### Highlights:

- A one-year contract. This works in our favor!
- The school year has been set at 189 days.
- Changes to the length of the school day will be made in collaboration with the Association.
- Each employee will move on step for the salary schedule which will give an increase of approximately \$840. In addition, with \$150 added to the base salary, each employee will receive this increase along with a percentage increase as the increase for the base is increased even further through each step and salary lane.
- Health Insurance premiums will remain unchanged for the 2018-2019 school year.
- The allowable banked sick days has been increased to 127 days.
- Specialists are included in the class coverage stipend for elementary school teachers. In addition, class coverage stipend is based on percentage of students received, not number of teachers receiving the students.
- Bereavement leave now allows for the notice of the need for leave to happen within 5 days to accommodate services that take place outside the 5 days following the death.
- Educators Rising was added as a Vocational activity with a stipend to the coach of \$3,600 per year.
- Parent Teacher conferences are limited to seven hours per semester.
- Language surrounding staff meetings was clarified to limit to two meetings per month.
- Payment for accumulated sick leave was maintained at 50%.
- ProCom – the Professional Committee (ProCom) is a wonderful opportunity to have teacher voice part of the discussions both during the school year and during the life of the negotiated agreement.
- All variances will remain intact apart from the reduction of the school year by one day.

### Outline of All Changes:

Current Contract Language	Tentatively Agreed Changes or Additions
<b>Section 1: Introduction</b>	
Terms of the agreement	This is a one-year contract for the 2018-2019 contract year.
Definitions	Addition of the definition of <i>facilitator</i> .
Collaboration	Changes were made to the definition of collaboration. These changes were proposed by the Association.
<b>Section III: Compensation and Benefits</b>	
Compensation	Salary schedule is attached. All staff will move on step and \$150 is added to the base salary.
Assistance to New Teachers and Mentors of New Teachers	<ul style="list-style-type: none"> <li>- Language changed to reflect the current practice of the 5 day induction program</li> <li>- New teachers will also attend up to 5 meetings over the course of the year hosted by the District and will be compensated \$15 per hour.</li> <li>- Stipend for mentors is now guaranteed instead of “if money is available”.</li> </ul>
Director of School Counseling Counselor Academic Records Counselor Dean of Students	No changes to the stipends, duty hours, or length of school year. The changes made to this section is to condense it in the form of a table.

Curriculum Specialist and Senior High Department Head Facilitator	
Bachelor's Degree Plus Forty-Five Hours	Removed from contract. Oversight from last negotiated agreement
New addition to contract. This section is new to this contract at the request of the Association.	Membership in American Speech Language Hearing Association A speech-language pathologist who has achieved the Certificate of Clinical Competence will be reimbursed for the annual cost of the certificate up to \$200.00 per year upon submission of receipt of payment to the District, up to a lifetime maximum of \$1,000.00 per person. Following payment to ASHA, the speech-language pathologist will submit the receipt within 90 days for payment to Human Resources for reimbursement.
Extra Duty Summer School Teachers Adult Education Teachers Teacher In-service Pay Curriculum Writing	No changes to the stipend amounts. The changes made to this section is to condense it in the form of a table.
Elementary Extra Duty	<ul style="list-style-type: none"> <li>- Specialists will now be included in the compensation for class coverage</li> <li>- The compensation for class coverage remains at \$30/hour however teachers will be compensated based on percentage of students received and not the number of teachers receiving the students.</li> </ul>
Secondary Extra Duty	<ul style="list-style-type: none"> <li>- Changes were made to reorganize and clarify section. Stipend for 60-minute classes was removed because there are no 60-minute periods at any school in the district.</li> <li>- No changes to the compensation for loss of plan time</li> </ul>
Athletics, Fine Arts, and Other Extra Duty	<ul style="list-style-type: none"> <li>- No changes made to the stipends to this section with the exception of Culinary Arts and Assistant Band Director.</li> <li>- Educator's Rising was added as a new Vocational Advisory activity.</li> <li>- Athletic trainers were removed from contract because they are no longer hired from the within the teaching faculty.</li> <li>- Entire section was organized in table form.</li> </ul>
Student Assistance Teams	<ul style="list-style-type: none"> <li>- Section moved to a table under Extra Duty.</li> <li>- Stipends amounts have changed.</li> <li>- SAT Team coordinators in schools with less than 500 students will receive a stipend of \$500. Coordinators in schools with more than 500 students will receive a stipend of \$1000.</li> <li>- Each school will receive an allowance of \$500 to reimburse SAT team members at the rate of</li> </ul>

	\$12.00/hour.)
<b>Health Insurance</b>	<p><b>THERE WILL BE NO CHANGES TO THE EMPLOYEE PAID PREMIUM CONTRIBUTION FOR THIS CONTRACT YEAR.</b></p> <p>Changes to the section:</p> <ul style="list-style-type: none"> <li>- Removal of reference to 2015-2018 school years</li> <li>- Employer contribution changed from being stated in a percentage to a dollar amount and amounts listed as annual premium as well as monthly cost</li> <li>- Addition of section that states that if an employee and his/her spouse both work for the district, the premium will be covered at 100% for both employees</li> <li>- Addition of the following section for retiring employees: <i>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.</i></li> </ul>
Group Life Insurance	<ul style="list-style-type: none"> <li>- Additional coverage is still available to the employee to purchase however the list of additional amounts were removed.</li> </ul>
Long Term Disability	<ul style="list-style-type: none"> <li>- Change to the amount for the monthly benefit of 60% of the employee's monthly salary to a maximum of \$8,500 (previously it was \$5,000).</li> </ul>
Salary Deductions	<ul style="list-style-type: none"> <li>- Change in language and organization. No change to meaning</li> </ul>
<b>Section IV: Leaves of Absence</b>	
<b>Sick Leave</b>	<ul style="list-style-type: none"> <li>- Allocation remains at 10/year and total available for use at the beginning of the year.</li> <li>- Full time employees may accrue a maximum of 127 days</li> <li>- There is no limit on the number of days used for the illness of immediate family members</li> </ul>

	<p>(previously restricted at 8 days)</p> <ul style="list-style-type: none"> <li>- Sick leave days are no longer available to use for Summer School teachers.</li> </ul>
Payment for Accumulated Sick Leave	<ul style="list-style-type: none"> <li>- The District strongly pushed to have this changed from the current rate of 50% of the daily rate of pay to \$50. However, the Association was able to maintain this rate. There is no change from the current contract language.</li> </ul>
Bereavement Leave	<ul style="list-style-type: none"> <li>- Change in language to accommodate memorial services for family members that do not take place within 5 days of the death of the family member.</li> <li>- Employees now must give notice of the <i>need</i> for the bereavement leave within 5 days of the death.</li> </ul>
Association President Leave	<ul style="list-style-type: none"> <li>- The Association will reimburse the District for up to 10 years experience.</li> </ul>
<b>Section VI: Other Provisions</b>	
Duty Hours	<ul style="list-style-type: none"> <li>- The length of the school year will be 189 days</li> <li>- Language addition: The Association and the District shall meet annually <i>in collaboration</i> to determine the length of the student day with a decision to be made prior to the end of the school year.</li> </ul>
Parent Teacher Conferences	<ul style="list-style-type: none"> <li>- Conferences limited to seven hours per semester.</li> <li>- ProCom will investigate options for the schedule.</li> <li>- The building principal and the association representative will collaboratively determine the parent teacher conference schedule option for their building.</li> </ul>
Staff Meetings	<ul style="list-style-type: none"> <li>- Faculty meetings are to be held to a maximum of two meetings per month, and shall be limited to 60 minutes in duration. Faculty meetings are meetings where all staff is required to attend.</li> <li>- Staff may be required to attend additional committee meetings, as determined by the committee in collaboration with the Building Administrator. Committee meetings are not staff or faculty meetings.</li> </ul>
Professional Committee	<ul style="list-style-type: none"> <li>- The Board and the Association are committed to the concept of collaboration and to demonstrate that commitment the Parties agree to establish a Professional Committee (ProCom). The ProCom should be composed of eight to twelve persons appointed by the Superintendent, one of which shall be the Superintendent and including one principal</li> </ul>

	<p>from each educational level, and eight to twelve persons appointed by the Association, one of which shall be the President of the OEA which shall meet at least quarterly to discuss overall relations between the parties, exchange information, receive suggestions, consider problems and discuss improvements. Over the course of the 2018-2019 school year, the ProCom will be tasked with addressing the following topics (a) cultivating a collaborative culture, (b) staff safety, (c) peer assessment and review, (d) teacher effectiveness, and (e) other topics as mutually agreed upon by ProCom.</p>
<p>Personnel Files</p>	<ul style="list-style-type: none"> <li>- This section is reinstated after being removed during the last negotiations.</li> <li>- Language comes from State statute.</li> </ul>