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OSEA COUNTER 22-23 10.11.22
Retroactive to July 1

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
18	\$30.89	\$31.66	\$32.45	\$33.27	\$34.10	\$34.95	\$35.82	\$36.72	\$37.64	\$38.77
17	\$29.21	\$29.94	\$30.69	\$31.46	\$32.24	\$33.05	\$33.87	\$34.72	\$35.59	\$36.66
16	\$27.65	\$28.34	\$29.05	\$29.78	\$30.52	\$31.28	\$32.07	\$32.87	\$33.69	\$34.70
15	\$26.35	\$27.01	\$27.68	\$28.38	\$29.09	\$29.81	\$30.56	\$31.32	\$32.10	\$33.07
14	\$25.00	\$25.63	\$26.27	\$26.92	\$27.60	\$28.29	\$28.99	\$29.72	\$30.46	\$31.37
13	\$23.84	\$24.44	\$25.05	\$25.67	\$26.31	\$26.97	\$27.65	\$28.34	\$29.05	\$29.92
12	\$22.79	\$23.36	\$23.94	\$24.54	\$25.16	\$25.78	\$26.43	\$27.09	\$27.77	\$28.60
11	\$21.87	\$22.42	\$22.98	\$23.55	\$24.14	\$24.74	\$25.36	\$26.00	\$26.65	\$27.45
10	\$20.95	\$21.47	\$22.01	\$22.56	\$23.12	\$23.70	\$24.30	\$24.90	\$25.53	\$26.29
9	\$19.70	\$20.19	\$20.70	\$21.21	\$21.75	\$22.29	\$22.85	\$23.42	\$24.00	\$24.72
8	\$18.60	\$19.07	\$19.54	\$20.03	\$20.53	\$21.04	\$21.57	\$22.11	\$22.66	\$23.34
7	\$18.24	\$18.70	\$19.16	\$19.64	\$20.13	\$20.64	\$21.15	\$21.68	\$22.22	\$22.89
6	\$17.80	\$18.25	\$18.70	\$19.17	\$19.65	\$20.14	\$20.64	\$21.16	\$21.69	\$22.34

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ARTICLE 20 – RETIREMENT

20.1 Supplemental Retirement Benefits

20.1.1 Pre-Retirement Program

The District shall provide time off with pay to classified employees eligible for retirement to attend District sponsored pre-retirement programs. The participants shall be furnished information materials at District expense. The District shall consult with the Association about the content of the program.

20.1.2 Retirement Benefits

20.1.2.1 OPTION ONE:

Employees retiring from PERS service, who retire from the District after ten (10) consecutive years of regular employment with the District and meet the PERS requirements for receiving the system's regular retirement benefits (i.e., Tier One age 58, Tier Two age 60 or OPSRP age 65 or an earlier age with 30 years of PERS service), will receive a lump sum payment. The amount of the payment will be two thousand five hundred dollars (\$2,500.00) for an employee with ten (10) consecutive years of regular District employment, three thousand dollars (\$3,000.00) for an employee with fifteen (15) such years, three thousand five hundred dollars (\$3,500.00) for an employee with twenty (20) such years, four thousand dollars (\$4,000.00) for an employee with twenty-five (25) such years, and four thousand five hundred dollars (\$4,500.00) for an employee with thirty (30) or more consecutive years of regular employment with the District.

20.1.2.2 **OPTION TWO:** An employee eligible for the lump sum payment in **Article 20.1.2 who retires on or before June 30, 2026** may, in lieu of the lump sum payment, elect a District paid monthly contribution shall be three hundred seventy-five dollars (\$375.00). During the term of this contract, the District and Association agree to the use of the insurance reserve fund in section

17.6 in the amount of twenty-five (\$25.00) per month as additional dollars for retiree insurance unless the JBC agrees to change the amount contributed from the insurance reserve fund. Under no circumstances will the District make premium payments for an employee's spouse who reaches sixty-five (65) years of age or qualifies for Federal Social Security Medicare coverage, whichever occurs first. However, if the employee qualified for a District-paid insurance contribution under section 20.3.6.2 or under section 20.3.7.3, then the thirty-six (36) months of eligibility for the District insurance contribution shall be tolled until the month following termination of the re-employed retired employee. If an eligible employee waives the District retiree insurance program, then the District's insurance contribution will not be made during the term of the waiver. **The District and the classified insurance reserve fund will not make any contributions to an employee or spouse under the terms of this paragraph after June 30, 2029. Article 20.1.2.1 expires at midnight on June 30, 2029.**

20.1.2.3 **OPTION THREE:** An employee fifty-seven (57) years or older who has ten (10) or more consecutive years of regular employment, see section 20.1.2, with the District who meets all the requirements of 20.1.2 except for being eligible for the regular PERS retirement benefit, **and who retires on or before June 30, 2026**, may choose to have the District monthly insurance contribution of three hundred and seventy-five (\$375.00) plus twenty five (\$25.00) from the reserves paid in any consecutive monthly period from retirement to the earlier of age sixty-five (65) **or June 30, 2029** in an amount not to exceed the monthly district contribution for that year or prorated in a lesser monthly amount not to exceed the total benefit which is equal to the district monthly contribution for the year of retirement times thirty six (36). **The District and the classified insurance reserve fund will not make any contributions under the terms of this paragraph after June 30, 2029. Article 20.1.2.2 expires at midnight on June 30, 2029. As a result of the sunset of the above-referenced section, Article 20.1.6 (Medicare Carve Out) and Article 20.2.2 (benefits for estate of deceased retiree electing Option 2) will expire on June 30, 2029; at that time, the obligation of the District and the classified insurance reserve fund to make contributions as provided in this paragraph will cease, and no other contributions under the terms of Article 20.1.6 will be made.**

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APPENDIX A COMPENSATION SCHEDULES AND REOPENER

Pay Schedules and Cost of Living Adjustments:

The following pay schedules describe the pay rates for all bargaining unit members during the term of this agreement. The District pays the 6% employee contribution to PERS in addition to the salaries described in the wage scale. Effective July 1, 2021, a cost of living increase of two percent (2.0%) shall be applied to the classified salary schedule; provided, however, said increase shall not apply to summer seasonal positions during the summer 2021. In summary, effective upon ratification, all employees will receive a cost of living increase to their current hourly rate of two percent (2%) or a base hourly wage of fifteen dollars (\$15.00) per hour, whichever is greater. Effective July 1, 2023, all employees will receive a cost of living increase to their current hourly rate of two and one half percent (2.5%) or a base hourly wage of sixteen dollars (\$16.00), whichever is greater. Effective July 1, 2024, all employees will receive a cost of living increase to their current hourly rate of three percent (3%) or a base hourly wage of seventeen dollars (\$17.00), whichever is greater.

On a one-time, non-precedent setting basis, all classified employees employed by the district on the date this Agreement is ratified by members will earn one thousand dollars for that week. Payment will be made in the September 2021 payroll.

Grades 1-3 will be deleted from salary schedule. The FSA 1 classification will be placed on grade 4. During 2021-22, either party may demand to bargain the pay grades for the following classifications: custodians, custodial maintenance coordinator I, and lead custodians; bargaining shall be on an expedited basis.

The Longevity Step represents 3% over Step 9. Upon ratification, a new longevity step will be added to the wage scale as "Longevity 15" with a three percent (3%) increase over the previous step for employees who have been employed by the District at least 15 years.

The pay schedules in Appendix A describe the pay rates for all bargaining unit members. Effective July 1, 2022 the scale will be based on a \$17.50 base wage.

→ 17.86 [OSEA Verbal Correction]

During the 2023-24 and 2024-25 school year, wages across all classifications shall be increased by the average of the twelve monthly percentage increases reported in the CPI-W, West from February through January with a minimum of 4% and a maximum of 7%.

New longevity steps will be added at fifteen (15), twenty (20), twenty five (25), thirty (30) and thirty five (35) and will be increases of five percent (5%)

[SEE SEPARATE DOCUMENT FOR PROPOSED WAGE SCALES]

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