

TENTATIVE AGREEMENT

Memorandum of Understanding
Between the Oregon School Employees Association, Chapter 71
And
North Clackamas School District

In light of the recent economic developments, the parties have agreed to the provisions of this Memorandum for one (1) year only, contract year 2011 – 2012, unless otherwise specified in this MOU. The Memorandum will be active from July 1, 2011, and expires on June 30, 2012. The parties agree the Memorandum amends the 2010-2013 Agreement as follows:

1. Reduction in Work Days

The 2011 – 2012 work year shall be reduced by seven (7) paid days. This reduction will be for 2011 – 2012 only. These days will be considered mandatory unpaid furlough days for all classified employees. The seven (7) unpaid furlough days shall be:

- A. Six (6) student days that coincide with all other employee groups' unpaid furlough days to be scheduled after consultation with employee groups on the 2011 - 2012 Student Calendar in order to achieve maximum savings. This results in restoration of 4 student-contact days compared to the previous year.
- B. The equivalent of one (1) unpaid furlough day will be taken by each classified employee, thereby reducing an individual employee's work calendar for 2011 – 2012. This results in restoration of two (2) unpaid furlough days compared to the previous year. These two (2) days are restored due to trigger language in the 2010-2011 MOU. The one (1) furlough day will be **Mutually Agreed** to and scheduled by the employee and unit supervisor. The furlough day will be tracked at the unit level.

2. Salary

- A. Step movement and wage schedule for the 2011-2012 work year will be frozen.
- B. The Association and the District will collaborate on implementing a new salary schedule as part of the 2012 bargained agreement. Employees' hourly rate of pay will not be reduced as a result of the new schedule.

3. Health Insurance

- A. The District and the Association agree that health care contribution will be maintained at the current level for the duration of the MOU.
- B. At the next open enrollment period, an employee who is eligible per the CBA, will have an opportunity to participate in one of the following health plans beginning in January 2012:
 - 1) current North Clackamas Health Plan
 - 2) current Kaiser Health Plan

3) new North Clackamas Health Plan 10

To create an incentive for members to move from North Clackamas Health Plan, the District will contribute \$100 per month stipend from 1/1/12 through 12/31/12 (prorated per individual employee FTE) for each employee who chooses to move from the North Clackamas Health Plan to either Plan 10 or Kaiser Health Plan. This stipend will be paid from savings to the district.

C. The Association and the District will collaborate on an insurance education program beginning in August 2011 to help employees understand the features of all three plans.

4. Triggers for Restoration for 2011 – 2012

A. When the District receives a net increase to the General Fund Budget of \$600,000 that is not restricted or designated reimbursement, from local, state or federal sources, then the District will consult with the Association as to how the additional funding will be applied to offset the above reductions.

The Association and the District reserve the right to reopen this MOU (not the CBA) to address changes in local, state and/or federal funding. Discussions shall be limited to wages and benefits only and only after all other means for cost cutting have been exhausted as outlined in Article 1, Section 1.6.

Representative From the District

Oregon School Employees Association
Chapter 71

Date

Date