

Riverside Local School District Board of Education & OAPSE Local #374

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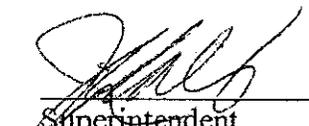
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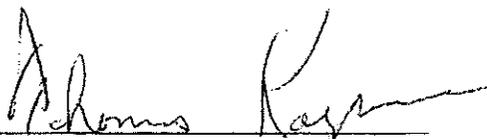
1. Duration: One (1) year; effective August 1, 2011 through July 31, 2012.
2. No increase in base compensation; no step increases; and no increase in any other form of compensation.
3. All eligible employees shall move to the Lake County Schools Council Standard Plan Nos. 1, 2 or 3 (attached) effective October 1, 2011. The Lake County Schools Council Standard Plan Nos. 1, 2 and 3 shall be the only healthcare plans (medical and Rx) offered by the District as of October 1, 2011. All current plans (medical and Rx) shall expire September 30, 2011 and shall be permanently discontinued without grandfathering.
4. Open enrollment period for healthcare plan shall occur during the month of September 2011.
5. A dental and vision plan will be offered which shall be the same as offered to other RLSD staff.
6. Employees who work less than 20 hours per week are ineligible to participate in the District healthcare plans (medical, Rx, dental and vision).
7. Effective October 1, 2011, for Standard Plan No. 1, employee monthly contributions toward the cost of healthcare coverage (medical and Rx) shall be as follows:
  - a. 12-month full-time: 15%
  - b. School year full-time employees working at least 35 hours per week: 17.25%
  - c. Other school year employees
    - 1) Who work at least 27 hours per week but less than 35 hours per week: 25%
    - 2) Who work at least 20 hours per week but less than 27 hours per week: 50%
8. Effective October 1, 2011, for Standard Plan No. 2, employee monthly contributions toward the cost of healthcare coverage (medical and Rx) shall be as follows:
  - a. 12-month full-time: 18%

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- b. School year full-time employees working at least 35 hours per week: 20.25%
  - c. Other school year employees
    - 1) Who work at least 27 hours per week but less than 35 hours per week 25%
    - 2) Who work at least 20 hours per week but less than 27 hours per week: 50%
9. Effective October 1, 2011, for Standard Plan No. 3, employee monthly contributions toward the cost of healthcare coverage (medical and Rx) shall be as follows:
- a. 12-month full-time: 22%
  - b. School year full-time employees working at least 35 hours per week: 24.25%
  - c. Other school year employees
    - 1) Who work at least 27 hours per week but less than 35 hours per week: 25%
    - 2) Who work at least 20 hours per week but less than 27 hours per week: 50%
10. Effective October 1, 2011, the employee monthly contribution toward the cost of dental and vision coverage (single or family) shall be \$10.
11. All contrary provisions contained in the current version of the Collective Bargaining Agreement shall be amended to reflect the contents of this Tentative Agreement. All other provisions of the current Collective Bargaining Agreement and MOUs shall continue in full force and effect through the duration of this successor agreement.

  
\_\_\_\_\_  
Superintendent  
Date: 8/26/11

  
\_\_\_\_\_  
President, OAPSE Local #374  
Date: 8/26/11

June 26, 2012

STATE EMPLOYMENT  
RELATIONS BOARD

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1. Duration: One (1) year; effective August 1, 2012 through July 31, 2013 with the possibility of a second year, August 1, 2013 through July 31, 2014.
2. No increase in base compensation; no step increases; and no increase in any other form of compensation throughout the duration. If there is a step increase for the 2014-2015 contract year, eligible bargaining unit members shall move one (1) step on the salary schedule from the step held by the bargaining unit member during the 2010-2011 contract year.
3. The Lake County Schools Council Standard Plan Nos. 1, 2 and 3 shall be the only healthcare plans (medical and Rx) offered by the District.
4. Open enrollment period for healthcare plan shall occur during the months of August 20, 2012 to September 20, 2012. Thereafter, open enrollment period for healthcare plan shall occur May 20, 2013 to June 20, 2013 and thereafter during the period of May 20 – June 20 each year.
5. A dental and vision plan will be offered which shall be the same as offered to other RLSD staff.
6. Employees who work less than 20 hours per week are ineligible to participate in the District healthcare plans (medical, Rx, dental and vision).
7. Effective October 1, 2012, for Standard Plan No. 1, employee monthly contributions toward the cost of healthcare coverage (medical and Rx) shall be as follows:
  - a. 12-month full-time: 15%  
(Single: \$66.46 per month; Family: \$169.46 per month)
  - b. School year full-time employees working at least 35 hours per week: 17.5%  
(Single: \$77.54 per month; Family: \$197.70 per month)
  - c. Other school year employees
    - 1) Who work at least 27 hours per week but less than 35 hours per week: 25%  
(Single: \$110.77 per month; Family: \$282.44 per month)
    - 2) Who work at least 20 hours per week but less than 27 hours per week: 50%  
(Single: \$221.53 per month; Family: \$564.87 per month)
8. Effective October 1, 2012, for Standard Plan No. 2, employee monthly contributions toward the cost of healthcare coverage (medical and Rx) shall be as follows:

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- a. 12-month full-time: 18%  
(Single: \$88.20 per month; Family: \$224.90 per month)
  - b. School year full-time employees working at least 35 hours per week: 20.25%  
(Single: \$99.23 per month; Family: \$253.01 per month)
  - c. Other school year employees
    - 1) Who work at least 27 hours per week but less than 35 hours per week:  
25% (Single: \$122.51 per month; Family: \$312.36 per month)
    - 2) Who work at least 20 hours per week but less than 27 hours per week:  
50% (Single: \$245.01 per month; Family: \$624.72 per month)
9. Effective October 1, 2012, for Standard Plan No. 3, employee monthly contributions toward the cost of healthcare coverage (medical and Rx) shall be as follows:
- a. 12-month full-time: 22%  
(Single: \$116.39 per month; Family: \$296.80 per month)
  - b. School year full-time employees working at least 35 hours per week: 24.25%  
(Single: \$128.30 per month; Family: \$327.15 per month)
  - c. Other school year employees
    - 1) Who work at least 27 hours per week but less than 35 hours per week:  
25% (Single: \$132.27 per month; Family: \$337.27 per month)
    - 2) Who work at least 20 hours per week but less than 27 hours per week:  
50% (Single: \$264.53 per month; Family: \$674.54 per month)
10. Effective October 1, 2012, the employee monthly contribution toward the cost of dental and vision coverage (single or family) shall be \$10.
11. The employee contributions toward medical, prescription drug, dental and vision insurance coverages in effect for the 2012-2013 contract year shall carry forward for the 2013-2014 contract year.
12. The parties agree to amend the Reduction in Force in Article XXI as follows:

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In paragraph J: However, any bargaining unit member who refuses recall to a lower classification or to a position with fewer hours than s/he held at the time of layoff shall not be removed from the reinstatement list.

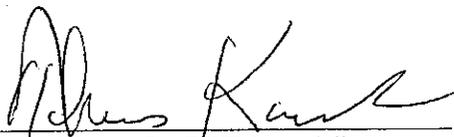
In D 1: System Wide seniority shall be defined as uninterrupted length of continuous service with the Board, computed from the latest effective date of hire.

In I: Bargaining unit members shall remain on the appropriate reinstatement list for a period of three (3) years from the effective date of layoff.

In D 4: In cases where affected employees have identical seniority, seniority shall be determined in the following order:

- a. The earlier date of the Board meeting at which the affected employee was hired.
  - b. If there is still a tie among two or more affected employees, the earlier date that the affected employee submitted his/her signed employment contract to the Board per the applied time stamp.
  - c. Then, a coin toss per current contract language unless there are more than two affected employees, then drawn numbers.
13. All contrary provisions contained in the current version of the Collective Bargaining Agreement shall be amended to reflect the contents of this Tentative Agreement. All other provisions of the current Collective Bargaining Agreement and MOUs shall continue in full force and effect through the duration of this successor agreement.

  
\_\_\_\_\_  
Superintendent  
Date: 6/26/12.

  
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President, OAPSE Local #374  
Date: 6 26 - 12