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TENTATIVE AGREEMENT BETWEEN

OAPSE LOCAL #238

AND THE

**MADISON LOCAL BOARD OF
EDUCATION**

JULY 1, 2015 THROUGH JUNE 30, 2016

CONTRACT YEAR

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DEFINITION OF TERMS

The following words, as used throughout this document, shall have the meaning as listed below unless the context plainly requires otherwise.

"Anniversary Date"	the employee's last date of hire with the District.
"Assistant Superintendent"	the person assigned by the Superintendent to perform the duties described and defined in this Master Contract, or the Superintendent or designee.
"Bargaining Unit"	people and positions represented under the Master Contract by their sole exclusive representative, Union.
"Board"	the Board of Education of the Madison Local School District.
"CDL"	a Commercial Drivers License.
"Classification"	job positions listed under Article 1, §§A [2] (a-k) of this Master Contract.
"Classification Seniority"	actual years an employee works within a classification.
"Contract Year"	July 1 through June 30.
"Day"	a calendar day, excluding weekends and any holiday as defined in ORC §1.14.
"District"	the Madison Local School District.
"Emergency"	a sudden condition or state of affairs calling for immediate action.
"Employee"	a member of the OAPSE union bargaining unit.
"Field Trip"	any school bus trip or extracurricular bus trip which is not a regularly scheduled route. (see Additional Agreement at the end)
"Grievance"	an alleged misinterpretation or misapplication of this Master Contract.
"Grievant"	an employee, group of employees, or the Union.
"His"	a singular pronoun whose reference shall apply equally to members of either gender. This singular pronoun should be considered only as a matter of customary grammatical usage as the context requires. Its reference does not indicate a sexual preference.

"Immediate Family"	father, mother, sister, brother, spouse, child, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandparent, grandchildren, son-in-law, daughter-in-law or any other person living in the same household as the employee for whom the employee has been granted legal responsibility by a court.
"Master Contract"	the master contract by and between the Board of Education of the Madison Local School District, Lake County, and the Ohio Association of Public School Employees, Local #4, AFSCME/AFL-CIO, Local #238 and subsequent memorandums of agreement between the parties.
"ORC"	the Ohio Revised Code.
"§"	a section citation of the Ohio Revised Code, this Master Contract or as the context plainly requires.
"Seniority"	the uninterrupted length of continuous service with the Board as computed from the employee's most recent date of hire.
"SERB"	the State Employment Relations Board.
"SERS"	the School Employee's Retirement System.
"Superintendent"	the Superintendent of Schools of the Madison Local School District.
"Standard Overtime Rate"	one and one-half times an employee's regular rate of pay.
"Treasurer"	the Treasurer of the Madison Local School District.
"Union"	the Ohio Association of Public School Employees, Local #4, AFSCME/AFL-CIO, Local #238.
"Work Week"	five consecutive days worked between 12:01 a.m. Sunday and 12:00 a.m. Saturday.
"Vacancy"	an employment position which becomes open due to a promotion, demotion, transfer, contract nonrenewal, termination, resignation, or death of an employee, or due to the creation of a new employment position in the District.

"Year"

120 or more days employed by the Board during a contract year.

Classification Provisions

A. Bus Drivers (see Additional Agreement at the end)

1. Bus Routes (see Additional Agreement at the end)

- a. Bus routes shall be approved annually by the Board.**
- b. All regular, two hour kindergarten, mid-day, East Shore and non-public bus routes, shall be posted and bid upon annually. The routes shall be posted during the month of May for a period of 10 days. The Superintendent or designee and the Union President or designee shall agree upon a time and place for the mass bid to occur. The mass bid meeting shall be held within five days of the posting deadline and be completed in one day.**

After the May bid, route packages shall not be altered through any bidding procedure until the subsequent May bid.

- c. When a vacancy occurs after the bidding in 1(b) above, the vacancy shall be posted for three days. The Superintendent or designee and the Union President or designee shall agree upon a time and place for the mass bid to occur. The mass bid meeting shall be held within five days of the posting deadline and be completed in one day. The route remaining at the conclusion of the mass bid shall be posted and bid in accordance with Article 7, §A of this Master Contract.**
- d. Unless prior arrangements have been made, school bus drivers who do not attend the scheduled mass bid meeting forfeit their seniority rights and will be assigned a route remaining after all school bus drivers who are present have selected.**
- e. Length of driving time for each route shall be determined by the Superintendent or designee. When time discrepancies are reported, the Superintendent or designee and a Union representative shall ride those routes with the assigned bus driver and make necessary adjustments.**
- f. Each bus driver will be allotted 60 minutes of non-driving time each day to perform duties, as follows:**
 - i. Pretrip and warm-up the bus.**
 - ii. Fuel the bus.**
 - iii. Sweep the bus.**
 - iv. Routine maintenance.**
- g. If, in the opinion of the Superintendent or designee, a bus driver is not able to satisfy the special considerations of a bus route, that bus**

driver shall be removed from the route after consultation with the Union. The Board shall designate another contracted bus driver to assume that route for the balance of the school year. The bus route of the designated bus driver shall be assumed by the removed bus driver.

- h. Bus drivers shall be provided with a list of the names and addresses of all students who ride their bus.**
- i. Necessary medical information concerning students who ride their bus will be provided to the bus drivers.**

2. Field Trips (see Additional Agreement at the end)

- a. Field trips shall be posted in accordance with the provisions of Article 7, §A of this Master Contract.**
- b. Field trip bid awards shall be done on a seniority, rotating basis during the contract year.**
- c. Bus drivers shall receive their current hourly or overtime rate for all field trips. Bus drivers for whom acceptance of the field trip would interfere with his regular bus route are ineligible to bid on that field trip. Drivers shall be compensated from their time of departure to their time of return to the bus garage. All drivers shall remain with the field trip event for the trips' entire duration. On days when school is not in session, drivers shall be granted an additional 45 minutes for pretrip, warm-up, and routine maintenance.**
- d. Drivers may not trade field trips without the prior approval of the Superintendent or designee. Traded field trips shall not affect the seniority rotation system described in §b of this section.**
- e. A bus driver who reports to the bus garage for a field trip which has been cancelled shall have the option of receiving two hours of pay or being placed at the top of the seniority rotation list, if that bus driver was not notified of the trip cancellation.**
- f. Bus drivers who fail to drive an awarded field trip or to notify the Superintendent or designee shall be immediately subject to a loss of eligibility to drive all field trips for 60 days, commencing the date of that awarded field trip.**
- g. Summer Field Trips**
 - i. Bus drivers awarded a field trip during the summer recess are responsible for performing all necessary duties for that trip or for securing another contracted driver for the trip.**
 - ii. Bus drivers unable to drive a summer field trip and to secure a substitute driver shall immediately contact the**

Superintendent or designee. The bus driver will be rotated to the bottom of the seniority list as if he had driven the trip.

- iii. **A bus driver who reports to the bus garage for a summer field trip which has been cancelled shall receive two hours of pay if that bus driver was not notified of the trip cancellation.**

B. Bus Assistants (see Additional Agreement at the end)

1. **Bus Aides shall not be required to hold a CDL.**
2. **Bus Aides holding a CDL shall be eligible to bid on field trips for which no bus driver has submitted a bid.**

C. Cafeteria Personnel

1. **When a school kitchen is being used by an outside group, other than Madison Bingo, Inc. (Madison Boosters Club, Inc.), and Madison Athletic Service Club, a cafeteria employee will be present to supervise. The employee shall be paid his standard overtime rate for these hours.**
2. **Food for programs outside the regular food service program (i.e., school lunch and breakfast, Latchkey) shall be prepared during the employee's regular work day, when possible. Additional time may be granted to complete preparations or for other reasons with prior approval of the Superintendent or designee.**

D. Custodian

1. **Activities scheduled on days when school is not in session require a custodian to be present. Activities excluded from this requirement are those under the direct supervision of a building administrator or coach such as: team practices, conditioning, weight lifting, and return of a team from an away event.**
2. **Custodians scheduled for these activities shall be on duty one hour before and one hour after the scheduled activity.**

E. Library Assistants

Library Aides shall work the day before the students' first day and the day after the students' last day of the school year.

F. Secretaries

Secretaries shall not be required to dispense prescription medicine to students or to perform medically-related duties.

G. Assistants

Educational Assistants may be assigned to supervise groups of students in classrooms, on the playground or in the cafeteria.

ARTICLE 1 - PROCEDURAL AGREEMENT

A. Recognition

1. The Board recognizes the Ohio Association of Public School Employees, Local #4, AFSCME/AFL-CIO, Local #238 (Union) as the sole and exclusive bargaining representative of all staff in the bargaining unit for the purposes of arriving at contractual agreements on wages, hours, fringe benefits, terms and conditions of employment, and the continuation, modification, or deletion of an existing provision of this Master Contract. The bargaining unit shall consist of all staff, full-time and regular short-hour, employed by the Board indicated by the classifications defined in §A [2] below:
2.
 - a. **Bus Assistants (see Additional Agreement at the end)**
 - b. **Bus Drivers (see Additional Agreement at the end)**
 - c. Bus Mechanic Personnel
 - d. Cafeteria Personnel
 1. Cafeteria Manager
 2. Cafeteria Manager's Helper
 3. Cafeteria Cashier
 4. Cafeteria Helper
 - e. Custodian Personnel
 1. Head Custodian
 2. Head Night Custodian
 3. Custodian
 - f. **Data Processor (see Additional Agreement at the end)**
 - g. Educational Assistants
 1. Cafeteria
 2. Classroom
 3. Playground
 - h. Library Assistants
 - i. Maintenance Personnel

- j. Secretarial Personnel
- k. Special Education Assistants
 - 1. E.D. Assistants
 - 2. Autism Assistants
 - 3. Special Needs Assistants

3. The following staff shall be excluded from representation by Union:

- a. Administrative and Supervisory Personnel
- b. Board Office Personnel
- c. Latchkey Personnel
- d. Public Preschool Personnel
- e. Seasonal Employees/Casual, Day-to-Day Substitutes

4. This recognition shall continue unless a successor is elected or recognition is withdrawn in accordance with ORC Chapter §4117.

~~5. Reciprocal Compensation~~

~~Should any other bargaining unit or administrative position receive any bonus, benefit increase or wage increase greater than the amount (s) negotiated by OAPSE Local #238, then same increase(s) shall be granted to all members of OAPSE Local #238 on the same effective date.~~

6. Proofreading

Further, both parties agree that unless specifically negotiated and agreed upon, which shall be evidenced by the ability to produce a signed and dated TA, all other language in this contract shall remain the same. If during the proofing and reproduction of the document an item is overlooked or excluded no penalty shall be visited upon either party but such language as that which was overlooked or excluded which will be considered valid and be in full force and effect.

ARTICLE 5 - ABSENCES AND LEAVES

A. Sick Leave

1. Sick leave credit shall accumulate at the rate of one and one-half days per month to a maximum of 18 days per year. Sick leave must be used on either a one-half or full-day basis. Sick leave may be used on a ¼-day basis with 48-hour advance notice and prior approval of the Superintendent or designee.
2. An employee's total accumulation of sick leave may not exceed three hundred forty (340) days for the term of this contract. An employee may earn and accumulate sick leave while on sick leave.
3. An employee shall be granted an advancement of up to 18 days of sick leave, if needed, to be charged against the sick leave the employee will subsequently accumulate out of the current individual contract.

Employees who are advanced sick leave but fail to return to work following this sick leave shall reimburse the District the full amount of the advancement including applicable voluntary deductions.

4.
 - a. An employee who is absent for seven or more consecutive days shall submit medical certification from a licensed physician stating that illness or injury to the employee or a member of his immediate family caused his use of sick leave
 - b. An employee who uses more than 15 days of sick leave without medical verification in a contract year shall be required to submit medical verification from a licensed physician stating that illness or injury to the employee or a member of his immediate family caused his use of sick leave.
 - c. An employee who consistently uses sick leave in a discernable pattern, such as on Mondays, Fridays or paydays, may be required to submit medical certification from a licensed physician to substantiate future absence due to illness or injury.
 - d. An employee required to submit medical certification shall do so within three days of returning to work.
5. An employee transferring to the employ of the Board shall be credited with the unused balance of accumulated sick leave upon verification of such accumulation from the proper prior public employer, subject to the accumulation caps listed in §[2] above.
6. Unused accumulated sick leave days shall be reported to each employee by the Treasurer once each month.
7. Sick Leave Bank

~~An employee that has exhausted all of his/her accrued sick and personal days and has an illness or injury to himself/herself or a member of his/her immediate family may request bargaining unit members to donate days. The request for donations will be made directly to the Office of the Treasurer who will transmit the request to all members of the bargaining unit. A bargaining unit member at his/her discretion, may donate sick leave days directly to another bargaining unit member by submitting the donation form to the Office of the Treasurer by the deadline established in the original notification. A member may donate no more than a total of five (5) days per contract year. Any donated but unused days will be retained by the receiving bargaining unit member. Any bargaining unit member receiving SERS disability benefits or Workers' Compensation income replacement benefits shall not be eligible for this program.~~

An employee that has exhausted all of his/her accrued sick leave, vacation leave and personal days, and has an illness or injury to himself/herself or a member of his/her immediate family may request bargaining unit members to donate days. The request for donation will be made directly to the Office of the Treasurer who will transmit the request, including the name of the individual requesting the days, to all members of the bargaining unit. A bargaining unit member, at his/her discretion, may donate sick leave or personal leave days directly to another bargaining unit member by submitting the donation form to the Office of the Treasurer by the deadline established in the original notification. No bargaining unit member may donate more than three (3) days to that specific bargaining unit member in each contract year. per request. A bargaining unit member may apply multiple times per year with the acceptable documentation. Any donated but unused days will be retained by the receiving bargaining unit member. No bargaining unit member may donate days if they have been a recipient within twelve (12) months of receiving a donation. Any bargaining unit member receiving SERS disability benefits or Worker's Compensation income replacement benefits shall not be eligible for this program.

ARTICLE 7 - VACANCIES AND TRANSFERS

A. Job Vacancies and Bid Procedure

1. Within five days from the date a vacancy occurs, the Board shall provide a vacancy notice to the Union President and Union representatives in all District buildings to be posted in designated areas accessible to all employees for a period of ~~seven ten~~ **seven days (as defined previously)**. The Union President shall provide a list of these representatives to the Superintendent or designee by September 15. Subsequent vacancies resulting from filling the initially posted position shall only require posting for ~~seven three~~ **seven** days.
2. ~~The Superintendent or designee shall maintain a file of employee requests for transfer to a position desired, whether or not a vacancy exists. The employee shall be given written acknowledgement of receipt of his request, and a copy of each applicable vacancy notice shall be enclosed with his paycheck during the summer months when school is not in session. Requests shall be considered as standing until the requested transfer occurs or the employee requests his name be removed from the file. Expression of interest does not mean acceptance of an offer to fill the position. A copy of all vacancy notices will be posted on school bulletin boards, e-mailed to all bargaining unit members, posted at the Board office and on the District website. Upon request by a bargaining unit member, the posting will be mailed to that bargaining unit member during the summer.~~
- 2.
3. A copy of the posting shall be submitted to the Union President or his designee.
4. The vacancy notice shall include:
 - a. Position available.
 - b. Location of the position.
 - c. Shift involved.
 - d. Current rate of pay and hours of work.
5. Within the posting period, any employee may submit to the Superintendent or designee a written bid for the vacant position.
6. In filling a vacancy, the Board shall consider applicants in the following order:
 - a. Current employees within the same classification who request a transfer.
 - b. Current employees from outside the classification who request a transfer.
 - c. Persons from outside the Union who seek employment with the Board.

In considering employees in §[a] and [b] above, the Board shall award the vacant position to the senior employee who is qualified. Qualifications shall be determined by the Board in accordance with the current job description.

7. All posted vacancies which have been bid upon by a current employee shall be filled within ~~15~~ **30** days after the posting period has expired. Upon request by ~~the Board~~, the Union President may grant a reasonable extension, ~~up to a maximum of 15~~ **30** additional days.
8. During the ~~10~~ **45**-day training period for employees appointed under the provisions of §[6][a] and [b] above, the Board shall not be required to fill the vacated position of the promoted or assigned employee. If, at the expiration of the ~~10~~ **45**-day training period, the appointed employee has successfully completed his job duties, the Board shall post a vacancy notice in accordance with §A [1] above. The vacated position shall be filled by a temporary employee or substitute during the training period.

B. Transfers

1. All employees appointed under the provisions of §[6][a] and [b] above shall be subject to a ~~10~~ **45**-day training period for the Board to determine their fitness for and adaptability to their new position. The following provisions shall apply to such appointed employees during the ~~10~~ **45**-day training period:
 - a. If an employee is appointed under the provisions of §A [6] [b] above, but has no previous experience in that classification, the employee's salary schedule placement will be at that same step on the new classifications salary schedule.
 - b. If the employee is appointed to a position in which he has previous job experience in that classification within the District, the Board may waive the training period, unless that employee is appointed to a position of greater responsibility.
 - c. Following successful completion of the training period, the employee's seniority in that position shall be retroactive to his first day in the new job. The seniority of an employee who is not subject to a training period shall be effective on the first day of work.
 - d. Should the employee's performance deficiencies be noted and documented on an evaluation after the training period, an additional ~~10~~ **30**-day probationary period may be established. An employee who is determined not to fulfill the qualifications of the position to which he was appointed has the right to:
 - i. A hearing with the Superintendent or designee and the appropriate supervisor.
 - ii. Union representation at the hearing before returning to his previously held position.

- iii. Waive a second evaluation and immediately return to his previously held position.
- e. An appointed employee who does not want to continue with the new position shall be permitted to return to his previous position without loss of seniority within the **10 45-day** training period. ~~, or within 20 days if the training period has been waived.~~

C. Temporary Transfer

- 1. When an employee provides advanced notice of an absence (excluding vacations) of **fifteen (15) ten (10)** or more consecutive work days, or an employee accepts a temporary transfer, the Superintendent or designee shall offer the available position to the remaining employees in that job classification in order of their seniority until the assignment is accepted. Temporary transfers under this section shall not require a posting.
- 2. An employee who accepts a temporary transfer shall be:
 - a. Required to work the regular hours of the vacant position; and
 - b. Paid from the first hour of the assignment at his current hourly rate of pay plus the difference in hourly rate between the Step 0 rates for the employee's position and the vacant position.
- 3. If no employee accepts the temporary transfer, the position may be filled by a Board-approved substitute employee.
- 4. If no substitute employee can be secured, the position will be assigned to the employee who, in the Superintendent's or designee's judgment, can most efficiently perform the duties of the position. This employee will remain until a substitute is later secured or the provisions of §C [5] below apply.
- 5. An employee who accepts or is assigned a temporary transfer shall continue in this assignment until:
 - a. The regular employee returns from the absence;
 - b. The position becomes a vacancy; or
 - c. The Superintendent or designee determines that the employee is not able to satisfy the special considerations of the position.

D. Temporary Assignments

- 1. Absences other than those defined in §C above shall be filled by:

- a. **A Board-approved substitute employee, except for mid-day and kindergarten bus routes which shall be offered and filled on a rotating seniority basis by one driver for the duration of the temporary assignment. (see Additional Agreement at the end)**
- b. If no Board-approved substitute employee is available, the Superintendent or designee shall offer the position to the remaining employees in order of their seniority until the assignment is accepted, except when there is an emergency in which case the position will be offered to the employee who, in the Superintendent or designee judgment, most efficiently can perform the duties of the position.
- c. An employee who accepts a temporary assignment shall be:
 - i. Required to work the regular hours of the vacant position;
 - ii. Paid from the first hour of the assignment at his current hourly rate of pay plus the difference in hourly rate between the Step 0 rates for the employee's position and the vacant position, except that if the temporary assignment is to fill a supervisor's position, the employee will be paid \$3 per hour in addition to his current hourly or overtime rate; and
 - iii. Entitled to all other supplemental wages to which he would otherwise be eligible to receive.
- d. An employee who accepts a temporary assignment outside the Union shall continue to accrue seniority.

ARTICLE 10 - WAGES

A. Base Salary

1. All employees shall receive a general wage increase of 1.30% for wages earned on or after July 1, 2015.

2. **Reciprocal Compensation:** Should any licensed administrator ~~administrative position~~ receive any bonus or annual wage increase greater than the amount(s) negotiated by OAPSE Local #238, the same increase(s) shall be granted to all members of OAPSE Local #238 on the same effective date.

ARTICLE 11 - FRINGE BENEFITS

A. Health Insurance Programs

- ~~1. The Board shall provide its current single and family health insurance coverage of all employees who work four or more hours for hospitalization, major medical, dental and eye care insurance coverage.~~

~~Three insurance coverage plans [i.e., level/extent of benefits for medical and prescription]—Plan 1, Plan 2, Plan 3—(Appendix C) will be offered, and each full-time eligible bargaining unit member will select the Plan of his or her choice, determined by the level and extent of insurance coverage benefits desired.~~

~~Effective 2012-2013 school year participants in the District's health insurance plans shall contribute premium costs as follows:~~

- ~~a. Plan 1: \$70.03/month for single or \$178.17/month for family~~
- ~~b. Plan 2: \$76.84/month for single or \$195.52/month for family~~
- ~~c. Plan 3: \$115.88/month for single or \$295.16/month for family~~
- ~~d. There will be no open enrollment period until May 2013.~~
- ~~e. If 11 or few bargaining unit members opt out of health insurance coverage, they shall each receive a \$1,250 waiver bonus. If more than 11 members opt out, each of those OAPSE members shall receive a \$2,500 waiver bonus. When the parties meet to negotiate a successor agreement to this contract, the health insurance waiver bonus shall be \$1,250 unless negotiated otherwise.~~

~~A Flex 125 premium pass-through program shall be utilized (subject to the rules established by the insurance carrier) to enable employees to make any bi-weekly contributions before taxes.~~

- 1. The Board shall provide its current single and family health insurance coverage of all teachers for hospitalization, major medical, dental and eye care insurance coverage.**

Four (4) insurance coverage plans [i.e., level/extent of benefits for medical and prescription]—Plan 1, Plan 2, Plan 3 and Bronze Plan will be offered, and each full-time eligible bargaining unit member will select the Plan of his or her choice, determined by the level and extent of insurance coverage benefits desired. Participants in the District's health insurance plans shall contribute premium costs as follows:

Plan 1: \$74.68/month for single or \$190.40/month for family;

Plan 2: \$84.02/month for single or \$214.26/month for family;

Plan 3: \$144.80/month for single or \$368.18/month for family.

Bronze: \$5.00/month for single or \$10.00/month family

In the event the Board is given or takes a premium holiday, the holiday shall be extended, in the same month, to all participating bargaining unit members.

Insurance rates are effective November 1, 2015 and shall be changed each succeeding July 1st.

2. Under the PPO plan, dependents will be covered to the age of 19 and covered until age 25 if they are a full-time student. The Board shall not be obligated to provide insurance for a dependent if the teacher desiring such coverage fails to provide the Treasurer with a written application or reasonable information requested by the Treasurer to establish the eligibility of dependents.
3. The Board shall have the right to select whatever carrier it chooses to provide its insurance programs; however, the selected PPO plan will not be changed during the life of this Negotiated Agreement.

B. Vision Coverage

Vision coverage will be provided under a Vision Services Plan (VSP), subject to the rules established by the insurance carrier. The vision insurance plan includes:

1. coverage for one eye exam every twelve months;
2. one pair of lenses every twelve months; and
3. one pair of frames every twenty-four months.

Vision co-pays include:

1. \$10 for examination;
2. \$15 for lenses; and
3. \$15 for frames (allowance subject to wholesale plan allowances with difference in costs being the responsibility of the teacher).

C. Life Insurance

The Board shall provide a group term life insurance policy in the amount of \$30,000 and shall pay the full cost of providing such insurance.

D. Waiver of Insurance

~~Any employee who is covered by the family medical coverage of a spouse who is not an employee of the District may annually waive, in writing, the insurance coverage in §A of this article and receive at the end of the contract year a cash "waiver bonus" of \$1,250. The waiver must clearly explain the procedure for enrollment if the spouse's coverage is lost during the year. This waiver shall occur at the time of initial employment and must be applied for annually thereafter in order to be continued.~~

If 11 or few bargaining unit members opt out of health insurance coverage, they shall each receive a \$1,250 waiver bonus. If more than 11 members opt out, each of those OAPSE members shall receive a \$2,500 waiver bonus. When the parties meet to negotiate a successor agreement to this contract, the health insurance waiver bonus shall be \$1,250 unless negotiated otherwise.

When both spouses are employees of the District, they shall be covered by a family plan under the name of one of the spouses. Upon the other spouse's application, he/she shall receive a \$1,250 cash payment at the end of the contract year.

E. Insurance Committee

An insurance committee shall be maintained and convened for the purpose of reviewing all current insurance specifications. The Committee shall oversee on a continuing basis all medical, prescription drug, dental, and vision insurances. The Committee shall consist of equal number of representatives of both the Board and the Union. The Board and Union may each have one consultant to a committee. The Committee shall have the power to make its own internal rules of operation. Any changes recommended by the Committee **may must** be accepted by both the Board and the members of the Union. A representative from the Union who serves on the Committee shall be invited to attend all meetings that are open for attendance of the Lake County Schools Council Health Care Consortium advisory meetings. **(see Additional Agreement at the end)**

F. Allowances

1. The Board shall provide a uniform **reimbursement allowance** of up to \$100.00 per year to cafeteria employees for the purchase of required uniforms and shoes. **Cafeteria employees must present receipts in order to receive the reimbursement.** The reimbursement allowance shall be paid in ~~on~~ the ~~first~~ **second week pay-period** in October if not already paid upon Union and Board ratification of this Master Contract in year one of the contract term.
2. The Board shall provide a clean uniform for bus mechanics and maintenance workers each day.
3. The board shall reimburse bus driver and mechanics who have two-year limited or continuing contract status for the cost of renewing their CDL.
4. The Board shall pay the fee for bus drivers and mechanics criminal background record reports.
5. The Board shall provide a safety shoe **reimbursement allowance** of up to \$50.00 per year to all custodial employees. **Custodial employees must present receipts in order to receive the reimbursement.** The reimbursement allowance shall be paid in ~~on~~ the ~~first~~ **second week pay-period** in October or upon Union and Board Ratification of the Master Contract in year one of the contract term if not already paid.

Additional Agreement:

References to transportation and data processing that have been negotiated shall be held in abeyance and moved to the back of the negotiated agreement until/unless the departments come back to the District at which time it shall be moved back into the agreement in its proper place and negotiations will begin from there.

Any references to mechanics shall remain properly in place.

Article 1, Section A: Recognition shall not be opened; however, a paragraph may be added referencing transportation and data processing for clarity.



For the Union



For the Board of Education

For the Union

For the Union

