

Klamath Falls City Schools

and

Klamath Falls Supervisors/Managers

**2015-2018
Agreement**

ARTICLE 1
RECOGNITION

The Board recognized the following positions as part of the Supervisors'/Managers' group:

Supervisor of Maintenance
Supervisor of Transportation
Teen-Parent Coordinator
Director of Technology
Student Services Database Manager
Purchasing Agent

ARTICLE 2
SICK LEAVE

- A. One sick leave day per month worked, with unlimited accumulation. This amount will be given in one lump sum beginning every fiscal year. (Example: Twelve-month employees will receive 12 sick days on July 1.)

- B. Family Illness: Allow the use of five (5) sick days to be used for family illness, i.e., spouse, children, parents not necessarily living in the home.

- C. Family Illness leave shall be provided in accordance with the Oregon Family Medical Leave Act and the Family Medical Leave Act of 1993.
 - 1. Immediate family shall be defined as follows:
 - Spouse of member
 - Children of member
 - Parents of member

 - 2. Immediate family members, other than the minor child of a member (no limitation on children), shall be allowed up to a maximum of five (5) days of paid sick leave for illness even if it does not fit the definition of serious health condition. If it fits the definition of serious health condition, members may use all available sick or other paid leave.

ARTICLE 3
BEREAVEMENT LEAVE

- A. Five days for bereavement leave for spouse, children, parents, grandparents, grandchildren, brother, sister, father-in-law, mother-in-law, brother-in-law and sister-in-law.

- B. Additional family members may be included, for bereavement, in unusual circumstances. To be granted on an individual basis, with approval of the immediate supervisor and/or superintendent or assistant superintendent. Individual's request may be rejected by any of these three.

ARTICLE 4
PERSONAL LEAVE

- A. Three days with pay per year, non-accumulative. Up to two days of personal leave will be reimbursed at 80% of the individual employees' daily rate of pay, for any personal leave day(s) not used during a contract year.

ARTICLE 5
BONUS DAYS

- A. Members will receive three (3) non-cumulative bonus days per year. Bonus days can be used in either half or whole day increments.

ARTICLE 6
WORK HOURS/DAYS

- A. Upon Supervisor's approval, Managers and Directors may adjust working hours/days, hour-for-hour, to allow for emergencies that require Managers/Directors to respond quickly. Adjusted times shall not exceed 40 hours per year.

- B. Supervisors/Managers may leave an hour early on the day immediately preceding a paid holiday.

ARTICLE 7
PAID HOLIDAYS

A. Paid holidays for employees less than twelve (12) months are designated as follows:

Labor Day (if employee reports to work prior to that date)	Veterans' Day
Thanksgiving Day	Day after Thanksgiving Day <i>(if an employee is in paid status the day before and the day after)</i>
Christmas Eve Day	Christmas Day
New Year's Day	Martin Luther King Jr. Day
Presidents Day	Memorial Day
July 4 th <i>(if an employee is working prior to July 4, i.e., July 1, 2 or 3rd)</i>	

B. Paid holidays for twelve (12) month employees are:

Labor Day (if employee reports to work prior to that date)	Veteran's Day
Thanksgiving Day	Day after Thanksgiving Day
Christmas Eve Day	Christmas Day
New Year's Day	Martin Luther King Jr. Day
Presidents' Day	Memorial Day
July 4 th	

C. If any of the above holidays fall on Saturday, the Friday preceding shall be considered the holiday; if the holiday falls on a Sunday, the next following Monday shall be considered the holiday.

Christmas Eve as a paid holiday:

When Christmas is on a Tuesday, Wednesday, Thursday, or Friday, all day the preceding day shall be off with pay as Christmas Eve. When Christmas is on Saturday all day off the preceding Thursday with pay as Christmas Eve, Friday off with pay as Christmas. When Christmas is on Sunday or Monday, all day Monday and the following Tuesday off with pay.

Supervisors and Managers will be "on call" to respond to emergencies.

D. In the event that the Oregon State Legislature declares other national holidays to be legal holidays in our state, and these holidays are not regular working days, such days would become paid holidays.

ARTICLE 8
VACATIONS – (TWELVE-MONTH/260 DAY EMPLOYEES)

1-5 years	10 working days
6-11 years	15 working days
12-19 years	20 working days
20+ years	1 additional day up to 25 days

ARTICLE 9
PUBLIC EMPLOYMENT RETIREMENT SYSTEM

- A. The school District will continue to pay both the District's share of Public Employees retirement benefits and the employee's share of the Public Employees retirement benefits for the life of this contract.

ARTICLE 10
EARLY RETIREMENT

- A. The early retirement program will sunset and cease. No new hires will be eligible for the program. The following is a list of the employees who will be eligible to participate in the early retirement program:

Debbie Victor
Marie Chinander
Sam McGuire
Scott Mahaffey

- B. Medical/Dental/Vision insurance for an employee retired at age 55 or older, or thirty (30) years with the District, with at least 15 years employment in the district and employed the year prior to retirement, shall be district paid to age 65. Retiree to pay spouse portion of coverage. Employee must have been covered by district policy for at least five (5) years prior to retirement.
- C. The District shall pay \$350 per month to an employee who retires after age 58 but prior to age 62, who has been employed with the district for a minimum of 10 years. This employee payment period will be from date of early retirement through month of birthday age 62.

ARTICLE 11
FUNDING

If the District is unable to fund the economic provisions of this Agreement, the entire Agreement shall be reopened for negotiations. The parties agree to negotiate for up to 90 days. If agreement is not reached, the Board may implement its last offer on the 91st day and that offer shall become the binding contract between the parties.

ARTICLE 12
PROFESSIONAL MEETINGS

- A. An employee traveling to a professional meeting, with administrative approval, shall be paid travel expenses and be allowed full wages if the meeting takes place on a regular work day. Mileage will be paid for any required district business.

ARTICLE 13
SALARY

A. Salary:

1. For the 2015-2016 school year, members will receive a 2.3% COLA increase in accordance with the Supervisors/Managers/KFCS agreement.
2. For the 2016-2017 school year, members will receive a 2.3% COLA increase in accordance with the Supervisors/Managers/KFCS agreement.

The District and Supervisor/Managers will reopen Article 13 before June 30, 2017.

- B. Longevity: Each employee who has worked continuously for at least nine (9) months or more during the current year shall see an increase in their longevity stipend to \$800.00 annually beginning July 1, 2013.
- C. The Maintenance and Transportation Supervisors will appoint someone, in their absence, to be designated as the “Person in Charge”. The “Person in Charge” will receive \$20 per day and be expected to respond as directed by the Superintendent and/or his designee.

ARTICLE 14
HEALTH/LIFE/DISABILITY INSURANCE

The Insurance Plan, to be paid by the district for employee and family members, shall be the plan adopted by the School District for the contract period. Medical/Dental/Vision Insurance for employees working less than eight (8) hours per day will be prorated to time worked.

- A. The District shall contribute up to the following amounts toward OEGB insurance premiums.
1. The District's contribution toward insurance premiums will increase by 5% over the 2014-2015 contribution beginning October 1, 2015 and ending September 30, 2016.
 2. The District's contribution toward insurance premiums will increase by 5% over the 2015-2016 contribution beginning October 1, 2016 and ending September 30, 2017.

Insurance Premiums 2015-2016 and 2016-2017 Maximum Contributions by District:

	<u>2015-2016</u>	<u>2016-2017</u>
Full Family Maximum Contribution	\$1,636	\$1,718
Employee/Spouse Maximum Contribution	\$1,152	\$1,210
Employee/Child Maximum Contribution	\$1,009	\$1,059
Employee Only Maximum Contribution	\$ 529	\$ 555

The District and Supervisor/Managers will reopen Article 14 before June 30, 20142017.

- D. The District will provide the members with the option of self-purchasing Life and Disability Insurance through a District Group purchase plan. Employees will be responsible for fully paying the premiums through a payroll deduction.

ARTICLE 15
RETIREMENT

- A. Employees will receive one month's pay upon retirement if they have worked at least 10 years in the district and are a minimum of 55 years of age. Vacation will be prorated upon retirement

ARTICLE 16
DURATION OF AGREEMENT

The Agreement shall be effective as of July 1, 2015 and shall continue in effect until June 30, 2018.

The Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

In witness whereof the Supervisors/Managers Group have signed this Agreement and the Board has caused this Agreement to be signed by its Chairperson.

SUPERVISORS/MANAGERS GROUP

KLAMATH FALLS CITY SCHOOLS

President

Chairperson

Date

Date

**2015-2016
SUPERVISORS/MANAGERS SALARY SCHEDULE**

Name	Job Description	FTE	Days	Hours	Annual
Chinander, Marie A.	Database Manager	1	260	8	\$58,763.17
Huggins, Wayne M.	Maintenance Supervisor	1	260	8	\$61,730.89
Mahaffey, Scott D.	Technology Director	1	260	8	\$79,594.52
McGuire, Samuel A.	Transportation Supervisor	1	260	8	\$55,933.55
Victor, Debra D.	Purchasing Agent	1	260	8	\$43,934.78
Willhite, Trudy L.	Teen Parent Supervisor	0.5	210	4	\$17,074.44

**2016-2017
SUPERVISORS/MANAGERS SALARY SCHEDULE**

Name	Job Description	FTE	Days	Hours	Annual
Chinander, Marie A.	Database Manager	1	260	8	\$60,114.72
Huggins, Wayne M.	Maintenance Supervisor	1	260	8	\$63,150.70
Mahaffey, Scott D.	Technology Director	1	260	8	\$81,425.19
McGuire, Samuel A.	Transportation Supervisor	1	260	8	\$57,220.02
Victor, Debra D.	Purchasing Agent	1	260	8	\$44,945.28
Willhite, Trudy L.	Teen Parent Supervisor	0.5	210	4	\$17,467.16