

Central Oregon Community College/ABS Instructors, OSEA Chapter 700

April 15, 2013

Settlement Agreement

This settlement agreement resolves all outstanding issues between Central Oregon Community College and OSEA Chapter 700 in negotiations for a one year agreement (July 1, 2013 - June 30, 2014) of Articles 19 and 21, section 1 as referenced in Article 25 – Duration, of the current Collective Bargaining Agreement. With this agreement, all other terms of the current collective bargaining agreement remain in place until June 30, 2014.

Article 19 – Salaries

Effective with summer contracts 2013, each step in the current salary schedule will be adjusted by 3%. Instructors with satisfactory evaluations will be eligible for a step increase that date.

2013-14 Salary Schedule (3% increase over 2012-13)			
BA/BS	BA/BS + 24 graduate credits	MA/MS any area + 24 graduate credits	MA/MS
(current employees only)	in primary assignment	in primary assignment	in ABE, Education, Math, English
\$40,129	\$40,891	\$41,654	\$42,415
\$40,907	\$41,670	\$42,432	\$43,193
\$41,685	\$42,447	\$43,211	\$43,972
\$42,463	\$43,225	\$43,988	\$44,749
\$43,183	\$44,004	\$44,767	\$45,527
\$44,019	\$44,781	\$45,545	\$46,306
\$44,797	\$45,559	\$46,322	\$47,083
\$45,575	\$46,338	\$47,101	\$47,862
\$46,353	\$47,115	\$47,879	\$48,640
\$47,131	\$47,893	\$48,656	\$49,417
\$47,909	\$48,672	\$49,435	\$50,194
\$48,687	\$49,449	\$50,213	\$50,974
\$49,466	\$50,227	\$50,990	\$51,751
\$50,243	\$51,006	\$51,769	\$52,530
\$51,021	\$51,783	\$52,546	\$53,308
\$51,800	\$52,562	\$53,325	\$54,085
\$52,577	\$53,340	\$54,103	\$54,864
\$53,355	\$54,117	\$54,880	\$55,642

Article 21 - Insurance

The College will contribute toward the cost of college-purchased health insurance (medical, dental and vision only) for full-time union members up to a maximum of 90% of the cost of such insurance. The employee will pay the balance. However, in no event shall the College pay more than \$1504.44 (cap) per month during the 2013-14 health insurance year which begins October 1, 2013. All eligible union members will pay a minimum of 10% of the health insurance premium. Contributions for full-time and part-time union members (at .5 FTE or greater) will continue to be calculated in accordance with established practice.

Part-time Union members shall receive prorated benefits only as specifically provided by the provisions of this agreement.

When benefits allowed under this article are prorated, they shall be prorated in accordance with the following schedule:

- a. If the employee is assigned an FTE of 0.5 but less than 0.75, benefits will be prorated at 50%.
- b. If the employee is assigned an FTE of 0.75 but less than 1.0, benefits will be prorated at 75%.

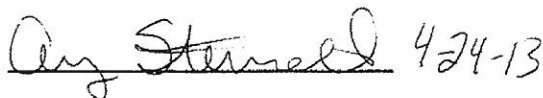
The College will pay the entire cost of long-term disability insurance premiums for full-time employees. Only full-time employees will be eligible for long-term disability insurance coverage.

The College will provide life insurance coverage for full-time regular status regular employees in the amount of \$50,000. Such employees may purchase additional life insurance in increments of \$10,000.

Article 25 – Duration

Effective Dates of this agreement: July 1, 2013 to June 30, 2014.

Signatures:

 4-24-13

Amy Stinard, President, OSEA Chapter 700

Donald V. Reeder, Chair
Board of Directors

 4.29.13

Debbie Erlenbusch, Field Representative, Oregon School Employees Association