

Memorandum of Understanding  
July 1, 2023-June 30, 2024

Between

The Gervais School District #1  
Marion County, Oregon

And

The Mid-Valley Bargaining Council  
OEA-OACE/NEA

Both parties agree to the one year financial package for the 2023-24 school year with the understanding that the district and the association will engage in a full reopener Spring 2024 and at that time the goal would be to bargain a three (3) year contract.

Wages and Insurance:

1. Five (5) percent COLA for the 2023-24 school year.
2. Step increases for all eligible employees
3. Longevity for all eligible employees
4. Insurance increase of \$50 for a monthly total of \$1600 (prorated based on FTE)

Both parties also agree to the language as presented in Article 10 Leaves of Absences and Article 16 Health Benefits. Language in these two articles do not expire under the MOU but are now part of the regular contract to be bargained Spring 2024.

  
For the District

5/8/2023  
Date

  
For the Association

5/8/23  
Date

  
For the Association

5/8/2023  
Date

TA  
5/8/2023  
Theresa Fletcher

TA  
5/8/2023  
Elin Edle

TA  
5/8/2023  
Dany Sten

Article 16  
HEALTH BENEFITS

- A. District agrees to pay up to \$1600 for 2023-24 school year per teacher (.83 FTE or more) per month towards the composite premiums for insurance for 2023-24. Benefits for staff that are .50 FTE to .82 FTE will be pro-rated.

Full time employees that choose a high deductible plan, that qualifies for a Health Savings Account will be offered an incentive paid into their HSA (Health Savings Account) for the difference between their TOTAL benefit package cost and the district contribution up to the maximum contribution allowed by the IRS. The district will contribute the difference into the participant's account on a monthly basis.

- B. The Council has the choice of carrier(s) and coverage as provided through OEGB.
- C. Teachers will continue to have the option of participating in the District approved Section 125 plan for dependent and health care.
- D. Teachers shall self-pay a Long-Term Disability Income Plan.
- E. Termination of Benefits
1. If a teacher's employment is terminated prior to the end of the school year, the District's payment of premiums shall cease as of the last month the teacher is employed.
  2. If a teacher's employment is terminated between the end of the school year and the beginning of the ensuing school year, the District's payment of premiums shall continue through the month of August with benefits through the month of September.
  3. Section E (1) above shall not preclude the teacher and District from negotiating a resignation agreement in lieu of termination.

TA  
5/8/2023  
Jhane Jatchas

TA  
5/8/2023  
Elin Elle

TA  
5/8/2023  
Daryl St

- E. Temporary teachers who are contracted for less than 190 days, and more than 80 contract days shall be eligible for the same health insurance benefit levels as regular employees. Temporary employees working less than 80 days will receive pro-rated benefits determined by the number of days in their agreement.

TA  
5/8/2023  
Theresa J. Jett

TA  
5/8/2023  
Elin Ralle

TA  
Daryl St  
5/8/2023

## Article 10

### LEAVES OF ABSENCE

#### B. Personal – Business Leave

Each teacher shall be awarded four (4) personal days each school year with the ability to carry over one (1) day from the previous school year for a maximum of five (5) days at regular pay. Awarding and carry over amounts are prorated based on employee FTE. These days will be allowed for emergencies, critical illness, personal business, child adoption or religious observances which would necessitate an employee's absence from work. These days are to be taken in increments of full or half days. Personal business leave must be approved by the Superintendent or designee at least two (2) working days in advance of the leave unless there is an emergency. The superintendent or designee may use discretion in granting personal business leave days on a day immediately before or after a holiday, vacation period, or during the first or the last week of the school year including inservice or workdays. The superintendent or designee may also use discretion for granting leave if too many requests are made for the same date(s) and substitutes can not be secured. If the licensed staff member decides by June 1 of each year that they will not use some or all of the personal leave days, they will be compensated as follows in their June paycheck. (All anticipated personal leave requests must be put into the iVisions web portal by June 1 of each year. For any personal leave not scheduled, licensed staff will receive compensation according to the amounts listed. Any personal leave days(s) that have been submitted to the payroll office will be deducted from the employee's available benefit for compensation and will no longer be available for personal use.)

- 1 unused day = \$ 50.00
- 2 unused days = \$125.00 (total, not per day)
- 3 unused days = \$250.00 (total, not per day)
- 4 unused days = \$400.00 (total, not per day)

Personal leave will be frontloaded at the beginning of the school year. If the employee is terminated or resigns prior to the end of the school year, the used, but not earned personal leave will be adjusted from the employee's final paycheck, which may result in the employee owing the district for leave taken but not earned.