

District Counter Proposal – 11/7/18

10.5 The regular workday shall consist of eight working hours, including a 30-minute duty-free lunch. Employees shall be in the classroom available for supervision and student or parent conferences from 15 minutes before classes begin in the morning to 15 minutes after the end of the student day. By September 30 of each year, employees will notify the building principal of their intent to flex their work hours, as long as the employees are present 15 minutes before and 15 minutes after the student day. **Flexing work hours is defined as shifting the entire eight hour day earlier or later.** On days of staff meetings, PLC meetings, **IEPs, 504, TAG or any other meetings scheduled by the district,** teachers on flex schedules will revert to the regular building **eight** hours.

20.1.2 Employees who elect an OEGB High Deductible Health Plan shall receive a monthly District contribution into a Health Savings Account (H.S.A.) **equal to** the maximum annual employer contribution permitted by law divided by the number of monthly paychecks the employee receives **has chosen to receive in the year (10 or 12)**. It is understood that the maximum annual employer contribution is based on the enrollment status of either Self-Only or Family. Except as provided in Sec 20.1.2.1, the District's H.S.A. contribution will be the lesser of the maximum amount provided by law or the difference between the District's cap amount above the premiums for the OEGB plans selected by the employee. The District will not contribute toward catch-up contributions.