

ARTICLE 14 RATES OF PAY

A. Salaries

1. The base schedule will be increased by 7.0% for fiscal year 2023-2024 retroactive to July 1, 2023, 3.75% for fiscal year 2024-2025, and 4.0% for fiscal year 2025-2026. by 7.25% for fiscal year 2026-2027.

Upon the date of ratification of this Agreement, active employees shall receive a one-time \$5,000 recognition and retention stipend. This stipend shall be paid out within 10 (ten) working days of ratification of this Agreement. Employees whose FTE is greater than or equal to 0.5 FTE shall receive the full \$5,000 stipend and employees whose FTE is less than 0.5 FTE shall receive \$2,500. Casual employees and employees on a non-protected leave of absence for more than six (6) months are ineligible for the stipend. Employees on a paid administrative leave shall receive the stipend upon reinstatement.

2. All employees eligible for step increases shall receive their step increase on July 1st of each year. New employees hired before January 1st of a given year shall receive a step increase on July 1st of the same year. New employees hired January 1st or later of a given year will not receive a step increase until July 1st of the next year.
3. If an employee is hired or reclassified into a higher paying classification, the employee shall be moved effective with date of assignment to the step in the new classification that is based upon the greater of the following:
 - Step consistent with their years of related work experience as determined by Human Resources; or
 - The next higher step in pay, on the new pay range; or

- Step **One (1)** of the new pay range.
4. If an employee is hired, **demoted**, or reclassified into a lower paying classification, the employee shall be moved effective with date of assignment to the step in the new classification based upon the greater of the following:
- a. Step consistent with their years of related work experience as determined by Human Resources; **or**
 - b. Step consistent with their last held step in the lower paying classification, if applicable; or
 - c. Step **One (1)** of the new pay range.

B. Out-of-Class Pay

1. Employees temporarily assigned by the District to a higher paying classification shall assume all the duties and responsibilities of the assigned position and be considered acting out-of- classification. **After five (5) consecutive workdays in such assignment an** **The** employee shall be entitled to the rate of pay that is the comparable pay step in the new classification range which provides a salary one **(1)** pay step higher than the salary they were receiving prior to the assignment, or the rate of the first pay step of the new classification range, whichever pays the greater amount for the remainder of the assignment. NOTE: The District will change job descriptions to read "Performs related duties consistent with job description and assignment." However, the District may continue to use employees out of class as long as it complies with any applicable contract language regarding out-of-class pay.

2. Employees who are paid below range 15 shall be paid at their current experience step at range 15 for 30 minutes or actual time worked, whichever is greater, per instance they are required to assist a student with a toileting protocol.

C. Longevity Stipend

An employee who meets the qualifications shall receive a longevity stipend of 2.5% of their annual salary paid in a single payment in October of the year they qualify. Such payment shall be paid once every three (3) years to qualified employees. To qualify, employees must be repeating on the 6th step and must have been continuously employed in a bargaining unit position in October. Qualified means any employee who is repeating at the 6th step of any salary range and has 10 (ten) or more years of continuous service with the District in a classified bargaining unit position. No employee shall receive a longevity stipend more often than once in any three (3)-year period.

Employees working out of class will have their qualification for the stipend calculated based on their step placement on the salary range of the position in which they otherwise would be working.

Employees who meet the qualifications for longevity shall receive a longevity stipend equal to two and one-half percent of the employee's annual base salary, including differential pay. The stipend shall be paid as a single lump-sum payment in October of the year in which the employee becomes eligible. Such payment shall be paid once every three years to qualified employees.

To be eligible for the longevity stipend, an employee must be repeating at Step 6 of a salary range and must have 10 or more years of continuous service with the District in a classified bargaining-unit position. Eligibility shall be determined based on the employee's status in October of the year of payment. Employees on approved unpaid leave during October shall remain eligible for and shall receive the longevity stipend provided all other eligibility requirements are met.

No employee shall receive a longevity stipend more than once during any three-year period.

Employees working out of class shall have their eligibility for and calculation of the longevity stipend determined based on the step placement of the position to which the employee would otherwise be assigned, rather than the out-of-class assignment.

D. Pay Options

1. Each regular Education Support Professional employee ESP whose work assignment is less than 12 (twelve) months shall be paid on the basis of 12 (twelve) equal payments. Employees who are on a 12 (twelve) pay schedule will receive all

monies earned in the fiscal year by June 30th. Annually, a returning employee shall be permitted to elect payment on the basis of 10 (ten) equal payments, September through June. Other employees shall be permitted to elect such payment at the time they are offered employment. Once an election is made, it must remain in effect for the current year and will remain in effect from year to year thereafter provided the selected pay option is valid for the employee's work assignment dates.

2. Employees who wish to change their pay option election must notify the District in writing on or before July 15th of the new fiscal year.
3. This section does not apply to 12-month employees.

E. Overtime and Compensatory Time

1. Overtime pay for employees shall be allowed only in cases of emergency and when authorized by the building principal or supervisor.
2. Overtime Eligible employees shall be compensated at the rate of time and one-half. ESPs who hold more than one position will be paid based on the pay rate of the position in which the extra time was worked outside the ESPs regular schedule, but in no event shall such compensation be received twice for the same hours.
 - a. Overtime shall be paid for all assigned work in excess of 40 (forty) hours in any workweek, except when employees work a four (4) – 10 (ten) workweek. In such case overtime will be paid for all assigned work in excess of 10 (ten) hours in a day or 40 (forty) hours in any workweek.
 - b. Overtime pay shall be based on the actual number of hours on duty per day except that one and one-half (1 ½) hours of overtime will be guaranteed in instances where an employee is called back to work. For the purpose of

computing overtime, all hours an employee actually works plus unworked holiday and vacation hours shall be credited as time worked in computing total work period hours. Sick leave shall not be counted as time worked.

3. Notwithstanding the provisions of sections E.2.a and E.2.b above, an eligible employee at ~~his or her~~ **their** discretion with the concurrence of the District will be granted compensatory time off in lieu of pay for overtime worked. Compensatory time off shall be computed at the rate of time and one-half **(1½)** for all overtime worked. Any compensatory time that has not been used by May 15th, will be paid out in full in the May payroll. Any compensatory time earned in June, will be paid out in the June payroll as overtime. Compensatory time earned and used will be tracked in the payroll system and noted in the employee's leave accruals.
4. In the event that sufficient acceptable personnel do not accept overtime on a voluntary basis or in the event of an emergency, such additional personnel, as are deemed necessary by the District, shall be required to work overtime.
5. To the extent determined feasible by the District's supervisors, employees will be provided advance notice of overtime assignments.

F. Shift Differential

1. The District agrees to provide shift differential compensation to employees working four **(4)** or more hours of their scheduled working shift after 5 p.m. and before 5 a.m. Such compensation shall be four percent **(4%)** per month greater than their regular monthly salary.

2. The District agrees to provide shift differential compensation to Special Program Instructional Assistant employees assigned to work in a self-contained special education setting. Such compensation shall be four percent **(4%)** per month greater than their regular monthly salary.

G. Call Back Pay

In emergency situations, an employee who is called back to work after the end of their shift, shall be compensated at the rate of time and one-half ~~(1 1/2)~~ for a minimum of two ~~(2)~~ hours or actual hours worked, whichever is greater.

H. On-call Pay

1. ~~Employees on call are not required to remain on District premises or within a specific geographic area and may use on-call time for personal purposes provided they remain reachable and able to report to work within a reasonable response time as determined by the District.~~ An employee who is required by their supervisor to remain on call ~~and available for work outside of their regular shift, and is required to report immediately when contacted by their supervisor,~~ shall be paid two ~~(2)~~ hours at their regular rate of pay for every 24 ~~(twenty-four)~~ hour period during Monday at 8:01 a.m. – Friday at 4:59 p.m. The first time the employee is required to report to work, the time worked shall be applied to the two ~~(2)~~ hours per 24 ~~(twenty-four)~~ hour period.
- a. On Friday, beginning at 5:00 p.m. until Monday at 8:00 a.m., an employee shall receive four ~~(4)~~ hours for every weekend period. The first time the employee is required to report to work, the time worked shall be applied to the four ~~(4)~~ hours, per weekend.
2. The employee shall receive additional pay the first time they report only if the time exceeds two ~~(2)~~ hours. Callback provisions shall apply to all subsequent times they must report. All hours actually worked, in excess of 40 ~~(forty)~~ hours during a workweek, shall be subject to overtime provisions.

I. Mileage Reimbursement

Employees who are required to use their personal vehicles for work purposes will track and submit their actual miles traveled and will receive reimbursement at the IRS rate.

Employees who are not required, but request to use their own vehicle for work purposes, must have pre-approval from their supervisor. If the employee has pre-approval to use their personal vehicle, they may track and submit a mileage report their actual miles traveled and receive reimbursement at the IRS rate.

J. Bilingual Differential (This Provision Goes into Effect on July 1, 2024)

Employees may qualify for a language differential of four percent (4%) of the Grade 19, Step 1 Rate, if the following requirements are met:

1. Qualifications
 - a. The employee demonstrates verbal and written proficiency in a second language other than English, based on the District's assessment requirements. Any assessment fees will be paid by the District; and
 - b. The employee's supervisor assigns duties which include the use of the second language on a regular basis that supports students, staff, parents, and/or community members of their school or program.
2. This differential will be awarded to employees on a year-to-year basis based upon the needs of the District.
3. No retroactive pay will be given for any work performed prior to successfully passing the District's language assessment.

K. Payroll Errors

The **When a payroll error is identified, the** District, at employee's request, will correct any District payroll **the** error within five (5) working days of the employee's request and submission of confirming documentation. The District will also collect overpayment of wages and/or benefits from employees **in accordance with Oregon law**.

L. Work During Recess Periods

Less than 12-month employees who are brought back to work during scheduled recess periods will be paid a rate consistent with past practice. The rate will increase each year at the same rate as the salary schedule.

M. District Closures

Employees who are required to report to work at a District work location, during a District closure, shall receive a four percent **(4%)** differential for the hours worked on that day.

ARTICLE 15 INSURANCE

A. District Contribution

1. The maximum District contribution for plans selected will be \$1,510 for the 2023-2024 insurance year, beginning the month following ratification and \$1,550 for the 2024-2025 insurance year, and \$1,575 \$1,675 per month for the 2025-2026 2026-2027 insurance year.
2. Employees may elect an insurance benefit package from the District's programs offered. For employees working 4 to 5.99 hours per day, the District shall contribute 70.0% of the amount paid for six (6) to eight (8) hour employees. Part time employees as defined in this Article may select insurance benefits as allowed by the current plan.
3. The difference, if any, between the cost of the insurance package chosen by the employee and the District contribution shall be paid by the employee through a payroll deduction.
4. Two (2) Employees Employed by the District Benefit (Formerly "Two (2) on Contract")

When married couples or domestic partners are both employees of the District, they may elect to combine their full insurance contributions to pay their plan premiums. They may use up to the equivalent of insurance contribution caps for both employees. The following is required to qualify for this benefit:

- a. Both the employee and spouse or domestic partner work for the District.

- b. Both the employee and spouse or domestic partner are both eligible for insurance benefits.
- c. Both benefit eligible employees complete and sign a form enrolling in this benefit arrangement.
- d. Two (2) Employees Employed by the District Benefit means:
 - i. One (1) spouse, domestic partner employee declines the medical, dental, and vision enrollments offered by the District.
 - ii. The other spouse or domestic partner of the employee enrolls all eligible family members in a medical, dental, and/or vision plan offered by OEBC.
 - iii. The family has one (+) set of medical, vision, and dental benefits and is not double covered through the District.
- e. If the employee and/or spouse work part-time and receive a pro-rated District contribution, the District will pay up to 100% (one hundred percent) of the pro-rated contribution for each person.
- f. Any premium amount not covered by the District contribution is paid by the employee.

5. The District will contribute \$100 a monthly amount to all eligible employees' Health Savings Accounts (HSA) who elect a qualifying high deductible insurance plan through the District. The monthly amount contributed shall be the difference between the District monthly insurance premium contribution and the cost of the

employee's total insurance benefit package, not to fall below \$100 per month or exceed \$500 per month.

6. Insurance Package Opt Out:

- a. Section 125 Flexible Spending Account: For employees who elect not to enroll in a District insurance package and who are not covered by a qualifying high-deductible health plan, the District shall:
 - i. Contribute \$500 per year to the employee's Section 125 Flexible Spending Account, and
 - ii. Make an additional matching contribution to the employee's Section 125 Flexible Spending Account, up to the maximum yearly contribution limit established by the Internal Revenue Service.
- b. Health Savings Account (HSA): For employees who elect not to enroll in a District insurance package and who are covered by a qualifying high-deductible health plan, the District shall contribute \$500 per month to the employee's HSA.

5.

B. Retirees

1. Retiring employees may elect to continue participation in District group insurance plans, single, two (2)-party or family rate, at their own expense, in accordance with state law, insurance company rules, and District procedures.

2. Less than 12 month employees who retire at the completion of their contracted work year shall receive their District-provided insurance contribution and benefits through the end of the insurance plan year.

3. 12 month employees who retire two or fewer months before the end of the insurance plan year shall receive their District-provided insurance contribution and benefits through the end of the insurance plan year.

C. Domestic Partners

Same-sex domestic partners will be permitted to enroll in the negotiated insurance plan. The eligibility regulations defining domestic partners shall be in accordance with the insurance company's affidavit. In order to ensure the employee's privacy, a confidential method will be developed by the District for enrollment procedures. There shall be no reprisal for an employee's lifestyle revealed due to enrollment.

D. Leave Without Pay

Employees on authorized leave without pay may participate in the District group insurance program as provided under the Consolidated Omnibus Budget Reconciliation Act (COBRA).

[MOVED FROM ARTICLE 12 SECTION C]

ARTICLE 18 LAYOFF and RECALL

A. Definitions

1. Layoff – When the employer removes an employee from active work and places the employee into an unpaid status without prejudice, or when an employee's work hours are permanently reduced, excluding bus drivers route package hours.
 - a. Any reduction in hours that negatively affects an employee's District insurance contribution shall be considered to be a layoff or permanent reduction in force and shall entitle the affected employee to the rights and obligations of this Article.
2. Qualifications – the minimum standards of performance required by the District, as per District job description and any special occupational skills.
3. Bump – the displacement of one (1) employee by another employee with greater seniority.
4. Classification – the specific title to which an employee is assigned based on the District's Education Support Professional employees' classification schedule.
5. District Seniority – based on continuous employment with the District since original date of service without a break in service.
6. Classification Seniority – based on date an individual was hired into classification presently held without a break in service.

7. Break in Service – voluntary or involuntary termination of one’s employment status with the District excluding paid leaves, authorized unpaid leaves, and periods of layoff.
8. Special Occupational Skills – “Special occupational skills” shall refer to those skills and abilities, acquired either as a result of on-the-job training or formal training that allow the employee to perform part of the job description or significantly enhance performance of the job currently occupied, and which could not be acquired by a replacement employee without special training or on-the-job training with the first 10 (ten) days of placement into the position. Examples are licensure for application of pesticides/herbicides by a grounds’ worker; bilingual language facility by an instructional assistant; skills necessary to act as a vocational trainer.

B. Notification of Layoff

If the District determines the need for a Layoff of Education Support Professionals, notice will be given to the Association and to the employees to be laid off 21 (twenty-one) calendar days prior to the implementation of any layoffs. The District reserves the right to determine positions to be eliminated, layoffs within the bargaining unit will be determined by the District as follows: employees shall be laid off within each affected job classification according to District seniority except in case of operational needs for special occupational skills. Where District seniority dates are the same, classification seniority shall be used to break any ties. Ties of classification seniority shall be broken by lot.

C. Placement

1. Prior to layoff or displacement of employees through the bumping process, the District will place affected **qualified** employees in existing vacancies within the same classification **in the following order:** - Qualified employees will be placed into positions with the same number of regular hours in the first instance, and into

positions with up to one (1) additional regular hour in the second instance, and into positions with a fewer number of regular hours, in the third instance.

- a. Positions with the same number of regular hours
- b. Positions with up to one additional regular hour
- c. Positions with a fewer number of regular hours

Notwithstanding the order above, the District shall prioritize placement under subsection (b) over subsection (a) when doing so allows the employee to remain at their current work location, provided the employee is qualified for the position.

2. If a vacancy exists at the affected employee's current worksite with fewer hours than they are currently entitled to, the affected employee may waive their right outlined in item 1 above and shall be given the right of first refusal for the vacant position at their worksite. If more than one employee has the right to the vacant position, the right of first refusal shall be awarded according to District seniority.

D. Bumping Rights/Seniority

If there are no regular vacancies in their classification, an employee scheduled for layoff may, using District seniority, bump the least senior employee in the same classification provided they are qualified to perform the duties of the position and the number of regular hours assigned to the new position is not greater than they are currently assigned on a regular basis. An employee may elect the option of layoff in lieu of bumping an employee who is assigned fewer regular hours or if the placement results in the loss of eligibility of benefits.

If an employee was not placed into an existing vacancy within the same job classification, an employee may use District seniority to exercise their rights in the following steps:

- a. Bump the least senior employee in the same job classification provided they are qualified to perform the duties of the position and the number of regular hours assigned to the new position does not exceed the number of hours they are currently assigned on a regular basis by more than one hour.
- b. If there are no available positions that meet the criteria in step 1, bump the least senior employee in the next lower or lateral job classification in which

the more senior employee most recently held regular status provided they are qualified to perform the duties of the position.

E. Layoff in Lieu of Bumping

If there are no remaining positions in the current classification with the same number of regular hours, an employee scheduled for layoff may, using District seniority, bump into the next lower classification or the lateral classification in which they most recently held regular status provided they are more senior than the employee being bumped and are qualified to perform the current duties/responsibilities of the lower or lateral classification as required. An employee may elect the option of layoff in lieu of bumping an employee who is assigned fewer regular hours.

F. Recall

1. Employees laid off shall be placed on a layoff list by District seniority and will be recalled, according to such list as bargaining unit openings occur in their classification as long as the laid off employee is qualified for the position or a previously held lateral or lower classification for which they are qualified become available. No regular employees shall be laid off within a job classification until all probationary employees in such classification have been removed unless, in the District's judgment, a deviation from this process is reasonable based on special occupational skills. Employees laid off shall be placed on a layoff list by District seniority and will be recalled, according to such list as bargaining unit openings occur in their classification as long as the laid off employee is qualified for the position or a previously held lateral or lower classification for which they are qualified become available. No regular employees shall be laid off within a job classification until all probationary employees in such classification have been laid off unless, in the District's judgment, a deviation from this process is reasonable based on special occupational skills.

2. No employees will be hired into a classification from which employees have been laid off while qualified employees remain on the layoff list for that classification.
3. Qualified employees on layoff status will be considered in-district applicants when applying for positions in a classification not previously held.
4. In the event of recall, the Board shall notify a member of recall by registered letter at the last address given to the Board by the employee. An employee shall have 15 (fifteen) **business** days from receipt of the letter to notify the Board of their intent to return and must be able to return within 15 (fifteen) calendar days of letter of intent. In the event of recall, the District shall notify an employee of recall at the last phone number or email address provided to Human Resources by the employee. If the employee is unable to be reached within 3 business days, a registered letter will be sent to the last address provided to Human Resources by the employee. An employee shall have 15 business days from receipt of the notice to notify the District in writing of their intent to return and must be able to return within 15 calendar days of letter of intent.

G. Mutual Agreement

1. Nothing in this Article is intended to preclude the District and the Association from mutually agreeing to allow bumping rights to senior employees who do not meet the specific criteria set forth in section 4 of this Article.
 - a. Layoff Benefits – The Board shall provide for laid off employee insurance benefits for 30 (thirty) days following layoff. Employees on the recall list may continue insurance at the group rates at their own expense.
 - b. All benefits to which an employee was entitled at the time of their layoff will be restored to them upon their return to active employment, and they will be placed on the proper step of the salary schedule.

H. Termination of Layoff Status

1. Layoff status shall automatically terminate if any one ~~(1)~~ of the following occurs:
 - a. An employee is not recalled within 27 ~~(twenty-seven)~~ months from the effective date of such layoff.
 - b. An employee fails to accept a position offered in the same or a previously held lateral or lower classification provided the number of hours is equal to or greater than they were working at the time of layoff.
 - c. An employee fails to timely respond to recall, the maximum being 15 ~~(fifteen)~~ **business** days from the date of a certified letter sent to the employee.

I. Classification of Bus Drivers

1. The classifications of School Bus Driver, Special Program Driver, Utility Driver, and Standby Driver will be considered as a single classification for layoff and bumping consideration purposes.
2. The District will make every reasonable effort to place regular employees who are scheduled for layoff and who do not have bumping rights under other provisions of this Article into vacant positions for which they are qualified. In such case the normal procedures shall not apply.

J. Association Request

1. Upon request, the District shall provide the following information to an authorized representative of ASK-ESP ~~the Association~~

- a. A current seniority list.
- b. When layoffs have been completed, a list of bargaining unit members who have been laid off to include the employees' job classification(s).

ARTICLE 19 HEALTH AND SAFETY

The District shall provide a safe and healthful working environment for all employees as defined by OSHA standards and by state and federal regulations.

A. Protective Equipment

In accordance with OSHA requirements, the District will assess worksites to determine if hazards are present or likely to be present that require the use of personal protective equipment (PPE) or other protective equipment. The District will provide training to each employee who is required to use PPE including when to use the equipment, what equipment to use, how to put on the equipment, and the necessary maintenance protocols. Proper PPE and other protective equipment shall be provided for all employees engaged in work where such PPE is required to meet state or federal regulations or District policy. PPE and other protective equipment shall remain the property of the District.

B. Blood Borne Pathogens

The District will provide training regarding Bloodborne Pathogens to Education Support Professional staff ESPs whose job responsibilities involve potential exposure to blood or other infectious materials. Inoculations, protective clothing and equipment will be made available to employees in accordance with the provisions contained in the District's Bloodborne Pathogens Exposure Control Plan.

C. Physical Examinations

The District will pay the cost of required physical examinations and other required medical tests but not medical treatment. The District will establish standards for such physicals and the District reserves the right to designate the facilities where required medical tests will be conducted. Payment, if required, shall be remitted directly to the physician upon validation of the examination. If available to the District and upon the employee's request, a copy of the examination will be given to the employee at no cost.

D. Paid Training

When the District requires safety and first aid training for Education Support Professional employees ESPs, it will be provided at no cost to the employee. The employee's training time shall be paid at the employee's regular rate of pay.

E. Access to Student Records

All school district employees, (including, but not limited to SPIA and Bus Drivers) assigned to work with a student with specialized needs to assist the student with the educational, behavioral, medical, health, or disability-related support needs of the student must have access to the individualized education program, 504 Plan, behavior intervention plan, medical support protocols, or any other documentation related to the school district employee's responsibilities to assist with the student's educational, behavioral, medical, health, or disability-related support needs.

F. Training Programs

1. All school-based employees, as well as non-school-based employees who work directly with students, will receive training in de-escalation and crisis management intervention techniques.
2. All Campus Safety Specialists and SPIAs will receive Oregon Department of Education approved restraint, seclusion, and staff protection training. Other employees may volunteer to receive training as capacity allows, as determined by the District. The District and the Association agree to work collaboratively to identify additional employees who may receive this training.

G. Emergency Contact During the Work Day Workday

Each worksite will establish procedures that identify who an employee contacts in the building for assistance during emergencies. The procedure will include a contingency in case the initial contact person is not available and name a supporting administrator if there is not one available in the building. Modifications to these procedures will be shared with staff, including the building representative, by the conclusion of the third week of school.

H. Response to Intervention

1. For students, in cases where the frequency, intensity, and/or duration of student behavior jeopardizes the safety of staff or students, a collaborative approach will be taken to address the situation. The concern will be brought to the school team that meets to discuss student behavior and/or the student's IEP team, in collaboration with those knowledgeable of the student and staff knowledgeable of the incident(s). They will consider the need for interventions or adjustments to promote a safe environment including a behavior plan if the student does not currently have one. The following people may be invited to attend the meeting: employee(s) knowledgeable about the student, administrator, behavior team member, and parent/guardian.

2. District Disciplinary Policy

The District will notify all employees of any changes to District student discipline policies.

3. School Disciplinary Policy

- a. Student disciplinary procedures shall exist for each school in the District. Employees and administrators shall adhere to the procedures.

- ~~b.~~ The building principal will provide the employees with either written or online building discipline procedures, including the discipline matrix at the beginning of the school year.

I. Worksite Safety Committees

Employees whose regular workload completion is interrupted because of participation in a worksite safety committee shall be granted additional worktime to complete the displaced work.

The following provisions of Articles 10, 14, 15 are offered by ASK ESP as a package:

ARTICLE 10 LEAVE OF ABSENCE WITH PAY

D. Personal Leave

6. Unused personal leave will move to the employee's sick leave at the end of each fiscal year or at the end of their employment.

I. Inclement Weather and Emergency Closures

The district will provide all classified employees with three (3) days of paid "Inclement Weather" leave to use during District-called delays or closures. Employees will be paid their full daily pay for each Inclement Weather Leave day used, or portion thereof. Employees are not required to use their personal accruals on these days. After exhausting the three (3) Inclement Weather Leave days, employees may use their personal and/or vacation accruals to supplement their hours during District-called delays or closures.

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ARTICLE 15 INSURANCE

A. District Contribution

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5. The District will contribute \$100 \$125 a month amount to all eligible employees' Health Savings Accounts (HSA) who elect a qualifying high deductible insurance plan through the District.