

2020-2021 ADDENDUM TO 2019-2022 COLLECTIVE BARGAINING AGREEMENT

This Addendum to the 2019-2022 Collective Bargaining Agreement ("CBA") is entered into by and between the Cascade Bargaining Council and Crook County School District (collectively the "Parties") to reflect agreements made between the parties as part of their 2020 reopener bargaining. This Addendum is effective immediately upon the signature by the authorized representative for each party.

RECITALS

- A. The Parties entered into a three-year CBA for the 2019-2022 time period. As part of that CBA, the Parties agreed to re-open the CBA in years two (2020) and three (2021) to negotiate salary, insurance, and up to three language items.
- B. As part of their year-two reopener bargaining, the Parties reached agreement on the subjects set forth below.
- C. The Parties desire that their year-two agreements be memorialized in this Addendum while leaving all other provisions of the CBA in full force and effect.

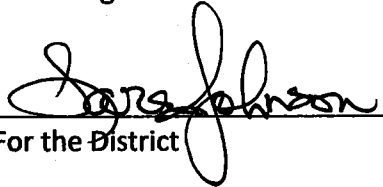
AGREEMENT

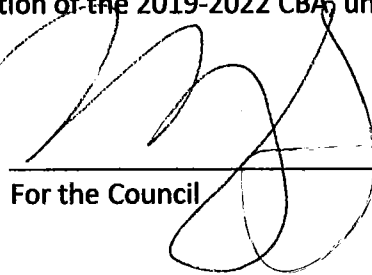
In consideration of the mutual covenants and promises exchanged by the Parties, the Parties agree to modify the 2019-2022 CBA as follows:

- 1. Article 8, Section A (Wages) - The salary schedule for fiscal year 2020-2021 is set forth in Appendix B to the CBA, as is the index for the schedule. The 2020-2021 schedule shall reflect an increase of 3.0% to the base of the 2019-2020 schedule. The 2020-2021 extra duty schedules are set forth in Appendix C and shall reflect an increase of 3.0% to the 2019-2020 extra duty schedules.
- 2. Article 8, Section B.2 (Fringe Benefits) - For the 2020-2021 insurance year, the District will pay up to \$1,360 per employee per month toward the premium costs of the health insurance coverage indicated in Article 8, Section B.1 of the CBA.
- 3. Article 8, Section B.4 (Fringe Benefits) - For the 2020-2021 insurance year and effective October 1, 2020, the monthly stipend for an eligible employee who opts out of the District insurance benefit by meeting the requirements outlined in Article 8, Section B.4 shall be 30% of the contractual insurance cap, instead of a flat \$350.
- 4. Article 8, Section B.4 (Fringe Benefits) - Should the Oregon Legislature take action which would invalidate or change the employee's ability to utilize the insurance opt out provision or result in additional cost to the District beyond the contractual cost of the

stipend, the Parties will meet, discuss and bargain this issue further. This provision shall remain in effect for the duration of the 2019-2022 CBA, unless the Parties agree otherwise.

5. Article 8, Section B.4 (Fringe Benefits) – Employees who work part-time shall be eligible for a pro-rata fringe benefit contribution based upon the relationship their workweek bears to that of a full-time employee. This provision shall remain in effect for the duration of the 2019-2022 CBA, unless the Parties agree otherwise.
6. Article 15, Section D (Tuition Reimbursement) – Article 15, Section D shall be revised so that if the amount of tuition reimbursement applied for in a given year exceeds the District's maximum obligation, reimbursement will be disbursed pro rata based on the dollar amount of eligible expenses incurred as submitted. This provision shall remain in effect for the duration of the 2019-2022 CBA, unless the Parties agree otherwise.
7. Appendix C (Extra Duty) – the Extra Duty stipend schedule in Appendix C shall be revised so that the Drama position will be designated as A on the compensation scale. This provision shall remain in effect for the duration of the 2019-2022 CBA, unless the Parties agree otherwise.


For the District _____ Date 7.6.20


For the Council _____ Date 7/6/20