



# Supervisory & Confidential Employees' Compensation

July 1, 2017 – June 30, 2019

REDMOND SCHOOL DISTRICT 2J

July 1, 2017

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## RECOGNITION

A supervisory employee is an employee who has authority to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or to address their grievances, or effectively to recommend such action, if, in connection with the foregoing, the exercise of such authority is not of a merely routine or clerical nature but requires the use of independent judgment.

A confidential employee is an employee who assists and acts in a confidential capacity to the management personnel who make and implement labor relations policies, or as someone who has regular access to confidential information about future bargaining strategy or changes that the employer anticipates may result from collective bargaining.

Therefore, both supervisory and confidential employees are not members of either of the District's collective bargaining associations.

## TERM OF AGREEMENT

The terms established in this document shall be in effect and remain in full force from July 1, 2017 through June 30, 2019. The District retains all traditional rights that are the prerogative of management.

## SALARY

On July 1, 2017, Supervisory and Confidential employees will receive either a 2.3% cost of living adjustment over their 2016-17 salary or an independent salary adjustment based on management prerogative or performance agreement. Effective July 1, 2018 a 2% cost of living adjustment will be made to members of this employee group.

## PERS

The District will pay the 6% employee- required contribution to the Public Employees' Retirement System, as well as the required employer contributions.

## **INSURANCE**

The District will pay up to \$1,240 per month toward the cost of full family medical, dental and vision insurance for the 2017-2018 plan year. Effective October 1, 2018 the district will pay up to \$1,270 for the 2018-2019 plan year.

If the employee chooses a combination of plans that add up to less than the \$1,240 or \$1,270 cap AND selects the Health Savings Account (HSA) medical plan (Evergreen Plan), the District will deposit the unspent portion of the cap into the employee's HSA.

Employees may opt-out of insurance coverage if they have other employer-sponsored group policy. The opt-out stipend is \$360 per month paid as taxable wages. This provision is subject to change based on any changes or clarifications to state or federal regulations that impact the District's ability to continue to offer an opt-out stipend.

The District provides Life Insurance and Accidental Death and Dismemberment (AD&D) Insurance in the amount of \$50,000.

## **HOLIDAYS**

The District recognizes eight (8) paid holidays per year, as follows: New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving, Christmas Day.

## **LEGAL LEAVE**

The District will pay the employee's regular rate of pay for reasonable amounts of time spent serving on a jury or testifying as a witness as the result of any District employment-related subpoena. Employees must submit proof of service to the District and any compensation received for their service. Employees may keep any mileage reimbursement received from the court.

## **PERSONAL LEAVE**

Employees are awarded three (3) days of personal leave at the beginning of each fiscal year (July 1) to be used by the end of the fiscal year (June 30). Unused personal leave does not accumulate or carry over to the next fiscal year.

## SICK TIME / SICK LEAVE

Employees will receive one (1) paid sick day for each month of their work calendar. Sick leave will accrue monthly. Unused leave may accumulate from year to year, but will not be paid out upon resignation or retirement.

Sick time / sick leave is governed by board policy GCBDD.

## VACATION LEAVE

Vacation leave is awarded as follows:

Year 0-1 (6.67 hrs/month)	10 days per year
Years 1-2 (10 hrs/month)	15 days per year
After two full years (13.34 hrs/month)	20 days per year

Vacation is awarded monthly on an accrual basis beginning with the first month of employment.

- Annual maximum carryover of 20 days (160 hours).
- Upon resignation or retirement the district will compensate an employee for up to 20 days (160 hours) of unused vacation.

## EXPENSE REIMBURSEMENT

Employees using their personal automobile as part of their job responsibilities shall log their work-related miles and shall be reimbursed at the Internal Revenue Service's standard mileage rate upon approval of the Superintendent or designee. Other professional travel outside the district must be approved by the Superintendent or designee.

## EMERGENCY CLOSURE

Supervisors and Confidential employees are generally considered non-essential personnel, with the exception of the Facilities Supervisor and Custodial Supervisor. However, all Supervisors and Confidential employees should report to work as soon as they may do so safely.