

### **OAPSE Contract Changes at a Glance**

- Whole Contract: Eliminated Civil Service language
- Article 2: Added Educational Assistant - MS, Noon Assistant and Account Clerk-Payroll titles
- Article 3: Eliminated 3.06 Representation Fee
- Article 3: Changed language regarding dues deductions
- Article 11: Added language to drug testing for anyone who drives our vehicles
- Article 15: Changed posting periods from 5 days to 3 days
- Article 18: Added single medical insurance for all bus drivers working between 25 and 29 hours
- Article 19: Removed Presidents Day holiday to Martin Luther King Day, however the employee may opt to work MLK Day and take Presidents Day with prior supervisor approval
- Article 20: Changed vacation submission from 10 days to 5 days and the must be acted on from 6 days to 3 days
- Article 20: Added a one-time only provision to allow employees to cash out 10 days of accrued unused vacation time for those with 20 or more accrued vacation days
- Article 21: Added Transportation staff can use personal days in 1/3, 2/3 and whole day increments
- Article 21: Added language regarding personal days including changing the dates to July 1-June 30 and allowing personal days carry over from one year to the next and now allowing from than 5 days of personal leave and staff cannot use more than 3 days in a row.
- Article 23: Added language to include anyone who virtually held the position of spouse
- Article 24: Tightened up the attendance policy
- Article 28: Professional development training, staff can use a personal day, but it will count as two days. Only one day will be changed if they have a legal proceeding that day
- Article 29: Moved night field trips starting time from 3:30 p.m. to 4:15 p.m.
- Article 29: Added language regarding drivers whose trip is cancelled and where they get placed on the list for the next trip
- Article 32: Changed perfect attendance incentive (no use of sick or emergency leave). Working 1600 hours or more will now earn \$550.00 and less than 1600 hours is now \$300.00 (both increased by \$50.00)
- Article 32: Changed longevity payments by \$25.00 at year 18 to 22 and \$50.00 for years 23 and beyond
- Article 32: Salary Increase
  - 2021-2022 2%
  - 2022-2023 2%
  - 2023-2024 2%
- Article 34: Cleaned up the smoking section to include Vaping

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