

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT is made and entered into by and between the River Valley Technical Center Board of School Directors, hereafter the "Board," and the Springfield School Staff Association, Vermont-NEA / NEA, hereafter the "Association."

WHEREAS, the Board and the Association have agreed to a separate negotiation for the school staff represented by the Association and employed at the River Valley Technical Center, and

WHEREAS, to provide a smooth transition from the existing agreement to a new agreement covering the Technical School Staff, the parties have agreed for the 2020-2021 through the 2022-2023 school year to extend the 2017-2019 Agreement to cover the 2020-2021 through the 2022-2023 school year, and to cover any agreed upon changes by a Memorandum of Agreement,

NOW, THEREFORE, in consideration of mutual promises and covenants, the Board and the Association agree as follows:

1. The Technical Center employees that are represented by the Association shall continue to be covered by the terms and conditions of the 2017-2019 Collective Bargaining Agreement between the Board and the Association for the period beginning July 1, 2020, and continuing up to and including June 30, 2023, except for those changes included in this Agreement.
2. The changes in the terms and conditions of employment included in this Memorandum of Agreement shall only apply to staff employees who are represented by the Association and employed by the River Valley Technical Center.
3. Beginning July 1, 2020, the Wage Schedule (Appendix A-1) will be adjusted by an across-the-board increase of fifty cents (\$.50) per hour.
4. Beginning July 1, 2021, the Wage Schedule (Appendix A-1) will be adjusted by an across-the-board increase of fifty cents (\$.60) per hour.
5. Beginning July 1, 2022, the Wage Schedule (Appendix A-1) will be adjusted by an across-the-board increase of fifty cents (\$.65) per hour.
6. In recognition of service to the Technical Center, employees who have been continuously employed at the RVTC for fifteen (15) years or more shall be rewarded with a longevity stipend of two hundred and fifty (\$250) at the end of each school year thereafter. Payment will be in the form of a separate check with appropriate amounts withheld as required by law.
7. Beginning July 1, 2019, the provision of the Agreement that provides a retirement stipend to an employee after twenty (20) years of service to the RVTC will be increased from four thousand (\$4,000) dollars to four thousand two hundred and fifty (\$4,250) dollars.
8. Beginning July 1, 2019, or as soon as possible thereafter, the River Valley Technical Center shall make reasonable effort to arrange for discounted rates for gym membership at the Edgar May Recreation Center in Springfield.

membership at the Edgar May Recreation Center in Springfield.

9. June 19 to be a paid holiday if it is the general practice of Vermont schools to have “Juneteenth” as a holiday.

Health Insurance

All public-school employees who work on average a minimum of 17.5 hours per week during the school year or calendar year shall have the right to enroll in a health benefit plan with an employer subsidy to pay for premium and out-of-pocket (OOP) costs. Employees may elect coverage for themselves, their spouses, domestic partners and other qualified dependents from any of the four (4) tiers (e.g., single, two-person, parent/child[ren] and family) in any of the four (4) plans (e.g., Platinum, Gold, Gold CDHP or Silver CDHP) offered by VEHI. Spouses of employees shall include those by marriage, domestic partnerships, or civil unions.

Employees who work less than full time but a minimum of 17.5 hours per week during the school year or calendar year shall be entitled to pro-rata health benefit contributions toward premiums. Employer contributions to a health reimbursement arrangement (HRA) or health savings account (HSA) will be made in full and not pro-rated.

Employees will not be subject to a probationary period before being permitted access to health insurance coverage for which they are eligible. Health insurance coverage for new employees or employees newly eligible for health insurance coverage will start at the earliest possible date consistent with current VEHI/Blue Cross Blue Shield of Vermont (BCBSVT) enrollment rules.

An employee seeking to obtain benefit coverage for the employee’s domestic partner and the child(ren) of that domestic partner must satisfy the following criteria and submit the attached affidavit to the district business office.

Domestic Partner/Child(ren) of Domestic Partner: The employee and the domestic partner are each other's sole domestic partner and have been in an exclusive and enduring domestic relationship sharing a residence for not less than six consecutive months before enrolling in their school district’s health benefit plan; and the employee and the domestic partner are 18-years old or older; and neither the employee nor the domestic partner is married to anyone; and the employee and the domestic partner are not related by blood closer than would bar marriage under Vermont law; and the employee and the domestic partner are competent to enter into a legally binding contract; and the employee and the domestic partner have agreed between themselves to be responsible for each other's welfare. The employee may be required to produce documentary evidence in support of a Domestic Partnership affidavit and is required to notify their employer within thirty (30) days after the termination of a Domestic Partnership.

Child[ren] of Domestic Partner: The child[ren] otherwise meets the eligibility criteria for dependent child[ren] under the eligibility provisions for school health benefit coverage; and the child[ren] can be, and is, claimed as a dependent by the employee and/or the domestic partner for federal income tax deduction purposes; and the child[ren] resides with the employee and the domestic partner; and the employee and the domestic partner have agreed between themselves to be jointly responsible for the child's welfare.

Duration of Insurance Availability: The health insurance offered as required by the arbitration award and the resolution of negotiations by the Commission on Public School Employee Health Benefits pursuant to the provisions of 16 V.S.A. §§ 2101-2108 shall be co-terminus with a covered employee's status as an eligible educational employee and will terminate when such status terminates. Nothing herein, however, is intended to affect a former employee's rights under COBRA or to adversely affect a district or the applicable bargaining unit from negotiating continuing responsibility for COBRA payments in connection with any separation from employment.

The premium split for support staff will be status quo in the separate districts through December 31, 2021, but in no case shall exceed twenty (20%) percent of Gold CDHP or Silver CDHP plan for any tier of coverage. Beginning on January 1, 2022 all support staff who are not at the 20% premium contribution level will increase the employee contribution by not more than two (2%) percentage points, not to exceed twenty (20%) percent for any tier of coverage. The amount of money available for Gold CDHP can be credited at the employee's discretion toward the premium costs for a tier of coverage in the Platinum or Gold (non-CDHP) VEHI plans.

Out-of-Pocket Cost Sharing: Employers and Employees: For employees and their dependents enrolled in the VEHI Gold CDHP, employers will pay medical and pharmacy out-of-pocket (OOP) costs with first dollar contributions through a HRA in the following amounts: \$2,200 for single-tier coverage and \$4,400 for all other tiers of coverage. This amount of money can be credited at the employee's discretion toward the OOP any other VEHI plan. For employees enrolled in the VEHI Silver CDHP, employers will pay medical and pharmacy OOP costs with first dollar contributions through an HRA or HSA, at the individual employee's discretion, in the following amounts: \$2,200 for a single tier and \$4,400 for all other tiers.

Employees who work less than full time but a minimum of 17.5 hours per week during the school year or calendar year shall be entitled to pro-rata health benefit contributions toward premiums. Employer contributions to a health reimbursement arrangement (HRA) or health savings account (HSA) will be made in full and not pro-rated.

Health insurance coverage for new employees or employees newly eligible for health insurance coverage will start at the earliest possible date consistent with current VEHI/Blue Cross Blue Shield of Vermont (BCBSVT) enrollment rules.

Employees Under Part-time Contract in Two or More Districts/Supervisory Unions

Cost Sharing: Employees who have part-time contracts with multiple school district employers, but who meet the minimum eligibility standards hereof on the basis of all such contracted for work, shall be eligible for health insurance coverage according to this Document ("Eligible Employee with Multiple Employers") as follows: Each district will bear a proportional premium, OOP and administrative fees sharing responsibility equal to the part time percentage of the employee's contract. For example, if district "A" has a 60% employment contract/relationship with the school employee, District "A" will be responsible for 60% of the total district costs sharing responsibility set forth herein.

Plan Administration for Multiple District Employee: For an Eligible Employee with Multiple Employers, administration of the employee's health insurance benefits will be the

primary responsibility of the district with the largest contractual relationship. In the event two of more districts have identical contractual relationships with the employee, the district that first employed the employee will have responsibility of administering the employee's insurance benefits.

Transfers Between Educational Employers: If an Eligible Employee with Multiple Employers transfers between two employers bound by this Document during the course of any one calendar year the employee's coverage under the plan shall remain unchanged. However, the employer obligations under this Document shall be appropriately pro-rated between the two employers and the new employer shall take on applicable administrative responsibilities.

Cash In Lieu of Payments

As of the passing of H.81 Act 7 on April 8, 2021: In no case shall a school employee receive cash in lieu of receipt of healthcare benefits from one school employer while simultaneously receiving health care benefits from the same or another school employer. (g)

Accommodations shall be made for school employees whose workload is shared between more than one school employer, and who may not otherwise No. 7 Page 7 of 14 2021 VT LEG #355564 v.1 qualify for health care benefits from only one school employer. The affected school employers shall determine the proportionate portion of the shared costs of the health benefits.

This is a full and complete agreement between the Board and the Association covering the changes in the terms and conditions of employment of employees represented by the Association at the River Valley Technical Center for the 2019-2020 school year. No prior agreements or understandings shall amend this agreement unless they are in writing and signed by the parties.

IN WITNESS WHEREOF, the Board and the Association affix their hands and seals.

River Valley Technical Center
Board of School Directors

By: WJW

Date: 7/8/21

Springfield School Staff Association,
Vermont-NEA / NEA

By: Sharon Darrow

Date: 7/9/2021

MOA to Extend 2017-2019 CBA for Tech Staff 051419 npb

Appendix A-1

Union Support Staff Salary Schedule

2020-2021

STEP	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5	GRADE 6
2	\$15.75	\$16.34	\$16.54	\$17.43	\$18.57	\$22.40
3	\$16.17	\$16.78	\$16.98	\$17.86	\$19.01	\$22.98
4	\$16.58	\$17.19	\$17.39	\$18.25	\$19.40	\$23.58
5	\$17.00	\$17.59	\$17.79	\$18.68	\$19.84	\$23.99
6	\$17.42	\$18.02	\$18.02	\$19.09	\$20.25	\$24.42
7	\$17.82	\$18.42	\$18.42	\$19.49	\$20.65	\$24.82
8	\$18.22	\$18.82	\$19.02	\$19.89	\$21.05	\$25.22

Grade #1	Grade #2	Grade #3	Grade #4	Grade #5	Grade #6
Clerk	Custodian	ODP Program Pareducator	Nurse Secretary	Registrar	Cert. Specialist
Lead Group Leader	Secretary		Maintenance 1	Instructional Assistant	
	Instructional Pareducator	Lead Custodian		Maintenance 2	
				Site Director	
				Building Secretary	

\$250 longevity stipend to be paid annually to employees who have been continuously employed at RVTC for fifteen (15) years or more at the end of the school year thereafter.

Appendix A-1

Union Support Staff Salary Schedule 2021-2022

STEP	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5	GRADE 6
2	\$16.35	\$16.94	\$17.14	\$18.03	\$19.17	\$23.00
3	\$16.77	\$17.38	\$17.58	\$18.46	\$19.61	\$23.58
4	\$17.18	\$17.79	\$17.99	\$18.85	\$20.00	\$24.18
5	\$17.60	\$18.19	\$18.39	\$19.28	\$20.44	\$24.59
6	\$18.02	\$18.62	\$18.62	\$19.69	\$20.85	\$25.02
7	\$18.42	\$19.02	\$19.02	\$20.09	\$21.25	\$25.42
8	\$18.82	\$19.42	\$19.62	\$20.49	\$21.65	\$25.82

Grade #1	Grade #2	Grade #3	Grade #4	Grade #5	Grade #6
Clerk	Custodian	ODP Program Pareducator	Nurse Secretary	Registrar	Cert. Specialist
Lead Group Leader	Secretary		Maintenance 1	Instructional Assistant	
	Instructional Pareducator	Lead Custodian		Maintenance 2	
				Site Director	
				Building Secretary	

\$250 longevity stipend to be paid annually to employees who have been continuously employed at RVTC for fifteen (15) years or more at the end of the school year thereafter.

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Union Support Staff Salary Schedule

2022-2023

STEP	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5	GRADE 6
2	\$17.00	\$17.59	\$17.79	\$18.68	\$19.82	\$23.65
3	\$17.42	\$18.03	\$18.23	\$19.11	\$20.26	\$24.23
4	\$17.83	\$18.44	\$18.64	\$19.50	\$20.65	\$24.83
5	\$18.25	\$18.84	\$19.04	\$19.93	\$21.09	\$25.24
6	\$18.67	\$19.27	\$19.27	\$20.34	\$21.50	\$25.67
7	\$19.07	\$19.67	\$19.67	\$20.74	\$21.90	\$26.07
8	\$19.47	\$20.07	\$20.27	\$21.14	\$22.30	\$26.47

Grade #1	Grade #2	Grade #3	Grade #4	Grade #5	Grade #6
Clerk	Custodian	ODP Program Pareducator	Nurse Secretary	Registrar	Cert. Specialist
Lead Group Leader	Secretary		Maintenance 1	Instructional Assistant	
	Instructional Pareducator	Lead Custodian		Maintenance 2	
				Site Director	
				Building Secretary	

\$250 longevity stipend to be paid annually to employees who have been continuously employed at RVTC for fifteen (15) years or more at the end of the school year thereafter.