



The fourteenth and final bargaining session between Oregon School Employees Association (OSEA) and Reynolds School District (RSD) was held on October 30, 2018 at Woodland Elementary School from 4:30 p.m. to 10:45 p.m.

OSEA & District Attendance: All team members present for both teams

OSEA presented a package proposal which included the following articles:

Article 4 – Fringe Benefits

OSEA continued to adopt the insurance CAPs presented in the District’ last proposal as follows:

Year 1 (2018-19) = No Change

Year 2 (2019-20) = + \$25

Year 3 (2020-21) = + \$35

OSEA also continues to adopt District’s proposal to increase district provided life insurance to \$50,000 beginning in year 2 (selections have already been made for year 1 so increasing for year 1 is not an option at this juncture).

OSEA does not, however, agree to the District’s proposal to step down the use of remaining dollars toward the purchase of supplemental insurances, similar to the agreement reached with REA, in support of its goal to contribute only toward the major insurances (medical, dental, and vision) and not continue contributing toward supplemental insurances. OSEA requests this option remain as per current contract language (50% of remaining funds may be used toward supplementals for all staff regardless of hire date).

Article 8 – Salary

OSEA proposes a three-year salary schedule that includes the following:

Year 1 (2018-2019)

- Drop Step 1 and add a new Step 11 which is 3% higher than the current top step.
- Step Increases
- No smoothing
- 1% COLA applied to the salary schedule.
- Move Bus Drivers from the current IIB classification to the MECH I classification. OSEA also adds additional positions to the proposal for column moves as follows: Campus Monitors from IIB to IIIB, ISS Monitors from IIA to IIC, HS Attendance Secretary from IIB to IIC, Routing Specialist from IIIA to IIIB, and Transportation Time and Attendance Processor from IIIA to IIIB

Year 2 (2019-2020)

- 1% COLA over the 2018-2019 schedule
- Step Increases
- No smoothing applied to the salary schedule

Year 3 (2020 – 2021)

- 1% COLA over the 2019-2020 schedule
- Step Increases
- 4% smoothing applied to the entire salary schedule
- Adjustment to Column IA, Step 1 to adjust for new minimum wage.

This proposal differs from the District's last proposal by including a 1% COLA in Year 1 and adding column movement of the above-named positions.

OSEA removes its proposal for trigger language requiring the district to apply 30% of any additional non-capital revenue, identified after July 1, 2018 to the wages and benefits of bargaining unit employees.

OSEA agrees to the District's proposal providing Bus Drivers who are in cover driver positions shall receive a one dollar per hour pay differential and School Bus Trainers shall receive a one dollar and fifty cents per hour pay differential for all hours worked as a trainer.

OSEA removes its proposal for the work hours of Media Assistants and Educational Assistants to be increased by .25 hours per day for the duration of the contract.

All other language changes including automated timekeeping, bilingual differential, compensatory time, cell phone stipend, and overnight trip pay remain as previously proposed. OSEA continues to propose changes to the language regarding deadlines for the use of compensatory time.

Article 12 - ~~Association~~ Union Rights

Language remains the same as last proposal.

Article 26 – Workplace and Environmental Safety (new article)

Language remains the same as last proposal.

The teams caucused from 5:00 to 6:35 p.m. and the District then presented a package proposal in response to OSEA's proposal from earlier that evening which included the following articles:

Article 4 – Fringe Benefits

The District agrees with the proposed insurance CAPs presented in OSEA's and the District's last proposals as follows:

Year 1 (2018-19) = No Change

Year 2 (2019-20) = + \$25

Year 3 (2020-21) = + \$35

The District continues to propose to increase district provided life insurance to \$50,000 in year two, as selections have already been made for year 1 and increases are not an option at this juncture as Open Enrollment has ended. Although this increase was originally tied to the District's proposal to reduce the ability to use the 50% of remaining dollars toward supplemental insurances, the District has continued

to propose it in conjunction with removing its proposal to deny new staff hired after July 1, 2019 the option to use any of the District's contribution toward any insurances other than major medical, dental, and vision. The District reverts to current contract language allowing all staff to continue to use 50% of remaining dollars toward the purchase of supplemental insurances, with no change.

Article 8 – Salary

The District's salary proposal remains the same. The only differences are that the District does not adopt OSEA's proposal to include a 1% COLA in Year 1 of the agreement as the cost of that proposal is \$347,000 and funding is not available to pay for it:

Year 1 (2018-2019)

- Drop Step 1 and add a new Step 11 which is 3% higher than the current top step.
- Step Increases
- No smoothing
- Move Bus Drivers from the current IIB classification to the MECH I classification.

Year 2 (2019-2020)

- 1% COLA over the 2018-2019 schedule
- Step Increases
- No smoothing applied to the salary schedule

Year 3 (2020 – 2021)

- 1% COLA over the 2019-2020 schedule
- Step Increases
- 4% smoothing applied to the entire salary schedule
- Adjustment to Column IA, Step 1 to adjust for new minimum wage.

The District does not adopt the proposal to move the positions requested to new column placement. The District reviewed the documentation provided for the move of the Campus Monitors and feels that the lead responsibilities of the Campus Monitor III position in those documents are much greater than those responsibilities expected of RSD Campus Monitors. The positions seem to have many differences which result in the differing classifications and salaries.

In addition, the District does not adopt the proposal to reclassify the Transportation Time and Attendance Processor (newly created last year) or the Routing Specialist (reclassified two years ago) and instead proposes that staff assisting in these positions be paid the current rates of these positions rather than their regular bus driver rate and that those washing buses or doing seat repair be paid at the current bus driver rate (IIB) rather than the new bus driver rate (MECH I) when completing those extra duties/hours.

All other language changes including automated timekeeping, bilingual differential, compensatory time, cell phone stipend, and overnight trip pay remain as previously proposed. The District continues to adopt OSEA's proposed language regarding more lenient deadlines for the use of compensatory time

Article 12 - ~~Association~~ Union Rights

The District and OSEA agree for language on this article.

Article 26 – Workplace and Environmental Safety (new article)

The only change the District proposes is that rather than guaranteeing four representatives serve on the current District Behavior Response Committee, the representation shall be equal.

The teams caucused from 6:50 to 8:35 p.m. and OSEA requested a sidebar meeting. Following that discussion, the District prepared a new counter proposal and the teams resumed to review the new proposal at 10:20.

The only change to the prior District proposal outlined above is a change to the year one salary proposal in Article 8 as follows:

Article 8 – Salary

Year 1 (2018-2019)

- Drop Step 1 and add a new Step 11 which is ~~32~~³²% higher than the current top step.
- **1% COLA over the 2017/18 Salary Schedule**
- Step Increases
- No smoothing
- Move Bus Drivers from the current IIB classification to the MECH I classification.

and a retraction regarding voluntary extra work pay rates in Transportation being paid at the IIB Bus Driver rate rather than the new MECH I/Bus Driver rate.

Tentative Agreements Reached

Tentative Agreement was reached on this package proposal at 10:45 p.m.

OSEA will take the Tentative Agreement to its membership on Tuesday, November 13, 2018 for a ratification vote. If ratified, the District will present the agreement to the School Board for its approval at the regular business meeting on Wednesday, November 14, 2018.

Tentative Agreements Summary

ARTICLE:	STATUS:
1 - Recognition (CCL)	Tentative Agreement 6/20/18
2 - District Rights (CCL)	Tentative Agreement 8/27/18
3 - Physical Examination (CCL)	Tentative Agreement 4/18/18
4 - Fringe Benefits	Tentative Agreement 10/30/18
5 - Paid Leaves of Absence	Tentative Agreement 5/16/18
6 - Unpaid Leaves of Absence (CCL)	Tentative Agreement 4/18/18
7 - Emergency Closure	Tentative Agreement 6/6/18
8 - Salary	Tentative Agreement 10/30/18

9 - Holidays (CCL)	Tentative Agreement 4/18/18
10 - Vacations	Tentative Agreement 4/18/18
11 - Work Time	Tentative Agreement 8/27/18
12 - Association Rights	Tentative Agreement 10/30/18
13 - Personnel Records	Tentative Agreement 4/18/18
14 - Seniority/Layoff/Recall	Tentative Agreement 5/29/18
15 - Association Union Dues (CCL)	Tentative Agreement 4/18/18 New Tentative Agreement 8/27/18 Based on Janus Ruling
16 - Strike and Work Stoppages (CCL)	Tentative Agreement 4/18/18
17 - Separability (CCL)	Tentative Agreement 4/18/18
18 - Funding (CCL)	Tentative Agreement 8/27/18
19 - Discipline, Dismissal, and Performance	Tentative Agreement 5/29/18
20 - Grievance Procedure/Contract Maintenance (CCL)	Tentative Agreement 4/18/18
21 - Transportation	Tentative Agreement 5/29/18
22 - Meetings and Conventions (CCL)	Tentative Agreement 4/18/18
23 - Workshops/Courses	Tentative Agreement 4/18/18
24 - Job Openings	Tentative Agreement 5/16/18
25 - Non -Discrimination	Tentative Agreement 5/16/18
26 - Early Retirement	Deleted Article Tentative Agreement 5/29/18
Appendix A - Classifications	Tentative Agreement 10/30/18
Appendix B - Salary Schedule	Tentative Agreement 10/30/18
New Article - Health and Safety (OSEA) or Workplace and Environmental Safety (District)	Tentative Agreement 10/30/18
New Article - Complaints	Not Included in Final TA 10/30/18
MOU regarding DACA effected employees	Not Included in Final TA 10/30/18
MOU regarding No Contracting Out	Tentative Agreement 8/27/18 For 1 Year (2018-19)

The session concluded at 10:45 p.m.