

District's Package Proposal #1
4/27/12 Mediation

- All Tentative Agreements as set forth in District's Final Offer of 4/19/12. Article 27 must include "or an unfair labor practice claim under ORS 243".
- District's financial proposals as set forth in District's Final Offer of 4/19/12:
 - Article 14 (Paid Leave): In an amount not to exceed \$103,290 per year (1 discretionary day);
 - Article 22 (Compensation): For 2011-12, the step increase already given.
 - For 2012-13 a salary freeze.
 - Article 23 (Fringe Benefits): \$900 per month for both years.
- District's proposal in Article 7 (Employee Work Year) as set forth in District's Final Offer of 4/19/12.

- District's proposal in Article 18 (Student Discipline) as set forth in District's Final Offer of 4/19/12.
- Current Language (2009-11) on the following:
 - Article 5 (Employee Rights)
 - Article 13 (Academic Freedom)
 - Article 26 (Special Education)
- Article 9 (Teaching hours): Memo of understanding guaranteeing prep time during school day per the 2009-11 contract for both elementary and secondary staff for duration of contract. This memo would be similar to the earlier MOU we proposed for secondary staff.
- Article 3 (Miscellaneous- Continuation Clause) Return to current language (2009-11).
- Article 24 (Funding): District's proposal set forth in its Final Offer of 4/19/12.
- Article 25 (Reduction in Force): District's proposal set forth in its Final Offer of 4/19/12.

- Article 31 (Duration of Agreement): Two year contract (2011-13).

This is a package proposal and is subject to agreement on the whole contract. If it is not accepted in its entirety the District reserves the right to return to the District's Final Offer as it existed on 4/19/12. This package proposal is subject to ratification by the School Board.