

District's Package Proposal #1  
5/10/12 Mediation

- [Note: *Italics* are used to show the changes in the RSD's proposal from its 5/3/12 proposal for ease of comparison.]
- All Tentative Agreements as set forth in District's Final Offer of 4/19/12 (as amended by 4/27/12 "List of Corrections.")
- Article 3.E (Miscellaneous): RSD agrees to return to current language 2009-11 Contract.
- Article 5 (Employee Rights):
  - J: District will return to current language 2009-11 Contract.
  - M: REA proposal is rejected. Current contract language.
  - N: REA proposal is rejected.
  - O: *District's Final Offer of 4/19/12.*
    - [Note: *As an alternative, RSD would be willing to consider language that states: "A new evaluation process will be consistent with ORS 342.856."*

- P: REA 4/27/12 proposal accepted.
  - Q: District's Final Offer of 4/19/12.
- Article 7 (Employee Work Year): RSD's Final Offer of 4/19/12.
- Article 9 (Teaching Hours): *Current language from 2009-11 Contract.*
  - *[Note: Prep time remains unchanged from 2009-11 contract.]*
- Article 13 (Academic Freedom): Current language 2009-11 Contract.
- Article 14 (Paid Leaves of Absence):
  - *Current contract language in Section A.1 Emergency;*
  - *RSD's Final Offer 4/19/12 in Section A.2;*
  - *Delete RSD's Final offer 4/19/12 in Section B [note: this removes any reference to discretionary days];*
  - *Current Contract language in Section C (now Section B) Cost of Substitute Leave;*
  - *RSD's Final Offer 4/19/12 in Section D (now Section C) Sick Leave.*

- *[Note: RSD has deleted its proposal regarding 1 discretionary day because of REA's refusal to acknowledge the cost. This cost has been moved into Article 22 Employee Compensation]]*
- *Article 18. (Student Discipline): RSD Final Offer 4/19/12 amended by the following:*
  - *A.4: REA's 4/27/12 proposal is acceptable.*
  - *A.5: Replace REA's 4/27/12 proposal with the following: "By September 1, 2012 the District shall develop procedures to disseminate information to members on a need-to-know basis when such members are assigned to work with or supervise students who (1) have a behavior plan as part of IDEA or 504 plan; or (2) are subject of a report made to the school by the County Juvenile Department, in accordance with ORS 419B.015. There will be training for all Association members on these procedures. The Building Representative and Association President will be provided with a copy of the District's procedures."*
  - *18.C: RSD 4/19/12 Final Offer.*

- *Article 22 (Employee Compensation):*
  - *Section A: District's Final Offer of 4/19/12 for 2011-12 and 2012-13. [2011-12 step increase; 2012-13 salary freeze] and 2013-14 salary freeze, modified by the following:*
    - *Horizontal column movement only for 2012-13 and 2013-14 school years;*
    - *For those REA members at the top of the salary column who did not receive a Step increase for 2011-12, a 1% stipend in lieu of a Step increase for the 2012-13 school year only. [Note: RSD estimates this to be \$244,500.]*
  - *A 2% COLA for 2013-14 which becomes payable retroactively to July 1, 2013 if in the next biennium (2013-15) the legislature appropriates \$6.4B for K-12 education and the District actually receives one-half of the additional revenue of \$5M or greater for the 2013-14 school year as verified by the District on or before May 31, 2014.*
  - *[Note: RSD removed the language we proposed on May 3<sup>rd</sup> relating to reopeners tied to the ending fund balance because of the REA's Strike Notice of May 8<sup>th</sup> which claims that contract reopeners are one of the reasons for a strike. Those reopeners*

*have been removed from the RSD's proposal.]*

- Article 23 (Fringe Benefits):
  - Section A:
    - \$900/month for 2011-12;
    - \$950/Month for 2012-13;
    - \$1,000/month for 2013-14.
  - District's proposal for the remainder of Article 23.B.
- 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 26 (Special Education):
  - Current language 2009-11 Contract. Reject REA's 4/27/12 proposal in 26.E.1 and E.2.
  - Reject REA proposal 4/27/12 in 26.E.3 and replace it with the following: "It is the intention of the District to provide reasonable support for special education

teachers when time constraints warrant special consideration. Members may receive Special Consideration Compensation by following guidelines and submitting the form attached in Appendix C subject to District approval.”

- Article 31 (Duration of Agreement): Three-year contract for 2011-14.

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 (with 4/27/12 corrections). This package proposal is subject to ratification by the School Board.