



The tenth open bargaining session between Reynolds Education Association (REA) and Reynolds School District (District) was held on September 21, 2021 by Zoom call.

This session was to discuss Articles 22, 23, 25, 26 C, 27

Teams were introduced as follows:

REA Bargaining Team – All present

District Bargaining Team – All present

REA Proposal

1. Article 22 – Employee Compensation

- i) *A. Salaries* – Proposed base salary increase of 7.5% for 2021-2022; 5% base salary increase for 2022-2023; 4% base salary increase for 2023-2024; updated dates for new contract duration.
- ii) *G.5 Vertical Movement* – REA maintained initial proposal of adding longevity stipend of 1% increase for every five years of service after fifteen years.
- iii) *H. Extended Day* – REA maintained initial proposal of payment of 1.5% of teacher’s hourly rate for members who assume absent administrator duties. REA does not believe that the ‘Teacher in Charge’ stipend accounts for these duties as the stipend is not currently utilized.
- iv) *M. Early Retirement* – REA proposed increasing monthly payment from \$600 to \$800 with a duration of payment of 36 months. Proposed change to eligibility.

2. Article 23 – Fringe Benefits

- i) Proposed updating contract language to reflect current usage of district contribution for supplemental coverages
“Unit members may spend up to one-quarter of the unused portion of their insurance allocation on supplemental insurance products, such as but not limited to the following: life insurance, short-term disability, and long-term disability plans.”

3. Article 26 C – Student Services: Social-Emotional Support Services

- i) REA returned to initial proposal and requested a sidebar due to change in District leadership.

4. Article 27 – Class Workload

- i) REA proposed that the District and the Association agree to open negotiations no later than Tuesday, Jan. 11, 2022 to address class-size workload relief as designated by the new SB 580.

5. Article 25 – Reduction in Force

- i) REA agreed to reopen due to HB 2001.
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Caucus from 5:25 – 6:00 PM

District Counter

1. Article 27 – Class Workload

- i) The District requests a sidebar.

2. Article 26 C – Student Services: Social-Emotional Support Services

- i) District is not agreeable to this proposal. Noted that Social Emotional Support Services is included in the Board's strategic planning and goals. District does not believe this should be addressed in the collective bargaining agreement.

3. Article 23 – Fringe Benefits

- i) The District is agreeable to the change.
“Unit members may spend up to one-quarter of the unused portion of their insurance allocation on supplemental insurance products, such as but not limited to the following: life insurance, short-term disability, and long-term disability plans.”

4. Article 22 - Employee Compensation

- i) *A. Salaries* - Proposed base salary increase of 3% for 2021-2022; 2.5% base salary increase for 2022-2023; 2% base salary increase for 2023-2024.
 - i) *G.5 Vertical Movement* – District is not agreeable to adding proposed longevity stipend of 1% increase for every five years of service after fifteen years.
- ii) *H. Extended Day* – District is not agreeable to proposed additional payment of 1.5% of teacher's hourly rate for members who assume duties of absent administrator. It is the District's belief that the 'Teacher in Charge' stipend accounts for these duties.
- iii) *M. Early Retirement* - District proposed return to existing contract language.

REA Proposal

1. Article 25 – Reduction in Force

- i) 2. Criteria for Reduction – REA has proposed added language “The District may retain a member with less seniority if the District determines that the teacher being retained has more competence or if a more senior teacher does not possess the licensure for the position in question **or if they have cultural or linguistic expertise as determined by House Bill 2001.**”

Caucus from 6:25 PM – 7:05 PM

REA Counter

1. Article 22 – Employee Compensation

- i) *A. Salaries* – Presented same proposal of increase of 7.5% for 2021-2022; 5% base salary increase for 2022-2023; 4% base salary increase for 2023-2024; updated dates for new contract duration.
- ii) *G.5 Vertical Movement* – REA maintained same proposal of adding longevity stipend of 1% increase for every five years of service after fifteen years.
- iii) *H. Extended Day* – REA presented the same proposal of:
“Unit members who are requested to assume the duties of an absent administrator shall be compensated at 1.5% of their hourly rate (i.e. hourly rate X 1.5%) for the duration of the assignment”.
- iv) *M. Early Retirement* – REA presented same proposal of increasing monthly payment from \$600 to \$800 with a duration of payment of 36 months. Proposed change to eligibility.

2. Article 23 – Fringe Benefits

- i) REA notes District and Association agreement.
“Unit members may spend up to one-quarter of the unused portion of their insurance allocation on supplemental insurance products, such as but not limited to the following: life insurance, short-term disability, and long-term disability plans.”

3. Article 26 C – Student Services: Social-Emotional Support Services

- i) REA returned to initial proposal and requested a sidebar due to change in District leadership.

4. Article 27 – Class Workload

- i) REA is open to the District's request to sidebar.

District Counter

1. Article 25 – Reduction in Force

- i) The District provided language to incorporate HB 2001 into Article 25 and agreed to REA's addition of the following to the inclusion of "cultural or linguistic expertise" in 2. Criteria for Reduction and proposed updating language to section 2A to reflect process outlined in ORS 342.934.

Caucus from 7:10 PM – 7:40 PM

REA and the District discussed proposals

Article 22, *Employee Compensation* – The District requests to table.

Article 23, *Fringe Benefits* – Agreement on language, REA indicated they wanted to package Article 23 with Article 22 before TA'ing Article 23.

Article 27, *Class Workload* - The District and REA agree to sidebar. Before end of day on 09/24/2021, agree on a date to meet during week of 09/27/2021.

Article 26 C, *Student Services: Social-Emotional Support Services* – The District requests to table.

Article 25, *Reduction in Force* – REA requests further definition of "cultural or linguistic expertise". The District and REA agree to sidebar with Article 27.

REA and District discussed next steps.

District will bring counters to Oct. 5 bargaining session.

District will reach out to schedule sidebar discussion of Articles 27 and 25.