



---

The twelfth open bargaining session between Reynolds Education Association (REA) and Reynolds School District (District) was held on October 18, 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

---

Presentation by REA related to financial proposals.

---

## **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. This will replace the Teacher in Charge stipend in the stipend section.
- iv) M. Early Retirement* – REA maintained proposal of increasing monthly payment from \$600 to \$800 with a duration of payment of 36 months. Proposed change to eligibility.
- v) O. (Proposed Clause) Class and Caseload Size Relief* – “In the event that the district deems it necessary to exceed the class size limits, or the case management limits, (Article 27, section A) the affected members will be compensated at an additional one percent (1%) of salary per each additional student beyond a 10% excess. Additionally, if the limits are exceeded by 20% or more students, then at the request of the member, the district shall also provide an educational assistant to work in the impacted learning environments. If limits are exceeded by 30% or more a new class or caseload position with commensurate FTE will be formed.”
- vi) P. (Proposed Clause) Mentor Compensation* – REA withdrew proposed Mentor Stipend of 5% as mentor program is not currently active.

### **2. Article 25 – Reduction in Force**

- i) 2a. Criteria for Reduction* – updated language of “culturally and linguistic expertise” as defined in ORS 342.934 and proposed that the designation be determined at the point of hire and

reviewed twice annually – each Fall and at least one week prior to the transfer process deadline. REA is not in agreement of additional proposed language by the District.

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

- i) REA is not in agreement to the District proposed Wellness Committee and proposed going back to REA’s original
- ii) proposal. “The Association and the District shall create a working group comprised of social-emotional support professionals, with the purpose of developing and codifying protocols and processes which will advise the district and the Association on the provision of emotional support services to students.”

**4. Article 27 – Class Workload**

- i) REA proposed paragraph title to Class Size and Caseload.
- ii) REA proposed that “Guidelines” be replaced with “Limits”.
- iii) *A. Class Size Limits* – REA proposed class size limits (K-1: 22 students, 2-3: 25 students, 4-6: 28 students, 7-12: 160 total student load) and proposed ratios of staffing to students.
- iv) *C. Limits* – REA proposed that if limits exceed past 10%, staff may be compensated per suggested proposal of Article 22 section O.

REA is requesting all articles above offered as a package.

---

Caucus from 5:47 – 6:20 PM

---

**District Counter**

The District declined to counter at this time because this is the fourth session in which the Association has not provided any movement on its financial proposal and no movement on any of the language proposals to move bargaining forward. The District offered a sidebar to discuss proposals.

**REA and The District discussed next steps.**

REA will reach out to schedule a sidebar discussion if it will be helpful.