



The fourteenth open bargaining session between Reynolds Education Association (REA) and Reynolds School District (District) was held on November 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, except Tanya Pruett

REA Counter Proposal

Articles 22, 26, 27 presented as a package. REA and The District previously agreed upon Articles 26 and 27 as part of a package with Article 22.

1. Article 22 – Employee Compensation

- i) A. Salaries* – Maintained same proposal of 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 and the District agree to longevity clause as part of a package: “Starting with fifteen (15) years, members shall receive a 1% salary adjustment than an additional 1% increase for every five (5) years of service (15 yrs. = 1%, 20 yrs. =2%, 25 yrs. = 3%, etc.).
- iii) H. Extended Day* – REA has agreed to the removal of the ‘Teacher in Charge’ Stipend with the District’s acceptance of payment of 1.5% of teacher’s hourly rate for members who assume absent administrator duties.
- 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.

2. Article 25 – Reduction in Force

- i) 2a. Criteria for Reduction* – REA maintained updated language of “cultural or linguistic expertise as defined in ORS 342.934” and proposed added language: “The parties agree to reopen Article 25.B.2. to align this Section with current law no later than June 30, 2022.”

3. Article 23 – Fringe Benefits

- i)* REA did not make any changes to the current proposal, but indicated REA may have an updated proposal depending on the District’s counter.

Caucus from 5:10 PM – 5:35 PM

District Counter

1. Article 25 – Reduction in Force

- i) The District agrees to the Article as written by REA and can TA the article.

2. Article 23 – Fringe Benefits

- i) The District agrees to the Article as written by REA.

3. Article 22 – Employee Compensation (offered as a package with Articles 26, 27)

- i) *A. Salaries* - Proposed base salary increase of 5% for 2021-2022; 4% base salary increase for 2022-2023; 3% base salary increase for 2023-2024.
- ii) *G. Vertical Movement* – The District accepts REA’s proposal as part of the package.
- iii) *H. Extended Day* – The District accepts REA’s proposal as part of the package.
- iv) *M. Early Retirement* – The District has accepted REA’s proposed change to eligibility. The District accepts REA’s proposal as part of the package of increasing monthly payment from \$600 to \$800 for 36 months.

Caucus from 5:43 PM – 6:05 PM

REA and the District discussed proposals:

REA Requests a sidebar for November 30, 2021 to discuss Articles 22 regarding salary COLA and Article 23 regarding pool costing. In addition, REA requested that the Financial Department provide cost savings to date from unfilled positions.

REA requests next bargaining session for December 7, 2021.

Confirmation by the District that salary proposal would be retroactive from September 2021.

Presentation by REA related to financial proposals.

REA and the District discussed next steps:

By end of day on 11/19/2021, REA and the District will confirm a date for a sidebar meeting.