



The thirteenth open bargaining session between Reynolds Education Association (REA) and Reynolds School District (District) was held on November 2, 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

District Counter Proposal

The District requests Articles 27, 26, and 22 as a package proposal.

1. Article 27 – Class Workload

- i) *A. Class Size Guidelines* – The District has gone back to original language.

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

- i) The District proposes new language around wellness support services to reflect the current CBA and support the district strategic plan: “In order to foster a robust, inclusive, and informed approach to the mental, emotional, social and physical health of students and staff, the District and the Association will maintain a committee that is comprised equally of District and Association representatives chosen separately by each party to this agreement and representing a variety of levels. The charge of this committee will be to review best practices for providing emotional and mental health support services to students and collaborative planning around SEL and wellness instruction and services as outlined in the Strategic Plan. It may include review of SEL curriculum, staffing needs and staffing of counselor and social worker positions, structure of services offered, best practices and/or approaches to providing mental, emotional, social and physical health support services. This committee will serve in an advisory capacity to both the District and the Association with the understanding that any changes to this agreement are subject to negotiation.”

3. Article 25 – Reduction in Force

- i) *2a. Criteria for Reduction* – The District has redacted original proposed language and proposes to continue to use language to reference ORS 342.934 and add “The parties agree to reopen Article 25.B.2. to align this Section with current law if the Board determines that a reduction in staff is necessary.”.

4. Article 23 – Fringe Benefits

- i) The District requests to TA.

5. Article 22 – Employee Compensation

- i) *A. Salaries* - Proposed base salary increase of 3% for 2021-2022; 3% base salary increase for 2022-2023; 3% base salary increase for 2023-2024.
- ii) *G. Vertical Movement* – The District has accepted REA’s proposed language for longevity as part of its Article 22 package.
- iii) *H. Extended Day* – The District has accepted REA’s proposal of payment of 1.5% of teacher’s hourly rate for members who assume absent administrator duties as part of its Article 22 package. Contingent on the removal of the ‘Teacher in Charge’ Stipend.
- iv) *M. Early Retirement* – The District proposed return to existing contract language.

Caucus from 5:20 PM – 6:20 PM

REA Counter

REA has accepted the District’s request for Articles 27, 26, and 22 as a package proposal.

1. Article 27 – Class Workload

- i) REA proposed paragraph title to Class Size and Caseload Workload.
- ii) REA proposed that “Guidelines” be replaced with “Limits”.
- iii) *A. Class Size and Caseload 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 agreed to crossed out language for ratios of staffing to students.
- iv) *B. Procedure* – REA proposed adding language to reflect “class size and caseload relief” and separated paragraphs for class size relief to add a paragraph for caseload relief: “Caseload relief request shall be reviewed by the Student Services Committee. The committee makes recommendations to the Superintendent.”.
- v) *C. Limits* – REA has redacted proposal for additional compensation if class size exceeds guidelines.

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

- i) REA would like to accept the District’s proposal around wellness support services with the proposal to add “current” to Board Strategic Plan and proposed additional language: “This committee will Meet at least quarterly, however, either the District or Association may call for additional meetings as deemed necessary”.

3. Article 25 – Reduction in Force

- i) *2a. Criteria for Reduction* – REA is not in agreement of additional proposed language by the District 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.

4. Article 23 – Fringe Benefits

- i) REA requested additional information from the District about the pool for historical data from the past two years and projected forecasting timeline.

5. 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 and the District agree as part of package.
- 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.

Caucus from 6:45 PM – 7:40 PM

District Counter

1. Article 22 – Employee Compensation

- i) *A. Salaries* - Proposed base salary increase of 3% for 2021-2022; 3% base salary increase for 2022-2023; 3% base salary increase for 2023-2024.
- ii) *G. Vertical Movement* – The District and REA agree as part of package.
- iii) *H. Extended Day* – The District and REA agree as part of package.
- iv) *M. Early Retirement* – The District has accepted REA’s proposed change from Social Security to Medicare. The District is not in agreement to REA’s proposal of increasing monthly payment from \$600 to \$800 and maintained proposal to return to existing contract language of a monthly payment of \$600.

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

- i) The District has accepted REA’s proposal as written.

3. Article 27 – Class Workload

- i) The District has accepted REA’s proposal as written.

4. Article 23 – Fringe Benefits

- i) The District has agreed to provide additional information as requested by REA.

5. Article 25 – Reduction in Force

- i) The District requested a sidebar.

REA and the District discussed proposals:

Article 23, Fringe Benefits – The District will provide additional information as requested by REA in sidebar.

Article 25, Reduction in Force – REA and the District will continue discussions in sidebar.

Article 26 C, Student Services: Social-Emotional and Wellness Support Services – Accepted as written

Article 27, *Class Size and Caseload Workload* – Accepted as written

REA and the District discussed next steps:

The District and REA will schedule a sidebar date for week of 11/8/21 by the end of the week on 11/5/21.

Proposed date for next session: Nov. 16

The District and REA will discuss parameters of scheduling next session in-person during sidebar.