



The fifth open bargaining session between Reynolds Education Association (REA) and Reynolds School District (District) was held on May 18, 2021 by Zoom call.

This session was to discuss Article 7, 9, 22, 23, 26, and 30.

Teams were introduced as follows:

REA Bargaining Team – All present

District Bargaining Team – All present

District Proposal:

1. Article 7 – Employee Work Year

- i) *B. Distribution of Contract* – District is agreeable to the proposed reduction from four (4) Staff Development Days to three (3) Staff Development days to accommodate two (2) Fall Pre-Instructional Workdays.
- ii) *E. Early Release/Late Arrival* – Proposed one (1) member-led early release/late arrival day per quarter.

2. Article 9 – Teaching Hours

- i) *B. Non-Pupil Contact Time; 2. Preparation Time* – District proposed language to provide Specialists and counselors transition time between instructional periods.

3. Article 26 – Student Services

A. Student Services: Special Education

- i) *A. Definitions* – Proposed language defining term “students with disabilities” in accordance with state and federal law.
- ii) *F. Student Services Structure Committee* - District is agreeable to ‘shall’ to describe the charge of the Student Services Structure Committee.

B. Student Services: English Language Development

- i) *A. Definitions* – Proposed language to bring definition into alignment with statute.
- ii) *B. ELL Student Instruction and Services Structure Committee* – Proposed updating the name of the committee to ‘ELD Programming Committee’. Proposed updating language from ‘students who are learning English’ to ‘English learners’.
- iii) *C. Committee Protocols* – Proposed updating the name of the committee to ‘ELD Programming Committee’. District is not agreeable to joint committee.

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.

4. Article 22 – Employee Compensation – Package

- i) *A. Salaries* – Proposed 1% base salary increase for 2021-2022; 1% base salary increase for 2022-2023; 1% base salary increase for 2023-2024; updated dates for new contract duration.
- ii) *B. Credit* – District is agreeable to proposed language update to reference all licensed staff’s work experience rather than teaching experience.
- iii) *D. Extended Contract* – District proposed return to current contract language regarding summer curriculum work and “salary beyond contracts for summer work”.

- iv) *E. Hours of Movement* – District is agreeable to proposed language update to be reflective of all licensed staff and included reference to Appendix H. District is agreeable to updated terminology regarding what records will be accepted to demonstrate completion of pre-approved classes or training.
- v) *G.5 Vertical Movement* – District is not agreeable to proposed longevity stipend of 1% increase for every five years of service after fifteen years.
- vi) *H. Extended Day* – District is not agreeable to proposed 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.
- vii) *I.4 Hours for Credit – Initial Placement* – District is agreeable to the relocation of the CTE MOU. District is not agreeable to the citation of ‘per OAR’ as this language is redundant. District is agreeable to proposed removal of ‘cooperatively’.
- viii) *L. Extra Duty Compensation* – District is agreeable to proposed stipend for Dual Immersion teachers and Media/Library Specialists. District requested clarification regarding proposed stipends for CTE Duties beyond Contract day and Team Leader.
- ix) *M. Early Retirement* – District proposed return to current contract language.
- x) *O. (Proposed Clause) Class and Caseload Size Relief* – District is not agreeable to proposed Relief Stipend of 1%.
- xi) *P. (Proposed Clause) Mentor Compensation* – District is not agreeable to proposed Mentor Stipend of 5%.

5. Article 23 – Fringe Benefits – Package

- i) *A.1 Amounts* – District proposed contribution remain at \$1,330 per month for 2021-2022; \$1350 per month for 2022-2023; \$1375 per month for 2023-2024 and updated dates for new contract duration.
- ii) *A.2* – Proposed return to current contract language. District noted that the pool had yet to be used in its entirety at the current contribution rate.
- iii) *C. Term Life and Accidental Death and Dismemberment (AD&D) Insurance* – Proposed increase to contribution for ADD&D coverage to \$100,000 for term of the contract.
- iv) *D. Disability Insurance* – District is agreeable to removal of reference to 2019-2020 MOU.

6. Article 30 – Duration of Agreement – Package

- i) *A. Effective Date* – District proposed three (3) year contract duration through 6/30/2024.

REA Proposal:

1. Article 5 – Employee’s Rights

Article was not addressed during May 18th Session.

2. Article 27 – Class Workload

Article was not addressed during May 18th Session.

Caucus from 5:43 – 6:50 PM

3. Article 7 – Employee Work Year

- i) *E. Early Release/Late Arrival* – Proposed language that the one (1) member-led early release/late arrival days shall be on the second Monday of each quarter.

4. Article 9 – Teaching Hours

- i) *Length of Workday* – proposed language **‘When the District forms a working group to investigate the viability of creating new school start times, this group will include**

representatives from the Association. This work shall commence prior to the end of the 2021-2022 school year.

- ii) *B. Non-Pupil Contact Time* – Proposed ‘District principals shall endeavor to provide specialists with five minutes of transition time between instructional periods.’ and ‘Counselors shall have five minutes of transition time between instructional periods’ to sections B.3 and B.4 respectively.

Caucus from 7:00 – 7:15 PM

District Proposal:

1. Article 7 – Employee Work Year

- ii) *E. Early Release/Late Arrival* – District is agreeable to proposed timeline for the one (1) member-led early release/late arrival days. District proposed removal of language regarding fifth Mondays of the month being member directed.

2. Article 9 – Teaching Hours

- i) *Length of Workday* – District is agreeable to the proposed addition of **‘This work shall commence prior to the end of the 2021-2022 school year.’**
- ii) *B. Non-Pupil Contact Time* – Proposed ‘District principals shall endeavor to provide specialists with transition time between instructional periods.’ Proposed ‘Counselors shall have five minutes of transition time between instructional periods when they are assigned by the building administrator’.

Caucus from 7:20 – 7:36 PM

REA Proposal:

1. Article 9 – Teaching Hours

- i) *B. Non-Pupil Contact Time* – REA is agreeable to ‘District principals shall endeavor to provide specialists with transition time between instructional periods.’ Proposed ‘Counselors shall have five minutes of transition time between instructional periods when they are engaging in counseling-related instruction.’

2. Article 7 – Employee Work Year

- i) *E. Early Release/Late Arrival* – Proposed language that member-led early release/late arrival days take place monthly and be calendared on the second Monday of each month.

Caucus from 7:42 – 8:00 PM

The REA and District Discussed Proposals:

Article 7, Employee Work Year–District requested clarification regarding REA’s concern that the number of member-directed late starts and early releases decreased.

Article 22, Employee Compensation – REA requested clarification regarding the District’s proposal of 1% increase over three years. District and REA to provide presentation regarding compensation and fringe benefits.

Article 23, Fringe Benefits – REA requested an update to the insurance pool health. District and REA to provide presentation regarding compensation and fringe benefits.

Summary:

1. **Article 7** – District will provide response at June 3rd session.
2. **Article 9** – Tentative Agreement
3. **Article 22** – REA will provide response to package at June 3rd session.
4. **Article 23** – REA will provide response to package at June 3rd session.
5. **Article 26** – REA will provide response at June 3rd session.
6. **Article 30** – REA will provide response to package at June 3rd session.

The REA and District discussed next steps.

The REA and District certified next session will take place Thursday, June 3rd, 5 – 8 PM.

District to present counter to Articles 7. REA to present counters to 22, 23, 26, and 30 at June 3rd session.

In order to accommodate high school graduations, REA and District will collaborate to find an alternate date for June 17th session.

Upcoming Bargaining Dates scheduled as follows:

- **Session 6: June 3, 2021**
- Session 7: ~~June 17, 2021~~ – To be rescheduled to accommodate high school graduations.