



The third open bargaining session between Reynolds Education Association (REA) and Reynolds School District (District) was held on April 22, 2021 by Zoom call.

This session was to discuss Article 7, 18, 26, 27, 28 and Appendix E.

**Teams were introduced as follows:**

**REA Bargaining Team** – All present

**District Bargaining Team** – All present

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**The District Presented its Counter Proposal:**

**1) Article 7 – Employee Work Year**

- i) Proposed return to current contract language

**2) Article 18 – Student Discipline**

- i) A – District is agreeable to language update from ‘classroom’ to ‘District educational experience’.
- ii) B. *Referral Procedures for Disruptive Students* – District is agreeable to proposed title change from ‘Disruptive Students’ to ‘Student Disruptions of the Learning Environment’.
  - B1. District is agreeable to proposed language clarifying communication between administrator and member regarding learning environment disruptions not occur in front of students.
  - B2. Proposed return to current contract language (the conclusion of the following school day).
  - B3. District is not agreeable to proposed language ‘The designated location shall be determined prior to the beginning of the academic year and communicated to unit members.’
  - B4. District is agreeable to proposed as allowed by law, members who have consistent contact with students who pose a threat to safety shall be notified. Previous language stated members who teach or supervise students shall be notified.
- iii) C. *Referral Procedures for Students Engaging in Physical Abuse or Intimidation* –
  - 1a. Accepted proposed language on location of Behavior Incident Reports. District is not agreeable to the proposed notification system alerting unit members of new entries of Behavior Incident Reports.
  - 1b. District is not agreeable to proposed language regarding student readmittance after removal from classroom. Language reads: **Prior to re-admittance the student shall have clearly identified behavior expectations and consequences. The resulting plan shall be shared with all unit members listed in the plan and others whom the administrators determine need the information.**
  - 2. District is agreeable to proposed language that the District Behavior Response Committee **shall develop the quarterly report given to the school board.**
- iv) D *Building Discipline Policies* – Proposed unit members shall have an opportunity to review District Student Code of Conduct; District is agreeable to proposed language that each

building 'shall have a staff handbook provided prior to the start of the academic year or upon employment with the district.'

- v) *E. Building Discipline Inservice* – District is not agreeable to proposed biannual in-service and/or training update to school board.
- vi) *F. District Behavior Response Committee* – Proposed committee reports shall include updates, recommended changes and next action steps
- vii) *G. Restorative Practices* – Accepted struck language referencing MOU. District is not agreeable to notation of new Appendix E titled Restorative Practices.

### 3) Appendix E – CTE Salary Placement

- i) District will address the relocation of CTE Salary Placement MOU in the discussion of Article 22.
- ii) District is not agreeable to the addition of Restorative Practices language in Appendix E.

### 4) Article 26 – Student Services

- i) *A. Definitions* – District is agreeable to proposed removal of reference to Oregon Intervention System. District is not agreeable to the addition of English Language Development to Article 26.
- ii) *C. Special Education Placement* – District is agreeable to updating language from 'self-contained' to 'specialized' classrooms. Additionally, proposed updating the language 'students with special needs' to be 'students with disabilities'. District is not agreeable to proposal that Student Services Committee provide recommendations to District.
- iii) *D. Administrative Procedures for Students with Special Needs* – Proposed updating the language 'students with special needs' to be 'students with disabilities'
  - D. 1* Proposed including definition of IEP (Individual Education Plan)
  - D. 2* District proposed updating 'students with special needs' to be 'students with disabilities'.
  - D. 3* District proposed updating 'plans of support' to 'behavior support plans'. District proposed language regarding student movement within the District and behavioral support plans. Reads: 'If a student with a behavior support plan moves to a different setting within the District, the behavior support plan will be included in the student's records and made available to the teaching staff prior to the student's first day of attendance in the new setting.'District is agreeable to including these administrative procedures in handbook.
- iv) *E. Special Education District Support and Compensation* – District is agreeable to updated language directing members that do not qualify for stipend to record time entries in Timeclock Plus; District proposed return to current contract language regarding stipend (2.2%). Proposed updating titles to reflect current positions: 'Speech Pathologist' to 'Speech and Language Pathologist'; 'Executive Director of Human Resources' to 'Assistant Superintendent of Human Capital Management'. District proposed additional language to ensure IEP and Eligibility Documentation is completed prior to the end of the school year and provided protocol if additional paid days are needed.
- v) *G. (Proposed Clause) ELL Student Instruction and Services Structure Committee* – District is not agreeable to the relocation of Article 27 language into Article 26.
- vi) *H. (Proposed Clause) Committee Protocols*– District is agreeable to proposed timeline for committee minutes. District is not agreeable to additional proposed protocols.

### 5) Article 27 – Class Workload

- i) *A1. Caseload Staffing Guidelines* – District is not agreeable to proposed definition to caseload staffing, proposed ratio, and proposed staffing guidelines.
- ii) *B. Procedure* – Proposed update to reflect current job titles: 'Executive Director of Human Resources' to 'Assistant Superintendent of Human Capital Management'.

- iii) *C. Limits* – Proposed compensation will be addressed with Article 22.
- iv) *D. ELL Student Instruction and Services Structure Committee* – Proposed parents and student groups reflect those that receive ELD services. Proposed charge of the committee be to ‘ensure that EL students can participate meaningfully and equally in educational programs and services.’

## 6) Article 28 – Mentor Program

- i) District is not agreeable to the proposed mentor program committee.
  - ii) *B. Compensation* – District will address the proposed compensation with Article 22 discussion.
  - iii) *G. Bargaining Unit* – District proposed the removal requiring mentors be members of bargaining unit.
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Caucus from 5:30 PM – 6:45 PM

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## The REA Presented its Counter Proposal:

### 1) Article 7 – Employee Work Year

- i) *A. Standard Contracts* – Accepted return to current contract language.
- ii) *B. Distribution of Contract* - Requested reduction from four (4) Staff Development Days to three (3) to accommodate two (2) Fall Pre-Instructional Days.
- iii) *E. Early Release/Late Arrival* – Proposed increase in number of member-led early release/late arrival days from one (1) per quarter to one (1) per month.

### 2) Article 18 – Student Discipline

- i) *B. Referral Procedures for Student Disruptions of the Learning Environment.*  
*B3.* Returned to initial proposal ‘The designated location shall be determined prior to the beginning of the academic year and communicated to unit members.’
- ii) *C. Referral Procedures for Students Engaging in Physical Abuse or Intimidation* –  
*1a.* Proposed return to current contract language ‘Any resulting plans or outcomes will be filed at both the building and District level and will also be entered into Teacher link database that “need-to-know” members can access.’  
*1b.* Returned to initial proposal. Language reads: **Prior to re-admittance the student shall have clearly identified behavior expectations and consequences. The resulting plan shall be shared with all unit members listed in the plan and others whom the administrators determine need the information.**
- iii) *D Building Discipline Policies* – REA proposed unit members shall have an opportunity to review District Student Code of Conduct prior to students’ first day.
- iv) *E. Building Discipline Inservice* – Returned to initial proposed biannual in-service and/or training update to school board.
- v) *G. Restorative Practices* – Returned to initial proposal including notation of new Appendix E titled Restorative Practices.

### 3) Appendix E – CTE Salary Placement

- i) Returned to initial proposal of replacing CTE Salary Placement MOU with Restorative Practices language.

### 4) Article 26 – Student Services

- i) *A. Definitions* – Returned to initial proposal to relocate English Language Development language to Article 26 from Article 27.

- ii) *C. Special Education Placement* – REA is not agreeable to ‘students with disabilities’, proposed ‘students with exceptionalities’. Returned to initial proposal that Student Services Committee provide recommendations to District.
- iii) *D. Administrative Procedures for Students with Special Needs* –Not agreeable to proposed update to ‘students with disabilities’, proposed ‘students with exceptionalities’.  
D. 2 District proposed updating ‘students with special needs’ to be ‘students with disabilities’.
- iv) *E. Special Education District Support and Compensation* –Not agreeable to proposed update of ‘Executive Director of Human Resources’ to ‘Assistant Superintendent of Human Capital Management’. Not agreeable to proposed additional language to ensure IEP and Eligibility Documentation is completed prior to the end of the school year and protocol if additional paid days are needed.
- v) *G. (Proposed Clause) ELL Student Instruction and Services Structure Committee* –Returned to initial proposal of relocating Article 27 language into Article 26.
- vi) *H. (Proposed Clause) Committee Protocols*– Returned to initial proposed protocols.

**7) Article 27 – Class Workload**

- i) Proposal suspended pending state legislation.

**8) Article 28 – Mentor Program**

- i) Proposed return to current contract language.

Caucus from 7:10 PM – 7:40 PM

**The District Presented its Counter Proposal:**

**1) Article 18 – Student Discipline**

- i) *B. Referral Procedures for Student Disruptions of the Learning Environment.*  
B3. Proposed relocation protocol shall be determined prior to the beginning of the academic year and communicated with members.
- ii) *C. Referral Procedures for Students Engaging in Physical Abuse or Intimidation –*  
1a. District is agreeable to current contract language ‘Any resulting plans or outcomes will be filed at both the building and District level and will also be entered into Teacher link database that “need-to-know” members can access.’  
1b. District is agreeable to proposed language regarding student readmittance after removal from classroom.
- iii) *D Building Discipline Policies* – District is agreeable to proposed language providing unit members the opportunity to review District Student Code of Conduct prior to the students’ first day.
- iv) *E. Building Discipline Inservice* – District is not agreeable to the biannual in-service and/or training update to school board.
- v) *G. Restorative Practices* – District is not agreeable to notation of new Appendix E titled Restorative Practices.

**2) Appendix E – CTE Salary Placement**

- i) District is not agreeable to the addition of Restorative Practices language as Appendix E.

**5) Article 26 – Student Services**

- i) *A. Definitions* – District is not agreeable to the inclusion of English Language Development in Article 26.
  - ii) *C. Special Education Placement* – District is not agreeable to language ‘students with exceptionalities’ Proposed return to language ‘students with disabilities’. District is agreeable to proposal that Student Services Committee provide recommendations to District.
  - iii) *D. Administrative Procedures for Students with Special Needs* – District is not agreeable to language ‘students with exceptionalities’. Proposed return to language ‘students with disabilities’.  
*D. 2* District is not agreeable to language ‘students with exceptionalities’ Proposed return to language ‘students with disabilities’.
  - iv) *E. Special Education District Support and Compensation* –Returned to initial proposal to ensure IEP and Eligibility Documentation is completed prior to the end of the school year and provide process if additional paid days are needed.
  - v) *G. (Proposed Clause) ELL Student Instruction and Services Structure Committee* – District is not agreeable to the inclusion of English Language Development in Article 26.
  - ii) *H. (Proposed Clause) Committee Protocols* – District is agreeable to proposed timeline for committee minutes. District is not agreeable to additional proposed protocols.
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Caucus from 7:30 PM – 7:40 PM

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### **The REA and District Discussed Proposals:**

#### **1) Article 7 – Employee Work Year**

- i) REA expressed concern regarding teacher prep time prior to student conferences. District team noted that each level (elementary, middle, and high school) have different needs. District would like the opportunity to gather more information to address concern brought by REA. District requested Article be readdressed at the May 4<sup>th</sup> session.

#### **2) Article 18 – Student Discipline**

- i) REA requested clarification as to how the school board receives training and in-service updates. District will return with information at May 4<sup>th</sup> session.

#### **3) Article 26 – Student Services**

- i) District is agreeable to relocating language addressing the English Language Development within the bargaining agreement. District is not agreeable to the inclusion of English Language Development within Article 26.
- ii) District proposed ‘students with disabilities’ to keep language in alignment with Individuals with Disabilities Education Act (IDEA). District noted that Matt Bennett, Director of Special Education, was available to offer further clarification on the proposed language within Article 26.
- iii) REA expressed concern that the District crafted language that was not original to the contract in an Article that was not opened by the District. Rebekah Jacobson, Legal Counsel – GHR, offered clarification, ‘Since the Association opened the Article, the District can provide a proposal that is within the package of the initial response to the Association’s proposal.’

**Summary:**

- 1) **Article 7** – District will provide response at May 4<sup>th</sup> session.
- 2) **Article 18** – REA will provide response at May 4<sup>th</sup> session.
- 3) **Appendix E** – REA will provide response at May 4<sup>th</sup> session.
- 4) **Article 26** – REA will provide response at May 4<sup>th</sup> session.
- 5) **Article 27** – REA requested proposal be suspended pending the outcome of developing state legislation.
- 6) **Article 28** – District will provide response at May 4<sup>th</sup> session.

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

The REA and District certified next session will take place Tuesday May 4<sup>th</sup>, 5 – 8 PM.

District to present counters to Article 7 and Article 9, at May 4<sup>th</sup> session.

REA to present counters to Article 18, Appendix E, and Article 26.

**Upcoming Bargaining Dates scheduled as follows:**

- **Session 4: May 4, 2021**
- Session 5: May 18, 2021
- Session 6: June 3, 2021
- Session 7: June 17, 2021