



The initial exchange of proposals between Reynolds Education Association (REA) and Reynolds School District (District) was held on March 4, 2021 by Zoom.

REA Bargaining Team: All Present

District Bargaining Team: All Present

Ground Rules were reviewed and released to be signed electronically at 5:20 PM.

The District Presented its Initial Proposal:

- 1) **Article 22 – Employee Compensation**
 - i) Opened Article to present economic package to REA once additional information regarding the budget forecast is obtained.
- 2) **Article 23 - Fringe Benefits**
 - i) Opened Article to present economic package to REA once additional information regarding the budget forecast is obtained.
- 3) **Article 30 – Duration of Agreement**
 - i) *A. Effective Date* – District proposed three (3) year contract duration through 6/30/2024.

REA Presented its Initial Proposal:

- 1) **Article 5 – Employee Rights**
 - i) *J. Complaints* – Proposed clarifying language in additional clause to comply with recent legislative changes regarding sexual harassment claims.
 - ii) *M. Workplace and Environmental Safety* – Updated language to include: electronic notification in the event of an environmental hazard; and language to address need for an MOU in the event of public health emergency.
 - iii) *P. Teaching Materials* – Updated clause to include ‘technological resources and support’. Proposed joint committee for District and REA to collaborate on ‘new curricular and/or technological materials or programs.’ Added language regarding bilingual curriculum development, reads ‘If the district is offering a bi-lingual program all the curriculum should be provided in that language. If the district is unable to provide [bilingual curriculum] they will pay members at their peridium for such work.’
- 2) **Article 7 – Employee Work Year**
 - i) *A. Standard Contracts* - Proposed update to contract year from 187 to 188 contract days to accommodate mentor instruction day.
 - 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 days from one (1) per quarter to two (2) per month.
- 3) **Article 8 – Emergency Closure**
 - i) *C. Individual Rights* – Proposed update from ‘unsafe’ to ‘unwell in their physical space’.
- 4) **Article 9 – Teaching Hours**

- i) *A. Length of Workday* – Proposed adjustment to start times and end times based upon studies from the American Academy of Sleep Medicine and the American Academy of Pediatricians.
 - ii) *B. Non-Pupil Contact Time; 2. Preparation Time* – Proposed update to preparation time for Elementary Counselors and Specialists and grades K-5 reads: ‘Elementary Counselors and Specialists and grades K-5—five (5) hours per week (in sections of no less than thirty [30] minutes) **preceded by a five (5) minute duty free passing time and immediately followed by an additional (5) minute duty free passing time.**’
- 5) **Article 18 – Student Discipline**
- i) *A* – Proposed language update from ‘classroom’ to ‘RSD school district educational experience’.
 - ii) *B. Referral Procedures for Disruptive Students* – Proposed title change from ‘Disruptive Students’ to ‘Student Disruptions of the Learning Environment’. Proposed additional language changes to update procedures:
 - B1.* Proposed language clarifying communication between administrator and member regarding learning environment disruptions not occur in front of students.
 - B2.* Proposed updated timeline for delivery of written report (within 48 hours of the incident rather than end of next school day).
 - B3.* Proposed if a student is to have time away from the classroom, the designated location shall be determined prior to the beginning of the year.
 - B4.* Proposed as allowed by law, members who have consistent contact with students who pose a threat to the 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* – Proposed language changes and reformatting of existing language. Struck 1a; 1b and 1c became 1a and 1b. Struck language from 1a reincorporated into 1b:
 - 1a.* Proposed updated language on location of Behavior Incident Reports. Additionally, proposed that a notification system be devised for new entries of Behavior Incident Report into the Teacher link database.
 - 1b.* 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. Proposed that the District Behavior Response Committee **shall develop the quarterly report given to the school board.**
 - iv) *D Building Discipline Policies* – Proposed designated time prior to student arrival to review District Student Code of Conduct; 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* – 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 timelines.
 - vii) *G. Restorative Practices* – Struck language referencing MOU and noted new Appendix E titled Restorative Practices.
- 6) **Article 19 – Tuition, Project and/or Reimbursement**
- i) *A.* – Proposed new language to encourage utilization of tuition reimbursement. Struck reference to 2020-2021 MOU and updated dates for new contract duration.

- ii) *A.1* Proposed language to: expand courses and programs eligible for tuition reimbursement; increase professional membership allocation from \$250 to \$350; and pay for licensure expenses.
 - iii) *B* – Proposed updated language to include ‘shall be entitled to’.
 - iv) *G.b.* – Proposed that District shall provide tracking of tuition reimbursement dollars in iVisions.
 - v) *H. Reimbursement Procedure* – Proposed requirement of electronic response within 10 days of any reimbursement request. Response to include status of eligibility and timeline for payment. Proposed District remind members to submit grade slip prior to reducing pay.
 - vi) *I. Tuition Vouchers* – Proposed unit member be reimbursed 75% of value voucher to put toward professional development if member chooses to donate voucher to district.
- 7) **Article 22 – Employee Compensation**
- i) *A. Salaries* – Proposed 9% base salary increase for 2021-2022; 6% base salary increase for 2022-2023; 4% base salary increase for 2023-2024; updated dates for new contract duration.
 - ii) *B. Credit* – Proposed language update to reference all licensed staff experience rather than teaching experience.
 - iii) *D. Extended Contract* – Struck language regarding summer curriculum work and “salary beyond contracts for summer work” calculation paid at base rate, now reads: ‘Extended contracts shall be paid on a 1/186th prorated basis for those unit members working beyond the standard contract year.’
 - iv) *E. Hours of Movement* – Proposed language updated to be reflective of all licensed staff, included update to new Appendix H. Changed terminology regarding what records will be accepted to demonstrate completion of pre-approved classes or training.
 - v) *G.5 Vertical Movement* – Proposed longevity stipend of 1% increase for every five years of service after fifteen years.
 - vi) *H. Extended Day* – Proposed payment of 1.5% of teacher’s hourly rate for members who assume duties of absent administrator.
 - vii) *I.4 Hours for Credit – Initial Placement* – Proposed incorporating CTE MOU.
 - viii) *L. Extra Duty Compensation* – Proposed changes to or addition of differential for Dual Immersion, Media/Library Specialists, CTE Duties beyond Contract day, and Team Leader.
 - ix) *M. Early Retirement* – Proposed increase in monthly payment from \$600 to \$1,000 and duration of payment from 36 months to 60 months. Proposed update to eligibility.
 - x) *O. (Proposed Clause) Class and Caseload Size Relief* – Proposed Relief Stipend of 1%.
 - xi) *P. (Proposed Clause) Mentor Compensation* – Proposed Mentor Stipend of 5%.
- 8) **Article 23 – Fringe Benefits**
- i) *A.1 Amounts* – Proposed increase from \$1,330 to \$1400 per month for 2021-2022; \$1500 per month for 2022-2023; \$1600 per month for 2023-2024 and updated dates for new contract duration.
 - ii) *A.2* – Proposed increase to District insurance pool of up to \$450,000 by October 1, 2023.
 - iii) *C. Term Life and Accidental Death and Dismemberment (AD&D) Insurance* – Proposed District increase contribution to ADD&D coverage from \$50,000 to \$125,000 by 2023-24.
 - iv) *D. Disability Insurance* – Struck reference to 2019-2020 MOU.
- 9) **Article 26 – Student Services**
- i) *A. Definitions* – Proposed removal of reference to Oregon Intervention System. Proposed language defining English Language Development.

- ii) *C. Special Education Placement* – Proposed Student Services Committee provide recommendation to District.
 - iii) *D. Administrative Procedures for Students with Special Needs* – Proposed that training plans will be provided within 10 working days of student arrival and administrative procedures be included in handbook.
 - iv) *E. Special Education District Support and Compensation* – Proposed stipend increase from 2.2% to 3%; proposed members that do not qualify for stipend record time entries in Timeclock Plus.
 - v) *G. (Proposed Clause) ELL Student Instruction and Services Structure Committee* – Proposed moving language from Article 27 to Article 26. Additionally, proposed language regarding parent participation.
 - vi) *H. (Proposed Clause) Committee Protocols*– Proposed additional structure for committees.
- 10) **Article 27 – Class Workload**
- i) *A1. Caseload Staffing Guidelines* – Proposed definition to caseload staffing and created a ratio with suggested guidelines.
 - ii) *D. ELL Student Instruction and Services Structure Committee* – Struck and relocated to Article 26.
- 11) **Article 28 – Mentor Program**
- i) Proposed a program committee be established.
 - ii) *B. Compensation* – Proposed compensation as outlined in Article 22.
- 12) **Article 30 – Duration of Agreement**
- i) *A. Effective Date* – Proposed three (3) year contract duration: 7/1/2021 – 6/30/2024.
- 13) **Appendix C – Tuition Reimbursement**
- i) Struck Tuition Reimbursement MOU.
- 14) **Appendix D – Insurance Pool Access**
- i) Struck Insurance Pool Access MOU.
- 15) **Appendix E – CTE Salary Placement**
- i) Struck CTE Salary Placement MOU and moved to Article 22.
 - ii) Proposed Restorative Practices language as a replacement for previous language.
- 16) **Appendix G – Behavior Incident Report**
- i) Posed question of whether the Behavior Incident Report has been made available electronically.
- 17) **Appendix H – Tuition Reimbursement Guidelines**
- i) Proposed inclusion of tuition reimbursement guidelines.
- 18) **Appendix I – Committees**
- i) Proposed addition listing all committees referenced in contract.

Written proposals were exchanged once caucus began.

Caucus from 5:54 PM until 6:30 PM

The REA and District discussed next steps.

District requested REA provide data used to determine proposed salary and benefit increases.

District asked for clarification on when the parties will discuss updating legal citations. REA’s preference is that this will occur at end of bargaining.

The REA and District certified next session will take place Thursday April 1st, 5 – 8 PM.

Agenda:

1. The first five minutes of the next session will be dedicated to reviewing and approving Tentative Agreements.
2. District will provide responses to the Association's proposals for Articles 5, 8, and 19.