



The fourth open bargaining session between Reynolds Education Association (REA) and Reynolds School District (District) was held on May 4, 2021 by Zoom call.

This session was to discuss Article 7, 9, 18, 26, 27, 28 and Appendix E.

**Teams were introduced as follows:**

**REA Bargaining Team** – All present excluding Joyce Rosenau

**District Bargaining Team** – All present excluding Valerie Tewksbury & Tanya Pruett

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**District Proposal:**

**1. Article 7 – Employee Work Year**

District will return with counter on May 18<sup>th</sup>.

**2. Article 9 – Teaching Hours**

- i) *A. Length of Workday* – District noted that a review of student start time is needed. An adjustment to start time is included in the strategic plan for 2022-2023 school year. Therefore, District is not agreeable to addressing specific start times within contract language.
- ii) *B. Non-Pupil Contact Time; 2. Preparation Time* – District is not agreeable to proposed update to including specific passing time for Elementary Counselors and Specialists and grades K-5 in contract. Expressed concern that current proposal would impact FTE.

**3. Article 28 – Mentor Program**

- i) Agreeable to return to current contract language.

**REA Proposal:**

**1) Article 18 – Student Discipline**

- i) *B. Referral Procedures for Student Disruptions of the Learning Environment, B3* – REA is agreeable to proposed relocation protocol language with the addition, **‘Any changes to this protocol must be communicated to unit members prior to implementation.’**
- ii) *E. Building Discipline Inservice* – Returned to initial proposed biannual in-service and/or training update to school board. REA requested clarification as to why District is not agreeable to proposed update.
- iii) *G. Restorative Practices* – Returned to initial proposal including notation of new Appendix E titled Restorative Practices.

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

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

**3) Article 26 – Student Services**

- a) *Proposed Article 26 A, Student Services: Special Education*
  - i) *E. Special Education District Support and Compensation* – Proposed stipend increase to 2.75% (the equivalent of five additional days).

- ii) REA is agreeable to 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.
  - b) *Proposed Article 26 B, English Language Development*
    - i) Proposed definition of English Language Development program.
    - ii) *B. (Proposed Clause) ELL Student Instruction and Services Structure Committee* –Returned to proposal of relocating ELD language from Article 27. Proposed location of Article 26 B.
    - iii) *C. (Proposed Clause) Committee Protocols*– Returned to initial proposed protocols.
  - c) *Proposed Article 26 C, Social Emotional Support Services*
    - i) Proposed District and Association create working group which will advise on emotional support services to students.
- 4) Article 28 – Mentor Program**
- i) Agreeable to return to current contract language.

Caucus from 5:30 – 6:20 PM

**REA Proposal:**

**1. Article 9 – Teaching Hours**

- i) *A. Length of Workday* – REA proposed that a committee comprised of key stake holders investigate the viability of new start times prior to the beginning of the 2022-2023 school year.
- ii) *B. Non-Pupil Contact Time; 2. Preparation Time* – Returned to initial proposal to update specific passing time for Elementary Counselors and Specialists and grades K-5.

**District Proposal:**

**1) Article 18 – Student Discipline**

- i) *B. Referral Procedures for Student Disruptions of the Learning Environment, B3* – District proposed, **‘Any significant changes to this protocol will be communicated to unit members.’**
- ii) *E. Building Discipline Inservice* – District is not agreeable to this language, as these reports are already presented to the School Board as a part of the strategic plan.
- iii) *G. Restorative Practices* – District is not agreeable to additional language or 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 in Appendix E. The District values this work and understands that REA values this work as well but feels it should not be included as a part of the collective bargaining agreement.

**3) Article 26 – Student Services**

- a) *Proposed Article 26 A, Student Services: Special Education*
  - i) District proposed ‘students with disabilities’ rather than ‘students with special needs’ to keep language in alignment with Individuals with Disabilities Education Act (IDEA).
  - ii) *E. Special Education District Support and Compensation* – District is not agreeable to proposed stipend increase. Proposed return to current contract language regarding stipend amount. Proposed ‘If the substitute request is denied at the building and/or department level, then the unit member may appeal the decision **in accordance with the procedure in Appendix F’** rather updating job title to reflect Human Capital Management.
- b) *Proposed Article 26 B, English Language Development*

- i) District will return with counter on May 18<sup>th</sup>.
  - c) *Proposed Article 26 C, Social Emotional Support Services*
  - i) District will return with counter on May 18<sup>th</sup>.
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Caucus from 6:39 – 7:05 PM

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#### District Proposal:

1. **Article 28 – Mentor Program** - Confirmed to return to current contract language.
2. **Article 9 – Teaching Hours**
  - i) *Length of Workday* – District proposed that **‘When the District and the Association shall forms a working group to investigate the viability of creating new school start times prior to the beginning of 2022–2023, this group will include ~~be comprised of~~ representatives from the Association, OSEA, RAA and the School Board.’** District noted that the intention is to keep the language specific to REA as this will be the Reynolds Education Association bargaining agreement.
  - ii) *B. Non-Pupil Contact Time; 2. Preparation Time* – District is not agreeable to proposed update to specific passing time for Elementary Counselors and Specialists and grades K-5. Noted that current proposal would increase prep period from 30 minutes to 40 minutes which would impact FTE.

#### REA Proposal:

- 1) **Article 18 – Student Discipline**
    - i) *B. Referral Procedures for Student Disruptions of the Learning Environment, B3* – REA is agreeable to proposed language **‘Any significant changes to this protocol will be communicated to unit members.’** with the addition of **‘prior to implementation.’**
    - ii) *E. Building Discipline Inservice* – REA is agreeable to return to current contract language, as these reports are already presented to the School Board as a part of the strategic plan.
    - iii) *G. Restorative Practices* – REA is agreeable to return to current contract language in reference to notation of Appendix E.
  - 2) **Article 26 – Student Services**
    - a) *Proposed Article 26 A, Student Services: Special Education*
      - i. REA proposed return to ‘students with special needs’ rather than proposed language ‘students with disabilities’.
      - ii. *E. Special Education District Support and Compensation* – REA is agreeable to return to current contract language regarding stipend of 2.2% or the equivalent of four additional days. REA is agreeable to proposed language ‘If the substitute request is denied at the building and/or department level, then the unit member may appeal the decision **in accordance with the procedure in Appendix F**’ rather than updating job title to reflect Assistant Superintendent of Human Capital Management.
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Caucus from 7:20 – 7:35 PM

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**REA Proposal:**

**1) Article 9 – Teaching Hours**

- i) *Length of Workday* – REA is agreeable to proposed language **‘When the District and the Association shall forms a working group to investigate the viability of creating new school start times prior to the beginning of 2022-2023, this group will include be comprised of representatives from the Association, OSEA, RAA and the School Board.’**
- ii) *B. Non-Pupil Contact Time; 2. Preparation Time* – REA is not agreeable to proposed return to current contract language regarding specific passing time for Elementary Counselors and Specialists and grades K-5.

**District Proposal:**

**1) Article 18 – Student Discipline**

- i) *B. Referral Procedures for Student Disruptions of the Learning Environment, B3* – District is agreeable to proposed language **‘prior to implementation.’** with the addition of **‘to the extent possible’.**

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Caucus from 7:43 -7:50

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**REA Proposal:**

**1) Article 18 – Student Discipline**

- i) *B. Referral Procedures for Student Disruptions of the Learning Environment, B3* – REA is agreeable to proposed addition of **‘to the extent possible’.**

**District Proposal:**

**2) Article 9 – Teaching Hours**

- i) *B. Non-Pupil Contact Time; 2. Preparation Time* – District proposed return to current contract language regarding preparation time for Elementary Counselors and Specialists and grades K-5.
- ii) *B Non-Pupil Contact Time, 3* – District proposed language to address concern brought by REA regarding passing time for Elementary specialists. **‘Building principals will provide Elementary specialists who are assigned to instructional periods shall have five fifteen (15) minutes of transition time throughout the student contact day in no less than five (5) minute increments. between instructional periods.’**

**REA Proposal: Article 9**

**1. Article 9 – Teaching Hours**

- i) *B. Non-Pupil Contact Time; Proposed* the addition of “Specialists shall have 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.”

**The REA and District Discussed Proposals:**

**Article 26 A, Student Services: Special Education** – REA expressed concern regarding proposed usage of ‘students with disabilities’. District’s desire is to bring language into alignment with Individuals with Disabilities Education Act (IDEA). REA and District discussed crafting language to resolve this.

**Summary:**

1. **Article 7** – District will provide response at May 18<sup>th</sup> session.
2. **Article 9** – District will provide response at May 18<sup>th</sup> session.
3. **Article 18** – Tentative Agreement
1. **Appendix E** – CTE Salary Placement will be addressed with Article 22 at May 18<sup>th</sup> session.
2. **Article 26** – District will provide response at May 18<sup>th</sup> session.
3. **Article 28** – Tentative Agreement

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

The REA and District certified next session will take place Tuesday May 18<sup>th</sup>, 5 – 8 PM.

District to present counters to Articles 7, 9, 22, 23, 26, and 30 at May 18<sup>th</sup> session.

**Upcoming Bargaining Dates scheduled as follows:**

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