

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

Article 4

Association Rights and Privileges

A. Information

Upon request, the Board agrees to make available to the Association all public records necessary for its functioning as exclusive bargaining agent. The Association agrees to pay any costs incurred by the District to supply requested information that is not produced in the District's ordinary course of business.

B. Bulletin Boards

The Association shall have, in each school building, the use of a portion of an existing bulletin board in each staff room.

C. Mail Facilities and Mailboxes

The Association shall have the right to use the inter-school mail facilities in accordance with postal regulations and school mailboxes so long as all mail or material is identified as Association business.

D. Fall Orientation Program

1. On the fall orientation day, the District shall not schedule any meeting prior to nine o'clock AM (9:00 AM) for new unit members so that they may, if interested, attend an Association-sponsored breakfast.
2. Upon request, the Association will be given up to fifteen (15) minutes to make announcements and distribute materials at the District-wide meeting held during the orientation/in-service at the beginning of the school year.

E. Roster

~~The District shall provide the Association with a list of all names, addresses, and assignments of bargaining unit members by the end of September of each school year. The District shall also supply the Association with a monthly update of new unit members.~~

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

E. Roster (INCORPORATED FROM JANUS MOU)

By November 1 of each year, the District shall provide to the OEA an electronic database of each employee in the bargaining unit (both active and non-members) that includes name, employee ID number, first date of service, FTE, classification or title, PERs classification, worksite (i.e. check location), position on the salary schedule, and residential address and phone number (unless requested to be withheld by the employee). Whenever a new employee is hired into the bargaining unit, the District shall provide this information within thirty (30) days of hire.

F. New Unit Member Information

The Association will have the right to have placed in the **District Personnel information** Superintendent's package to all new unit members a letter prepared by the Association, informing said unit members that the Association is recognized as the exclusive negotiating representative for all licensed employees in the Reynolds School District. **In addition, Association representatives shall have the right to attend any new member orientations held throughout the year and to provide relevant association materials and information.**

G. Use of School Buildings

The Association and its representatives, including representatives for Association sponsored unit member benefit programs who are guests of REA building representatives, shall have the right of access to school buildings, including meetings with unit members during their duty-free lunch period, providing there is no interference with school or community programs. Upon arrival, the representative will notify the office of his/her presence. The Executive Director of Human Resources will be notified in the event the Association wishes to hold a general meeting in District buildings.

H. Right to Speak at Meetings

Upon request, an Association representative shall be granted a period of up to ten (10) minutes to make announcements at any staff meeting. Longer presentations are permissible if approved by the administration.

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

I. Association Representative

The Association may designate representatives for each building to function as the Association representative on matters relating to contract maintenance. The District agrees to permit the individual to function as an Association representative during the workday if the activities do not interfere with or interrupt his/her own work assignments nor the assignments of other employees.

J. Use of Electronic Communication

Representatives of the Association will have the right to use school phones, FAX machines and other forms of electronic communication relating to Association business, in so far that such use by the Association would not interfere with District operations. The Association shall be liable for additional costs in connection with such use.

K. Association Leave

1. Unpaid leaves of absence for up to two (2) years in increments of no less than a semester shall be granted, upon request, for the purpose of serving as an officer of the NEA/OEA/REA or on its staff. This leave shall be extended for as long as the unit member is serving as an officer in NEA/OEA. No more than the equivalent of two (2) full time leaves will be granted per year.
2. If a qualified replacement is available, the District agrees to release the Association President for the equivalent of one-half teaching time on a schedule that is mutually agreeable to the District and the Association. The full cost of the temporary replacement, including salary, payroll costs, and insurance benefits, will be paid by the Association. The Association President shall be considered a full-time unit member with all the benefits of a full-time unit member under this Agreement. In the event that the Association President is not released half time, if qualified substitute(s) can be found, there will be up to forty (40) days available for use by the President for Association work on a regular schedule mutually agreed upon by the Association and the District.
3. An additional twenty-five (25) days of release time will be granted, usable by unit members in not less than half-day portions upon approval by the President. The Association shall reimburse the District for the cost of substitutes, including salary and payroll costs. Additional days

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

may be granted upon mutual agreement between the District and the Association.

4. If the District needs to meet during the workday with unit members who are Association leaders, the District shall release the unit members without loss of pay.

Article 19
Tuition, Project and /or Workshop Reimbursement
(Modified for the 2020-2021 School year per MOU-Appendix)

A. Reimbursement Allocation and Authorization

For the duration of this agreement, each unit member shall be entitled to tuition reimbursement at a prorated amount in accordance with the unit member's percentage of full-time FTE as follows:

Each full-time unit member shall have a reimbursable amount equivalent to six (6) hours each year during the life of the contract at the Fall Portland State University graduate rate for that year (i.e.2020-21, 2017, 2018, 2019). Hours may accumulate during the term of the contract. Members may borrow up to six (6) credits from their future entitlement in any one (1) year for the purpose of tuition for classes. Any member who borrows from her/his future entitlement and leaves employment with the District prior to earning the borrowed hours shall have the dollar value repaid through a mutually agreed upon payment plan, provided all funds owed are repaid prior to separation of employment.

Tuition money may be used in the following manner:

1. At the unit member's request to pay for tuition and materials embedded in the cost of the classes, workshops, and conferences that align with the unit member's professional goals, building goals, district goals, and/or license/credential requirements. Any materials paid for with tuition dollars are the property of the unit member.

Each unit member shall be eligible to use up to \$250 of their tuition reimbursement allocation over the life of the contract toward the cost for membership in professional organizations that relate to the unit member's assignment. Approval for professional organization memberships will follow the process for meeting, workshop, and conference approvals.

2. If the unit member's request meets any of the stipulations listed in A.1. above, then she/he may use the equivalent of up to six (6) credits on one (1) occasion during the life of the contract, to pay for domestic travel

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

and related costs for classes, workshops and conferences not available or offered in the Portland Metropolitan Area or the state of Oregon.

The District shall cover all costs for unit members who are required by the District to present at conferences.

3. At the unit member's request, to pay for the cost of a substitute (if one is required) necessary to attend classes, workshops or conferences. The member shall give the building administrator prior notification when days off are being taken to attend classes, conferences or workshops.
4. District approved projects.
5. The District at its discretion may approve additional tuition grants for areas such as, but not limited to:
 - a. Additional endorsement programs.
 - i. for members who have been or may be RIFed from current position.
 - ii. for members adding endorsements that complement current endorsements and District curriculum goals
 - iii. additional state requirements to maintain a current position.
 - b. Programs meeting District-identified needs.
Such grants shall be for a specified dollar amount that may be used during an identified time period.

The District shall on an annual basis identify criteria used for the authorization of costs that require District approval. Upon request, the District shall provide a unit member with an itemization showing amount of tuition dollars used and remaining.

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

B. Reimbursement Procedure

To qualify for reimbursement for classes taken, the unit member shall notify the District of intent to seek reimbursement prior to the start of the class.

Following the conclusion of the class, the member will submit a grade slip indicating successful completion of the class to the District. The grade slip or verification of completion shall be submitted within one (1) month of its receipt by the member. Additionally, the member shall submit verification of cost for classes taken.

All notices of intent for tuition reimbursement shall be submitted on or before June 30th of the fiscal year in which the course began so funds may be reserved. Notices of intent submitted after that time will not be reimbursed. Classes qualify for funds available in the contract cycle in which the class begins.

The unit member shall receive reimbursement, prior to the receipt of grade slip, by submitting verification of completion of the class or workshop. The granting of early reimbursement does not relieve the member of the responsibility of submitting grade slips as outlined in this section. Members who fail to submit a grade slip within sixty (60) days of the completion of the term shall be subject to having their next regular paycheck reduced by an amount equal to the early reimbursement they received.

While the normal circumstances are outlined above, the District understands that in some situations this may create a financial hardship, thus preventing the member from taking classes. In these instances, the member may apply to the District for consideration for prepayment.

The District shall not be responsible for payment for the course if the member receives a failing grade, leaves the district's employment before completing the course, or does not complete the course. Any fees already paid may be recovered through payroll deductions or other means.

C. Tuition Vouchers

Any unused tuition vouchers shall be made available to unit members on a first-come-first-served basis.

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

Article 21

Dues and Payroll Deductions

(Incorporated from the Janus MOU)

A. ~~Deductions Authorization~~

~~Any employee who is a member of the Association or who has applied for membership may sign and deliver personally or through the Association to the Superintendent, an assignment authorizing deductions for membership dues in OEA-NEA-REA. Such authorization shall continue in effect from year to year, unless revoked in writing as hereinafter provided. Pursuant to such authorization, the District shall deduct one-tenth (1/10th) of such dues from the regular salary check of the employee each month for ten months, beginning in October and ending in July each year. Deductions for employees who join the Association after the commencement of the school year shall be appropriately prorated so that payments will be completed by the following July.~~

B. ~~Withdrawing Deductions~~

~~Withdrawing the payroll deduction for such dues may be accomplished by writing a letter to the office of the Association and the office of the Superintendent and delivered prior to the fifteenth (15th) day of October of any year.~~

C. ~~Association Notification~~

~~A computer printout of employees on Association dues deduction shall be sent to the Association together with the remittance due to the OEA-NEA-REA, as soon as possible after the monthly salary checks have been received by the employees of the District.~~

D. ~~Approved Deductions~~

~~Upon appropriate written request from the employee, the District shall deduct from the salary of any employee and make appropriate remittance for the following approved deductions monthly:~~

- ~~• Association Dues or Equivalency~~
- ~~• Fringe Benefits under Article 23~~
- ~~• United Way~~
- ~~• Credit Union—all summer credit union payments will be made in a lump sum at the end of June~~

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

~~E. Authorization Approved by Association and Board~~

~~The District, upon appropriate authorization of the employee, shall deduct from the salary of any employee and make proper remittance for any other plans or programs jointly approved by the Association and the Board.~~

~~F. Itemization~~

~~Employee's payroll checks shall itemize all sources of pay and payroll deductions.~~

~~G. Payroll~~

- ~~1. An employee's salary shall be divided into twelve (12) equal payments. The pay day shall be on the 20th of each month. If the pay day falls on Saturday or Sunday, employees will receive their checks on the preceding Friday. The only exceptions are that all employees will be paid on the Wednesday before Thanksgiving and the last teaching day before Christmas, where appropriate, and the last working day in June. All employees shall receive their June, July, and August paychecks on the last working day in June. However, if an employee wishes to receive his/her summer checks monthly, a written request must be submitted to the Human Resources Office by May 1st~~
- ~~2. The District shall maintain an example payroll check on its website that provides explanations of various deductions and contributions.~~

~~H. Local Dues~~

- ~~1. To assure that employees covered by this Agreement are adequately represented by the Association, the District shall deduct an amount equal to one hundred percent (100%) of REA-OEA-NEA dues from the salary of each employee who is not a member of the Association.~~
- ~~2. The District and the Association agree that ORS 243.650 and ORS 243.666 shall apply which provides for the payment of dues to a non-religious charity or another charitable organization provided the religious tenets of the employee do not allow him/her to belong to a union.~~
- ~~3. Any employee who has not requested local Association dues or who has~~

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

~~not certified to the District that s/he has paid, or is paying his/her dues directly to the Association, shall be subject to the provisions of this Article. Such request for payroll deduction or certification of direct payment of dues shall be made by October 15.~~

~~I. Indemnification~~

- ~~1. The Association agrees to hold the District harmless against any and all claims, suits, orders or judgments brought against the District as a result of all deductions provided for in this Article, paragraph H.~~
- ~~2. Individual payroll errors shall be adjusted within five (5) working days after informing the District.~~

Article 21--Dues and Payroll Deductions

A. Dues Authorization

1. By October 1, and then for any employee who becomes a member of the Association after the start of the school year, the Association shall notify the District of bargaining unit members who have elected to have dues deducted from their paychecks and shall identify the dues to be deducted from each. The District will enact dues deduction during the pay period following notification.
2. The Association shall provide a formal letter from the OEA Membership Department that confirms that OEA possesses sufficient documentation of dues deduction authorization for those members. Upon request by the District, the Association shall make available to the District for its review documented proof of dues deduction authorization for employees.
3. Employees who wish to withdraw authorization for dues deduction must notify the Association and District in writing no later than September 30th (thirtieth) of any year. The Association shall notify the District when a bargaining unit member should no longer have dues deducted. The District shall cease dues deductions in

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

accordance with OEA policies and procedures regarding membership dues withdrawal.

B. Deductions

- 1. Upon written notification from the OEA authorizing the District to make a payroll deduction for Association membership dues, the District shall deduct one tenth (1/10) of the OEA/NEA national dues each month from October through July. Within ten (10) business days after each pay period, the District shall remit to the Oregon Education Association, in a single payment, the combined OEA/NEA dues, including voluntary association contributions, deducted for the month.**
- 2. The District shall deduct one-tenth (1/10) of the local REA dues from the October through July pay of each member and promptly remit the amount collected to the local association.**
- 3. Deductions for members hired after the commencement of the school year shall be prorated so that the required amount will be deducted by July.**

C. Employee information

- 1. Each month, the District shall provide to the OEA Membership Specialist an electronic spreadsheet of each employee in the bargaining unit (both active members and non-members). Information shall include the employee ID number, FTE, classification or title, worksite (i.e. check location) and any NEA/OEA dues paid, including voluntary Association contributions.**
- 2. The District shall notify the OEA Membership Specialist monthly whenever an employee in the bargaining unit is placed on an unpaid leave of absence for more than thirty (30) days, retires, is laid off, resigns, or changes their name.**

D. Approved Deductions

Upon appropriate written request from the employee, the District shall

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

deduct from the salary of any employee and make appropriate remittance for the following approved deductions monthly:

- **Fringe Benefits under Article 23**
- **United Way**
- **Credit Union—all summer credit union payments will be made in a lump sum at the end of June**

E. Authorization Approved by Association and Board

The District, upon appropriate authorization of the employee, shall deduct from the salary of any employee and make proper remittance for any other plans or programs jointly approved by the Association and the Board.

F. Itemization

Employee's payroll checks shall itemize all sources of pay and payroll deductions.

G. Payroll

1. **An employee's salary shall be divided into twelve (12) equal payments. The pay day shall be on the 20th of each month. If the pay day falls on Saturday or Sunday, employees will receive their checks on the preceding Friday. The only exceptions are that all employees will be paid on the Wednesday before Thanksgiving and the last teaching day before Christmas, where appropriate, and the last working day in June. All employees shall receive their June, July, and August paychecks on the last working day in June. However, if an employee wishes to receive his/her summer checks monthly, a written request must be submitted to the Human Resources Office by May 1st**
2. **The District shall maintain an example payroll check on its website that provides explanations of various deductions and contributions.**
3. **The Association agrees to indemnify, defend, and hold the District harmless from employee or former-employee claims, orders, or**

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

judgments against the District concerning the dues deductions procedures outlined in this agreement. The Association's obligations are contingent upon the District: 1) giving the Association at least two-week's notice, in writing, of any claim; 2) and fully cooperating with the Association and its designated counsel in the defense of the claim. The Association's obligation does not extend to criminal allegations or actions brought against the District by the Association. In the event the District properly invokes this paragraph, the Association will provide the attorney to defend against the claim. In the event the District wishes to use its own attorney, the District will pay the fees and costs of said attorney.

4. Individual payroll errors shall be adjusted within five (5) working days after informing the District.

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

Article 22

Employee Compensation

A. Salaries

The basic salaries for the ~~2017-18, 2018-19 and 2019-20~~ **2020-21**, school years shall be set forth in Appendix A. The salary index appears in Appendix B.

~~Effective July 1, 2017, the 2016-2017 base salary shall become the 2017-18 salary schedule.~~

~~Effective July 1, 2018, the 2017-2018 base salary shall increase by one percent (1%). Unit members who were at the top step of a column during the 2016-17 school year or who were hired at the top step of a column during the 2017-18 school year shall receive a one-time lump sum stipend payment, payable in July, 2018, which is equivalent to one and a half percent (1.5%) of their annual salary.~~

~~Effective July 1, 2019, the 2018-2019 base salary shall increase by one percent (1%).~~

Effective July 1, 2020, the 2020-2021 base salary shall increase by two percent (2%).

B. Credit

Any newly hired unit member coming into the District will be awarded up to twelve (12) years' experience for past licensed teaching experience or, for CTE unit members and non-TSPC licensed student services specialists only, related work experience in their field. Credit above these twelve (12) years, or credit granted for prior and related work experience will be based upon administrative judgment at the time of hiring. The District shall notify the Association when such credit is granted.

Should the State of Oregon allow licensure of unit members who have not completed a traditional teacher licensing program, or the hiring of non-licensed unit members to fill positions traditionally held by licensed unit members, the District and the Association shall meet to establish procedures

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

for salary schedule placement for such unit members.

C. Missed Contract Days

The penalty for a missed contract day shall be 1/186th of the unit member's annual salary unless the non-attendance has the approval of an administrator.

D. Extended Contract

Extended contracts shall be paid on a 1/186th prorated basis for those unit members working beyond the standard contract year.

Unit members doing summer curriculum work shall be paid an hourly rate based on salary schedule A-0, Base pay. All other summer work shall be paid on the basis of the salary schedule in effect at the time the job was contracted, except where by necessity the job extends into the succeeding contract year.

Salary Beyond Contracts—summer work will be computed on the base of an eight hour work day, prorated on the regular daily contracted base salary according to time worked (four hours work = one-half day pay; six hours work = three-fourths day pay).

E. Hours for Movement

A unit member who has completed pre-approved college work, classes, or training in her/his field (i.e., CTE) which will advance him/her to another salary schedule column shall furnish evidence thereof prior to September 30, January 15, or April 15, by official transcript or other statement from the registrar of the institution in which the work was done. Transcripts shall be evaluated three times a year and unit members shall be able to move on the salary schedule at the appropriate time. The original contract shall be revised upon presentation of proper evidence by any of the three cut-off dates: September 30, January 15, or April 15.

F. Experience

One step on the salary schedule is granted for each year's experience. Any unit member who is contracted and works for no less than one hundred thirty-five (135) days shall be credited with a full year's teaching experience. Unit members working less than full-time, who otherwise would

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

have gained credit for salary schedule movement, shall not be prohibited from moving as a result of the scheduling of their work hours.

G. Vertical Movement

Vertical movement on a salary schedule, when accompanied by horizontal movement to a new column, shall be in accordance with the following:

1. No more than one (1) vertical step shall be granted in any one school year.
2. Unit members who have been at the top of a salary schedule for more than one (1) year*, and who move to a new column in September, shall move over to the new column and up one (1) step. Subsequent vertical movement shall occur each September.
3. Unit members who have been at the top of a salary column for more than three (3) years, and who move to a new column in January or April, shall move up one (1) vertical step at the time of the column move. Subsequent vertical movement shall occur each September.
4. Unit members who have been at the top of a salary schedule for more than one (1) year but less than three (3) years, and who move to a new column in January or April, shall move up one (1) vertical step at the time of the move, but shall not move vertically again until one (1) year from the following September. Subsequent vertical movement shall occur each September thereafter.

* One (1) year's experience shall be equivalent to 135 or more regular, continuous, contracted days.

H. Extended Day

For those unit members who teach a class before or after school which is in addition to the contract teaching day, the compensation shall be at the rate of fifteen percent (15%) of the unit member's current salary schedule step. For those unit members who teach a class during their preparation period, the compensation rate will be sixteen percent (16%) of the unit member's current salary schedule step. A "double" preparation period shall be compensated at thirty-two percent (32%).

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

Unit members may agree to sub during their prep time at their own hourly rate for other unit members on a voluntary basis. Unit members supervising another unit member's class for the day when a substitute is not available will receive the entire sub pay. If more than one unit member shares supervisory duties when a substitute is not available, they will share the sub pay.

I. Hours for Credit – Initial Placement

Hours for credit shall be given as follows:

Need language from CTE MOU. Keep as a separate Appendix, will be added.

1. Bachelor's degree—All college credits taken prior to teacher certification based on a bachelor's degree will not be counted beyond the bachelor's degree.
2. Beyond Bachelor's Degree—Only hours required for licensing will be counted for initial salary schedule placement.
3. Master's degree—Only hours subsequent to the master's degree will be considered for placement on the master's plus columns.
4. The District and Association shall develop parameters for hours of credit for CTE certifications/course work/experience.

The Executive Director of Human Resources will determine appropriate course work/experience to be credited at the time of placement.

J. In-District Credit

The District may grant in-district credit for salary schedule advancement to employees. Credit may be granted for workshops not carrying traditional credit, district committee service, curriculum development and individual programs or projects.

The amount of credit granted shall be equal to one (1) hours credit for ten (10) hours participation. Those requesting in-district credit shall apply to the

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

Assistant Superintendent or Executive Director of Human Resources prior to the commencement of his/her service.

K. Payment for Extended Responsibilities

Any payment for extended responsibilities pay shall be prorated over the twelve (12) monthly paychecks unless the extended responsibility pay is for a seasonal type activity (example: football) and then the payment shall be a lump sum paid on the next pay day following the conclusion of the duties for that activity.

L. Extra Duty Compensation

The determination of the number of extended duty compensation positions to be made available each school year, the job content and duration of the positions offered, and the selection and retention of personnel to be offered these extended duty assignments, rests solely with the District. However, should the district change the job content or duration of the positions, the compensation for such positions shall be negotiated with the Association.

1. There shall be a three (3) step schedule based on the Bachelor's beginning step, BA plus three years' experience step, and the BA plus six years' experience step.
 - a. BA+3 step: This provides for an increase in compensation in the fourth year of coaching a particular activity.
 - b. BA+6 step: Provides a longevity incentive to attract and keep good coaches active in the District programs.
2. The District may grant, at its discretion, up to five (5) years for transfer into the District if the individual has the experience and recommendations to warrant such credit.
3. In-district coaches may advance on the salary schedule when they accept a more important assignment (e.g., assistant coach to head coach) on the following basis:
 - a. For each two (2) years' experience they will be allowed one (1) year toward salary advancement.

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

- b. The same maximum would apply as is allowed for personnel new to the District.
 - c. The only exception to the above would be that no coach will take a cut in salary in moving to the new assignment, as long as that assignment is paid at the higher percentage of the base salary.
 4. It is agreed that these evaluations are separate from the teaching evaluations and only where the responsibility is an extension of the teaching assignment (such as music) will the extra-duty evaluation be reflected in the individual teacher's evaluation.
 5. Extra duty assignments and supervision of unit members shall be handled in the following manner:
 - a. All extra duty assignments are offered on a year-to-year basis with the exception of head coaches and lead advisor positions of OSAA-sanctioned athletics and activities, or positions that are an extension of the teaching assignment.
 - b. Unit members, as described above, will be evaluated on an annual basis and serve a three- (3) year probationary period. A unit member may be removed from an extra-duty assignment at any time during the probationary period. The unit member shall have the right to Association representation during any meeting which may result in removal from the extra-duty assignment.
 - c. It is the responsibility of the building administrator to complete the final evaluation of all extra duty assignments that meet the criteria stated above (a., b.).
 - d. At the point the administrator determines that a non-probationary unit member in an extra duty assignment is not meeting District and/or building performance expectations, s/he may be placed "on-notice". "On-notice" placement shall be accompanied by a written assessment stating the area(s) of deficiency, steps necessary for improvement, and a reasonable timeline for improvement. The

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

unit member shall have the right to Association representation throughout the “on-notice” placement.

- e. A non-probationary unit member failing to adequately meet District and/or building expectations as outlined in the "on notice" placement may be removed from his/her extra duty position. A non-probationary unit member who engages in serious misconduct, such as misconduct that impacts student safety, may be removed from her/his extra duty position without being placed “on notice.”
- 6. All unit members assigned extra duties (for which compensation is paid) shall receive an addendum prior to the commencement of that activity including salary to be paid.
- 7. Salaries for any extra-duty position created during the term of this Agreement shall be negotiated with the Association.
- 8. The Association and the District shall form a joint committee to determine compensation for duties typically assigned to department heads in the past.
- 9. Coaches whose teams advance to post-season playoff games shall have the additional days pro-rated and paid using their current coaching daily rate as the basis for such pay.

District

Wellness Coordinator	5%	Curriculum Committee ¹ & Evening School
Trade Time		Rate equal to the hourly rate (A-0 salary
Rate equal to the hourly rate		step)
(A-0 salary step)		

Building Talented and	1%	District TAG Coordinator	2%
Gifted (TAG) Coordinators			

Music Coordinator 12%

High School

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

Department Head 4%
Class Council Advisor²
Approved Club Advisor⁵ 1 - 4%

Satellite Campus
(no campus administrator assigned)

Teacher-In-Charge 10%

Drama
Major drama productions
(2 per year, musical not included):
 Head 5% each production
 Assistant 4% each production
Musical Production 7%

Newspaper 10%
Yearbook 10%

Band 15%
 Musical Drama 6%
Orchestra 3%
Vocal 8%
 Musical Drama 5%

Speech
 Head 8%
 Assistant 4%
Hospitality/Tourism 8%
 Food Instructor
 Extra-duty
Assigned Overnight .3%
 Trip Supervision per night
 (maximum of 15 nights)

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

Leadership/Activities

Director	13%
Leadership Council	5%

Cheerleading

(includes travel to away games)

Fall

Head	8%
Assistant	4%

Winter

Head	8%
Assistant	4%

Volleyball

Head	16%
V Assistant	10%
JV Assistant	9%
FR Assistant	9%

Football

Head	16%
Defensive Coord.	11%
V Assistant (2)	10% each
Head JV Asst	9%
Head FR Asst	9%
Assistant (2)	8% each

Cross Country (Coed)

Head	13%
Assistant	8%

Boys Soccer

Head	13%
Assistant	8%

Girls Soccer

Head	13%
------	-----

Flag team Advisor 4%

Dance and Drill

Fall

Head	6%
Assistant	4%

Winter

Head	6%
Assistant	4%

Boys Basketball

Head	16%
V Assistant	10%
JV Assistant	9%
FR Assistant	9%

Girls Basketball

Head	16%
V Assistant	10%
JV Assistant	9%
FR Assistant	9%

Wrestling (Coed)

Head	15%
V Assistant	9%
Assistant	8%

Track (Coed)

Head	15%
V Assistant	9%
Assistant (5)	8% each

Baseball

Head	13%
------	-----

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

Assistant	8%	V Assistant	9%
		JV Assistant	8%
Water Polo (Coed)		FR Assistant	8%
Head	13%		
Assistant	8%	Softball	
		Head	13%
Swimming (Coed)		V Assistant	9%
Head	13%	JV Assistant	8%
Assistant	8%	FR Assistant	8%
		Boys Tennis	8%
		Girls Tennis	8%
		Golf (Coed)	8%

Middle Schools

Athletic Coordinator		Student Council³	
Season	5%	Outdoor School	3%
Year	10%	Team Leader	5%
Football		Boys Basketball	
Head	11%	Head	7%
Assistant	8%	Assistant	5%
Volleyball		Girls Basketball	
Head	8%	Head	7%
Assistant	6%	Assistant	5%
Cross Country		Wrestling	
Coed	5%	Head	8%
		Assistant	5%
Track (coed)		Band	6%
Head	8%	Orchestra	6%
Assistant (4)	5% each	Vocal	6%
Intramurals	3%	Drama	5%
		(one major production per year)	

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

Elementary Schools⁴

Band 2% *3% if assigned to two or more buildings*
Orchestra 2% *3% if assigned to two or more buildings*

Vocal 2% *3% if assigned to two or more buildings*

Teacher in Charge 5% **Building Testing Coordinator** 2%

1. Curriculum Committees – In-district credit for service on curriculum committees shall be awarded on the basis of one (1) hour credit for ten (10) hours uncompensated service.
2. Class advisors – An equivalent of 20% shall be provided for the high school to be distributed between class advisors, the number of advisors and the percentage paid to each will be determined by the high school.
3. Student Council – if an employee is required to supervise student council s/he shall receive one (1) period per day to do so.
4. Band, Orchestra and Choir shall be considered interchangeable in terms of credited experience (the stipend is 3% if assigned to two or more buildings).
5. Stipends for Club Advisors at the high school will be assigned using the following formula:
(Number indicating students in club) + (Number indicating hours spent for year) + (Number indicating experience years of advisor) + (Number indicating service to school/community) / 4 = (Rounded to the nearest whole number) Stipend percentage

# Students	# Hours	Exp.	Service/Outreach
20 <= 1	30 <= 1	0 = 1	No service = 1
20-30 = 2	30-35 = 2	1-2 = 2	Limited Service = 2
30-40 = 3	35-45 = 3	3-5 = 3	Some Service = 3
40 or more = 4	45 or more = 4	6 or more = 4	Significant Service = 4

M. Early Retirement

1. When a unit member retires under the provisions of PERS, the District shall offer the option of an early retirement program which provides a monthly payment of \$600.00 for a maximum period of thirty-six (36) months.

Such monthly payments shall be in accordance with the following conditions:

- a. The unit member must be retired and receiving benefits under the Oregon Public Employees Retirement System.
- b. For unit members with thirty (30) or more years total service with

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

PERS monthly "Early Retirement Payment" shall be terminated as of the end of the calendar month in which the retired unit member dies, qualifies for Social Security benefits at age 62, or when a total of thirty-six (36) payments have been made, whichever comes first.

For unit members with less than thirty (30) years total service with PERS at age 59:

- i. Early retirement payments may continue beyond age 62 (to a maximum of age 65).
 - ii. The "age 62 cutoff" shall be extended by the number of years a unit member is short of thirty (30) years qualified PERS service at age 59.
- c. In order to qualify for full benefits defined in this Article, the unit member must have completed at least thirteen (13) years of service from last date of hire (first day worked).

A unit member wishing to retire under PERS with less than thirteen (13) years of service may elect to do so if they have a minimum of ten (10) years of service from last date of hire. In such cases, all retirement benefits shall have the dollar amounts based on the ratio of years of service from last date to thirteen (13) years (i.e. 10/13, 11/13 or 12/13).

- d. A unit member planning to take early retirement must give notice thereof to the Superintendent at least sixty (60) calendar days prior to his/her retirement date.
 - e. Medical coverage for a unit member (and spouse) may, at the unit member's option and subject to the insurance carrier's approval, be provided and deducted from the \$600.00 monthly payment.
2. The unit member, at his/her request, shall have the total early retirement package extended over a longer period of time. Such extension shall not go beyond the unit member's sixty-fifth (65th) birthday.

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

If the unit member desires extended early retirement, it shall be indicated in the notice given the District in Section M.1.d of this Article.

3. Payment for Unused Sick Leave

The District will make payment for unused, accumulated sick leave for unit members retiring under the provision of PERS with the following provisions:

- a. Payments shall be \$50.00 per accumulated sick leave day.
- b. Payments may be:
 - i. in a lump-sum at retirement, or
 - ii. added to the monthly stipend provided in section M,1 of this article.
- c. For those who elect to take the district payment for unused sick leave, their sick leave account shall be considered by the district at zero (0) days, and reported to PERS accordingly.

N. Deferred Compensation Plan

The following deferred compensation plan is available to all REA unit members hired with a starting date of service of November 30, 2003, or earlier.

Unit members with a starting date of service of November 30, 1992, or later, may elect to participate in the deferred compensation plan or the provisions of M. 2. and 3., but not both. Upon joining the deferred compensation plan, all future use of the provisions of M. 2. and 3., is discontinued.

As unit members move up in PERS experience, from one category to the next, the District shall increase the monthly contribution accordingly if the employee matches the funds as outlined below.

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

Qualifications for matching funds:

Beyond full PERS retirement eligibility \$0 from District

20 + PERS years \$50 monthly if unit member matches the funds

15 - 19 PERS years \$25 monthly if unit member matches the funds

4 - 14 PERS years \$15 monthly if unit member matches the funds

0 - 3 PERS years \$0 (unit member may choose to join with their own funds only)

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

Article 23 Fringe Benefits

A. Amounts

1. The District shall contribute to each employee of the bargaining unit, on a pro-rata basis, the following amount for the purchase of fringe benefits listed in Section B:

\$1,330 per month, effective October 1, 2020

2. In addition to the insurance contributions set forth above, the District will make an annual contribution to the insurance pool set forth in Section G of this Article as follows:

\$350,000 effective October 1, 2020

These additional pool dollars may only be used to supplement out-of-pocket expenses for medical, dental, and vision insurances.

3. In order to be effective in October, the new amount will be applied the month prior to align with the change in the insurance year.
4. Health insurance coverage shall extend to the spouse, domestic partners (same or opposite sex), and/or child or children of the member.

B. Distribution

1. Distribution of the District contributions shall be among the various mutually approved insurance and annuity programs:
 - a. Hospital medical plan
 - b. Dental plan
 - c. Life Insurance plan
 - d. Income replacement plan
 - e. Annuities (as described below in subsection 2.)
 - f. Vision care
 - g. Any future mutually acceptable plan
 - h. HSA or HRA plans mutually agreed upon

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

2. Annuities/TSA's are removed as an option for use of fringe dollar contributions of the District for unit members hired on or after July 1, 1993. A unit member in the District as of June 30, 1993, who has elected to use any portion of their fringe dollars for TSA contributions prior to the end of the enrollment period in September, 1993, shall continue to have TSA's as an unrestricted option for fringe distribution. A unit member in the District as of June 30, 1993, who has either not elected to use any portion of their fringe dollars for TSA's by the end of the enrollment period in September, 1993, or who elected by the end of the enrollment period in September 1993 but later discontinues their election, shall not thereafter have TSA's available as an option for fringe distribution.

3. Unit members may spend up to one-half of the unused portion of their insurance allocation on supplemental insurance products, such as but not limited to the following: life insurance, short-term disability, and long-term disability plans. Beginning October 1, 2019, unit members may spend up to one-quarter (1/4) of the unused portion of their insurance allocation.

A member's unused portion of insurance allocation shall be determined by subtracting the cost of premiums for major medical, dental, and vision from the District's insurance cap. Any unspent insurance amounts will then be contributed to the insurance pool set forth in Section G of this Article.

C. Term Life and Accidental Death and Dismemberment (AD&D) Insurance

The District shall provide, at no cost to the unit member, term life and accidental death and dismemberment insurance for the term of this agreement for each unit member in the bargaining unit as follows:

~~\$20,000 for the 2017-18 school year~~

\$50,000 for the 2020-2021-school year

D. Disability Insurance

Effective October 1, 2019, the District shall facilitate the mandatory purchase of short-term and long-term disability insurance for each unit member through a payroll deduction each month equal to 1/12th of each unit

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

member's annual premium costs.

Prior to the 2019-20 school year the District and the Association shall establish an MOU to ensure the District increases unit members' pay by an amount equivalent to the out-of-pocket costs for short-term and long-term disability insurance premiums paid.

E. Notification

Members of the bargaining unit will notify the personnel office of any changes concerning how their additional monies are to be distributed during the term of the Agreement no later than September 5. New members of the bargaining unit shall notify the personnel office concerning this matter within ten (10) days of their beginning employment in the District.

F. Employee Assistance Program

The District will provide an Employee Assistance Program for all bargaining unit members.

G. 125 Plans

The District shall give access to, and information about, the District-offered 125 Plan, including dependent child and adult care, to all bargaining unit members at the time of the annual enrollment period. The plan shall allow for payment of out-of-pocket medical, vision, and dental insurance premium costs from pre-tax dollars to the full extent allowed by law.

H. Insurance Pool

Members opting out of major medical insurance will be limited to half of the District's monthly contribution. They will continue to be able to purchase the full slate of insurance options that they currently have with dollars allocated. Additionally, there are 11 members who as of the 2011-12 school year were contributing more than \$450 to the TSA. They will be grandfathered and receive the full district contribution for investment. All unused dollars will create a pool to be redistributed to all bargaining unit members. The Association and the District will meet to determine the current FTE after open enrollment, and the remaining dollars will be distributed to all members to minimize out-of-pocket expenses. Pool calculations will be completed within seven (7) days following the open enrollment cut-off date.

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

I. Insurance Committee

The District and Association joint insurance committee, formed for the purpose of exploring alternatives to the current method of providing insurance benefits to unit members, will continue to meet at least quarterly for the duration of this Agreement. The committee shall participate in making recommendations to the District regarding the selection of insurance carriers and policies from the options provided by OEBC or the successor. The committee shall be comprised of three (3) unit members selected by the Association and three (3) individuals selected by the District.

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

Article 30

Duration of Agreement

A. Effective Date

This Agreement shall be effective July 1, ~~2017~~ **2020** and shall continue in effect until June 30, ~~2020~~ **2021**, subject to the Association's and/or the District's right to negotiation over a successor Agreement as provided in Article 2.

B. Agreement of Bargaining

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the areas of collective bargaining, and that the understandings and Agreements arrived by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the District and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, except as provided in Article 3 C - Separability.

C. Signators to Agreement

In witness whereof the Association has caused this Agreement to be signed by its president and negotiators and the Board has caused this Agreement to be signed by its chairman, chief negotiator, and negotiations team members and attested by its Superintendent clerk.

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

APPENDIX A
2020-2021 SALARY SCHEDULE

STEP	<u>2% over the previous year</u>					
	BA	BA+20	BA+40	BA+60 MA	BA+90 MA+24	BA=120 MA+45
0	\$42,282	\$43,500	\$44,474	\$47,269	\$48,967	\$50,150
1	\$44,068	\$45,376	\$46,351	\$49,373	\$51,095	\$52,343
2	\$45,875	\$47,268	\$48,257	\$51,502	\$53,245	\$54,559
3	\$47,764	\$49,252	\$50,244	\$53,733	\$55,492	\$56,874
4	\$49,617	\$51,191	\$52,197	\$55,914	\$57,694	\$59,150
5	\$51,498	\$53,169	\$54,176	\$58,138	\$59,934	\$61,460
6	\$53,383	\$55,145	\$56,159	\$60,359	\$62,178	\$63,780
7	\$55,297	\$57,162	\$58,179	\$62,623	\$64,459	\$66,127
8	\$57,255	\$59,197	\$60,222	\$64,910	\$66,763	\$68,509
9	\$59,104	\$61,249	\$62,290	\$67,223	\$69,106	\$70,917
10		\$62,677	\$65,461	\$69,565	\$71,464	\$73,357
11			\$66,985	\$71,905	\$73,830	\$75,791
12				\$74,316	\$76,277	\$78,312
13				\$76,047	\$78,815	\$80,841
14						\$82,724

Members pay the individual 6% contribution to Public Employees Retirement System (PERS)

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

APPENDIX

Memorandum of Understanding
Between the
Reynolds School District and Reynolds Education Association

Tuition Reimbursement--Article 19

In response to economic challenges Reynolds School District 7 (RSD) and Reynolds Education Association (REA) agree to the following one-year agreement regarding tuition reimbursement:

1. This memorandum shall not go into effect until the memorandum is ratified by the members of REA.
2. Reynolds School District shall restrict the usage of tuition reimbursement funds available to bargaining unit members. Members who may access the funds will include:
 - a. Members who are currently enrolled in a degree or licensure program,
 - b. Members who need coursework to maintain their license,
 - c. Members who need coursework to maintain their job requirements.
 - d. Members who have been previously approved for summer coursework.
3. RSD shall utilize these funds solely for the purpose of maintaining the employment of bargaining unit members.
4. This memorandum shall expire on June 30, 2021.

**REYNOLDS EDUCATION ASSOCIATION
DISTRICT**

REYNOLDS SCHOOL

Evan Selby, President

Dr. Danna Diaz, Superintendent

Date _____

Date _____

M. Nasser Marsh, Bargaining Chair

Robert Neu, Interim Director of Human
Resources

Date _____

Date _____

REA Package Proposal--Should any part of this package agreement be unacceptable to the District, REA reserves the right to return to previously held positions.

6/23/20

APPENDIX

Memorandum of Understanding
Between the
Reynolds School District and Reynolds Education Association

Article 23: Insurance Pool Access

In response to the public health emergency and economic challenges presented by the COVID-19 pandemic Reynolds School District 7 (RSD) and Reynolds Education Association (REA) agree to the following one-year contingent agreement regarding the insurance pool savings fund:

1. This memorandum shall not go into effect until the memorandum is ratified by the members of REA.
2. RSD shall be allowed to spend down \$200,000 of the funds available as of June 30, 2020 in the insurance pool savings fund.
3. RSD shall utilize these funds solely for the purpose of maintaining the employment and increasing remuneration of members of the bargaining unit.
4. RSD shall provide documentation of the usage of all funds from the insurance pool fund to REA on a quarterly basis.
5. This memorandum shall expire on June 30, 2021.

**REYNOLDS EDUCATION ASSOCIATION
DISTRICT**

REYNOLDS SCHOOL

Evan Selby, President

Dr. Danna Diaz, Superintendent

Date _____

Date _____

M. Nasser Marsh, Bargaining Chair

Robert Neu, Interim Director of Human
Resources

Date _____

Date _____