



SUBSTITUTE TEACHER COLLECTIVE BARGAINING AGREEMENT

The Beaverton School District and the Beaverton Education Association have reached tentative agreement on a four-year contract.

Language Agreements

- Time spent in bargaining counts toward benefits and salary.
- Substitutes can use personal technology in accordance with District policy.
- Clarified grievance process.
- Clarified expectation substitutes remain onsite during the student day.
- Continuing assignments of ten or more days include pay for non-student days and days cancelled by the District.
- The District and BEA will work collaboratively on professional development for substitutes. If funding permits, a half-day in-service will occur at the beginning of the year.
- Several trainings will be provided on non-student days.
- The District may require up to 4 hours of online training for substitutes with no compensation and PDU certificates will be available for relevant training. BEA will receive copies of training opportunities.
- Tuition reimbursement must be pre-approved by HR.
- Retirees will be eligible for insurance upon substituting 50 full days in the preceding year unless they qualify for insurance under Article 9.3.a.
- Added language related to substitutes who meet the Affordable Care Act eligibility requirements.

Compensation Agreements

- The substitute rate will be the current rate of \$181 per day or the State rate, whichever is higher. Rates for the remaining two years will be negotiated spring 2017.
- 1st trimester incentive: \$300 for working 65% of full or half student contact days. Those who work 82% will receive an additional \$200.
- 2nd trimester incentive: \$500 for working 65% of full or half student contact days. Those who work 82% will receive an additional \$200.
- 3rd trimester incentive: \$700 for working 65% of full or half student contact days. Those who work 82% will receive an additional \$200.

RECOMMENDATION:

It is recommended that the School Board approve the following resolution:

(15-518) BE IT RESOLVED the terms of the Substitute Collective Bargaining Agreement between the School Board and the Beaverton Education Association, for the period of July 1, 2015 through June 30, 2019, be ratified by the School Board of the Beaverton School District.

District Goal: All students will show continuous progress toward their personal learning goals, developed in collaboration with teachers and parents, and will be prepared for post-secondary education and career success.

The Beaverton School District recognizes the diversity and worth of all individuals and groups. It is the policy of the Beaverton School District that there will be no discrimination or harassment of individuals or groups based on race, color, religion, gender, sexual orientation, gender identity, gender expression, national origin, marital status, age, veterans' status, genetic information or disability in any educational programs, activities or employment.