



SCHOOL BOARD MEETING REPORT

Board Meeting Date: June 21, 2017

Agenda # _____

Staff/Administrator: Debbie Simons

Superintendent: David Holmes

Type of Item: Informational Action

Please state your proposal briefly and clearly. What do you want the board to know, discuss, or decide?

I respectfully request that the Board approve the attached tentative agreement that was reached with the Oregon Schools Employees Association, which represents our classified staff members. This agreement is settled within the parameters established previously by the TRSD Board of Directors.

Provide history/background information on your proposal.

The District has an established collective bargaining agreement with OSEA that extends through June 30, 2017. That agreement required the District to have a financial reopener this year to determine the financial portions of the contract as it was a legislative year. The District was able to reach a 3-year deal on salary schedules, taking the first steps in moving the District's wages to meet the new Oregon minimum wage law by adjusting wages comparatively across all classifications and rebalancing the salary schedule so that each step increase was consistent across the schedule. In addition, this agreement also increases the District's contribution to health insurance by \$50 per month; but moves both the rates and the cap contributions to a tiered level so that employees and the District are paying for insurance that they need; rather than a composite rate regardless of family size. Finally, both parties have agreed to notify one another of any language needs/concerns prior to January 15, 2017 and to begin finalizing the full successor agreement in January 2017 in advance of the budgeting process. This contract also addresses changes in the sick leave law; as well as allows employees who are successful candidates for 260-day positions to carry their seniority forward to qualify for vacation.

List the advantages of your proposal:

We have an agreement and time and energy can be now fully spent on teaching and learning throughout the District.

List possible disadvantages of your proposal:

List possible alternatives that could also offer a solution to your proposal. Why were they not recommended?

The District considered only a COLA (Cost of Living Adjustment); however this did not address raising the lowest hourly wages on the salary schedule, nor did it address the inequities in step increases that have occurred over time as creative solutions to addressing funding shortages in the recession were found. This solution maximizes what is available to take solid steps for the future. The district could have remained with existing vacation language; however when 2 positions opened up earlier in the year, no in-district applicants applied, and in looking at why, it was because it would take a year before any time off was available to them. This language change affects about 1-2 people a year.

Superintendent's recommendation(s):

Approve: Yes No