



**RATIFICATION OF COLLECTIVE BARGAINING AGREEMENT WITH THE
BEAVERTON EDUCATION ASSOCIATION****POLICY ISSUE/SITUATION:**

The Beaverton School District and the Beaverton Education Association have completed negotiations and reached tentative agreement on a three-year contract, effective July 1, 2016-June 30, 2019.

BACKGROUND INFORMATION:

The District and BEA entered into contract negotiations with similar interests. Both parties desired a competitive compensation package that did not result in staff layoffs or increased class size. Equally important was providing timely and relevant professional development and teacher collaboration time. The purpose of this professional development/collaboration time is to identify common strategies to meet individual student needs without increasing the use of substitutes. A key interest of the District was a longer school year for students.

Collaboration time, length of the student school year, professional development and class size considerations are addressed in a three-year Memorandum of Understanding, allowing for a gradual approach to adding student contact days and time for teacher collaboration. The agreement also permits either party to return to the status quo of 175 student days and no collaboration time should funding be prohibitive or if the parties are unable to reach mutual understanding during the third year of the agreement.

COMPENSATION:

<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>
Step	Step	Step
\$1526 insurance cap	\$1626 insurance cap	\$1726 insurance cap
3.25% salary schedule adjustment	3% salary schedule adjustment	3%-3.5% salary schedule adjustment, contingent on PERS costs

EARLY RELEASE TEACHER COLLABORATION AND PROFESSIONAL DEVELOPMENT TIME:

The District's Strategic Plan, developed in 2009 with broad community involvement and support, identified teacher collaboration as the key strategy for ensuring individual student growth. Collaboration time is essential for student success and increases teacher effectiveness. Teacher collaboration is an ongoing process of small teams of teachers working together to know each student's strengths and challenges, and to meet students' specific learning needs, while strengthening the teacher's own teaching practices. Collaboration time gives these teams a more comprehensive view of the child and results in greater academic achievement, individual student growth and personal success. Over the past several years, schools were able to provide some time for collaboration, primarily by using substitutes to release teams of teachers. These practices were inconsistent, difficult to sustain and did not allow for collaboration between schools due to differing schedules.

District Goal: WE empower all students to achieve post-high school 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.

This agreement provides for 90 minutes of Early Release time each week beginning August 2017. The agreement also builds in more student contact days by converting four professional development days between October and May to school days and by adding five days to the beginning of the school year. The intent is to provide students with more consistent instructional time. Most staff development will be provided during Early Release or during pre-service week in August, thereby reducing the amount of time students will have with substitute teachers. Students will also have more uninterrupted weeks in school.

For parents, there will likely be questions about childcare and other impacts. The District will implement the Early Release in the fall of 2017-2018, thereby giving us a year to collaborate with school leaders, parents, childcare providers and others to ensure parent concerns are addressed. Additional details will be forthcoming prior to the implementation of Early Release.

MEMORANDUM OF UNDERSTANDING:

Year 1: 2016-2017

- Add two (2) student contact days in June 2017 (current plan is to move these days to August beginning in 2018)

Year 2: 2017-2018

- Convert the four (4) staff development days between October and May to student contact days
- Carry forward the two (2) additional student days from 2016-17, but place in August instead of June
- Move all schools to semester schedule
- Elementary schools will conduct fall and spring conferences; grade reporting will occur in January and June
- Secondary schools will provide updated gradebooks for parent viewing at least every six weeks, and grade reporting will occur at mid-semester and semester
- Implement weekly 90-minute Wednesday Early Release

Year 3: 2018-2019

- Add an additional three (3) student contact days in August for a total of nine (9) additional days over three (3) years
- Continue weekly 90-minute Wednesday Early Release

FUTURE FINANCIAL CONTINGENCY:

The District and Beaverton Education Association agree that if overall revenue levels do not increase a minimum of 4% between 2017-18 and 2018-19, the parties will revisit the 2018-19 plan to add three (3) additional student instructional days in August of 2018 and continue the early release model. Overall revenue will be defined as Total Formula Revenue as shown on the State School Fund Grant Estimates issued by ODE for 2017-2018 and 2018-2019, plus projected local option revenue for 2018-2019, and any additional revenue that is expendable through the General Fund. If the parties cannot identify mutually acceptable options, the parties agree to eliminate the 90-minute Early Release and revert to the 2015-2016 calendar of 175 student contact days and 193 teacher days.

RECOMMENDATION:

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

(16-675) BE IT RESOLVED that the terms of the Collective Bargaining Agreement between the School Board and the Beaverton Education Association, for the period of July 1, 2016 through June 30, 2019, be ratified by the School Board of the Beaverton School District.