

**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 two-year contract, effective July 1, 2012-June 30, 2014.

**BACKGROUND INFORMATION:**

The cost of rolling over the existing contract into 2012-13 with no agreement (i.e. step and 4 days restored) is \$6.1 million for licensed and \$8 million for all groups. This would equate to a reduction of an additional 88 teachers (432 total).

The following summarizes the proposed two-year agreement and assumes a reduction of days for all employee groups.

Year 1: No increased cost

- Step with adjustment to create equity between steps
- \$1154 insurance cap
- 5 unpaid budget reduction days (see attached draft calendar)

Year 2: \$3.2 million

- Step
- \$1200 insurance cap
- 1.75% salary schedule adjustment
- 4 budget reduction days

Contract language changes

- 5 Emergency/Personal days are replaced with 4 Personal Time Off days
- Evening activity requirement reduced from 4 to 3
- The first 2 days of emergency closures (snow days) will be waived. Each subsequent closure day will be made up in June. Employees will not be charged for sick, personal or other forms of leave unless they are on long-term leave (see revised calendar).
- Full-day K teachers will have the same amount of planning time as full-day teachers in grades 1-5.
- Outdoor school language has been eliminated.

**RECOMMENDATION:**

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

- (12-158)** 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, 2012 through June 30, 2014, be ratified by the School Board of the Beaverton School District.

# BEAVERTON SCHOOL DISTRICT 2012-2013 CALENDAR

2012-13: 5 unpaid budget reduction days. 2013-14: 4 unpaid budget reduction days (Nov. 27, Dec. 9, Mar. 10 and Apr. 28)

JULY 2012						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

SEPTEMBER 2012						
S	M	T	W	T	F	S
(19)						1
2	H	F/L	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23/30	24	25	26	27	28	29

NOVEMBER 2012						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	QG/TSD	10
11	H	13	14	15	16	17
18	19	20	BR	H	SC	24
25	26	27	28	29	30	(17)

JANUARY 2013						
S	M	T	W	T	F	S
		SC	SC	SC	SC	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	SC	22	23	24	25	26
27	28	29	30	31		(18)

MARCH 2013						
S	M	T	W	T	F	S
(14)					1	2
3	4	5	6	7	8	9
10	BR	12	13	14	TG/QSD	16
17	18	19	20	21	22	23
24/31	SC	SC	SC	SC	SC	30

MAY 2013						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	SD	25
26	H	28	29	30	31	(21)

AUGUST 2012						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	PS	PS	SD	SD	PS	

OCTOBER 2012						
S	M	T	W	T	F	S
(22)	1	2	3	4	5	6
7	8	9	10	11	SD	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

DECEMBER 2012						
S	M	T	W	T	F	S
2	TG/QSD	4	5	6	7	8
9	BR	11	12	13	14	15
16	17	18	19	20	SC	22
23	SC	SC	SC	SC	SC	29
30	SC					(12)

FEBRUARY 2013						
S	M	T	W	T	F	S
(18)					QG/TSD	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	H	19	20	21	22	23
24	25	26	27	28		

APRIL 2013						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	QG/TA	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	BR	30				(20)

JUNE 2013						
S	M	T	W	T	F	S
(9)						1
2	3	4	5	SLD	7	8
9	10	11	12	F/L	TLD/G	15
16	BR	18	19	20	21	22
23/30	24	25	26	27	28	29

- TG/QSD** Trimester grading/quarter staff dev/workday/no students (2)
- QG/TA** Quarter grading/trimester assessment/no students (1)
- QG/TSD** Quarter grading/trimester staff dev/workday/no students (2)
- SD** Staff dev/workday/no students (4)
- PS** Pre-service/no students (3)
- TLD/G** Teachers' last day/grading day (1)

- H** Paid holiday (5)
- SC** Schools closed (18)
- F/L** First/last day for students (2)
- BR** Unpaid budget reduction day (5)
- SLD** Seniors' last day
- ( )** Total student contact days per month

After the first 2 days of Inclement weather/emergency closure, each subsequent day thereafter will be restored in June. The calendar is based on 188 certified days (170 student days, 5 holidays, 3 pre-service, 4 assessment/grading and 6 staff development). Student days in grading periods: Qtrr. 1 = 47; Qtrr. 2 = 41; Qtrr. 3 = 41; Qtrr. 4 = 41 / Trim. 1 = 58; Trim. 2 = 57; Trim. 3 = 55