

**ITEM FOR ACTION****APPROVAL OF COLLECTIVE BARGAINING AGREEMENT WITH THE  
BEAVERTON EDUCATION ASSOCIATION FOR LICENSED SUBSTITUTE****SUMMARY**

Beaverton School District and the Beaverton Education Association (BEA) have completed negotiations and reached a tentative agreement on a three-year contract for licensed substitutes. The agreement has been ratified by bargaining unit members and is presented for approval by the school board.

**BACKGROUND**

The district and the association have negotiated a successor contract to the 2022–2025 collective bargaining agreement for licensed substitutes.

The BSD and BEA bargaining teams met in four negotiation sessions between April 2 and April 30, 2025. During negotiations, all but one article in the substitute contract were opened for discussion, and one new article was added. The parties reached tentative agreement on the final articles on April 30 at 10:30 p.m.

The BEA licensed substitute bargaining unit membership voted May 8–12 to ratify the agreement, with 96.8% of voting members in favor. The agreement is now presented to the school board for approval.

Key features of the agreement include:

- **Pay increases:** Compensation will be raised over three years with increases that add up to 14% (a total compounded increase of 14.5%). For the term of the 3-year contract, the daily rate for licensed substitutes will be as follows:

<i>Previous rates:</i>	<i>Tentative agreement:</i>
2022-23: \$222	2025-26: \$246
2023-24: \$223	2026-27: \$251
2024-25: \$224	2027-28: \$256.50

- **New benefit:** Licensed substitutes who work at least 60 hours and elect substitute medical and/or dental insurance will be eligible to receive the district-provided Employee Assistance Program (EAP) at no cost.
- **Sick leave:** The parties agreed on a new article that clearly outlines sick leave for licensed substitutes, recognizing and exceeding the provisions of Oregon’s sick leave law (ORS.332.507).
- **Paid training:** Safety Care training will be provided on paid time for long-term sub assignments in self-contained special education classrooms, if requested by the substitute or administrator.
- **3-year contract:** If approved, the new agreement will be effective July 1, 2025–June 30, 2028.

**Belong. Believe. Achieve.**

**RECOMMENDATION**

It is recommended that the board approve the terms of the agreement between the district and the Beaverton Education Association regarding licensed substitutes.

**SUGGESTED MOTION**

I move to approve the terms of the collective bargaining agreement for licensed substitutes.