

2025- 2027 Collective Bargaining Agreement (Changes)- D21EA		
	PREAMBLE	All references to members in this agreement shall be gender neutral
ARTICLE 1:	RECOGNITION	<p>Removal of need to notify Association when new positions are created</p> <p>"Days" means schedule work days,</p> <p>Continuation of the grievance process may occur during any scheduled recess with mutual consent of the parties</p> <p>There will be a written confirmation that the verbal responses were delivered</p>
ARTICLE 2:	GRIEVANCE PROCEDURE	<p>If the Superintendent determines that a hearing with the grievant is warranted, the grievant will be notified in writing, and the hearing will be convened not less than five (5) days from the date of notice.</p> <p>Time limits can be extended by written mutual consent of the parties involved at any level of the procedure</p> <p>Failure to communicate decisions in writing, on time, will move the grievance to the next level or will be deemed as acceptance of the decision.</p>
ARTICLE 3:	MANAGEMENT RIGHTS	<p>No Changes</p> <p>Executive Board member shall have access to, and is entitled to retrieve Association records that were possessed by a member no longer employed in the district</p> <p>Association will be allotted no less than 60 minutes during orientation to meet with new employees.</p> <p>Prior to posting a newly created licensed or administrative position, the district will notify the Association</p> <p>The District will invite an Association member to be on the interview committee</p> <p>D21EA reports shall be a standing agenda item on regular school board meeting agendas</p> <p>The Association president will provide an outline of the report for the school board secretary 24 hours in advance of the meeting date.</p> <p>Association president can ask for more time, 24 hours in advance of the meeting</p>
ARTICLE 4:	ASSOCIATION RIGHTS	<p>The association president will send a calendar of Executive Board meetings at the beginning of the school year, and the District will comply to the best of their ability with keeping Executive Board meeting nights free</p> <p>Within one week of notifying building administrators the district shall notify the association president of the anticipated staffing levels for the upcoming school year</p> <p>The district will provide class sizes for each classroom at the elementary level and for each classroom teacher per class period at the middle and high school levels. To be reported monthly to the association president per student contact months (September – May).</p>
ARTICLE 5:	DUES AND PAYROLL DEDUCTION	<p>The district will make other payments to vendors/service providers including but not limited to 403b accounts, Veba accounts, etc. on a set schedule and the dates of those payments shall be shared with the Association.</p>

ARTICLE 6:	MEMBER RIGHTS	<p>The personal nor public life of a member is not an appropriate concern of the District, unless it interferes with the member's execution of their professional duties, school environment, student relationships, statutory responsibilities or is otherwise related to their work. Members retain the rights accorded them by the just cause provisions in this agreement.</p> <p>Recognizing that not all students learn in the same manner, members may choose effective instructional techniques and supplementary materials consistent with State and District standards, District learning goals and the delivery of District adopted curriculum.</p>
ARTICLE 7:	HEALTH, SAFETY, AND DISRUPTED LEARNING	<p>The Safety Committee will maintain a Google Form, with safety concern reports and actions, and make them available as a view only spreadsheet to all members for their specific worksite. All building Administrators shall be notified with an automatic notification from the previously mentioned form at each building.</p>
		<p>To the extent permitted by law, the District will make formalized plans available to licensed staff members who are responsible for implementing any part of a formalized plan.</p>
		<p>Other Licensed staff will be given information about students who has a record of violent behavior and that threatens harm to themselves or others, and with whom they have regular contact with</p>
		<p>Members will be provided with Functional Behavior Assessments, and/or Positive Behavior Intervention Plans for students who enter their class. These plans will be provided ASAP. For in-district transfers, these documents will be available following the transfer procedures</p>
		<p>The administrator or employee may request a conference that includes the employee, the administrator, the parent and the student to discuss the problem and establish a plan to prevent or manage future concerns.</p>
		<p>If the affected member is not a part of the process of developing the student's return plan they will receive a copy of the plan outlining how the student's behavior will be managed and have the opportunity to speak with the administrator within 24 hours of the student returning to the classroom.</p>
		<p>The member and their representative shall have access to view any electronic surveillance footage that will be used for potential disciplinary purposes. The District reserves the right to edit or redact student information from the footage.</p>
ARTICLE 8:	PERSONNEL FILES AND RECORDS	No Changes
ARTICLE 9:	COMPLAINT PROCEDURE	<p>The name of the complainant shall be included in the meeting notice</p> <p>Within 5 business days of the conclusion of processing the complaint the member shall be given the outcome of the investigation in writing.</p>

	ARTICLE 10: TRANSFERS/REASSIGNMENTS/RELOCATION AND VACANCIES	<p>By March 1 or within three days of the announced vacancy. The building administrator will consider all reassignment requests received prior to posting the vacancy with Human Resources.</p> <p>Any involuntary transfer decisions shall be made by the District after reassignment decisions and prior to the consideration of transfer requests.</p> <p>Transfer requests expire on August 15 of each year. Temporary employees are not eligible for this provision.</p> <p>All unfilled transfer requests will be considered prior to filling the vacancy. The District shall not post notice of a vacancy on the District website until all transfer requests have been considered.</p>
ARTICLE 11:	EVALUATIONS	No Changes
ARTICLE 12:	REDUCTION IN FORCE (RIF) AND RECALL	<p>RIF: Notify Association at least 10 days prior to notifying affected employee</p> <p>RIF: Notice to affected employee at least 20 days in advance of layoff date</p>
ARTICLE 13:	WORK YEAR	<p>District new hires will have an additional scheduled work day at the beginning of the school year used to prep in the classroom.</p> <p>Any scheduled Wellness Wednesdays will be identified on the Annual Employee Work Year Calendar.</p> <p>District will provide 3 hours during their regular work day and pay for three hours for members to complete required vector training.</p> <p>District will determine when the 3 hours will be scheduled. All required state-mandated training must be completed prior to the assigned deadline.</p>
		<p>On days when evening events are assigned, members may depart as soon as the student contact day ends and duties are fulfilled. Members will return at the staff start time of the scheduled event.</p> <p>When a teacher's assigned duties require time beyond the contracted workday; defined as assigned responsibilities that exceed two (2) hours per month, the District shall provide appropriate adjustments such as release time, flexible scheduling, and/or additional compensation to ensure the teacher workload remains reasonable and sustainable. The Superintendent or their designee will determine the form of support in consultation with the teacher. The teacher will be required to track their own hours, on a monthly basis, and submit to the Building Administrator for verification at the end of each month.</p>
ARTICLE 14:	TEACHING HOURS	<p>Supervisory duties shall be distributed in a reasonable and equitable manner among licensed staff, consistent with operational needs, while preserving the instructional and preparation responsibilities of licensed staff.</p> <p>Teachers assigned to the "self-contained classrooms", shall have a minimum of three hundred (300) minutes per regular five-day work week, in not less than thirty (30) minute increments, for planning and preparation.</p> <p>Innovations Academy teachers shall have a minimum of 300 minutes of prep per regular five-day work week, in not less than 30 minute increments.</p>

		<p>Classroom educators assigned to blended elementary classrooms will receive additional supports which shall include at least one of the following:</p> <ol style="list-style-type: none"> 1. Additional planning time; 2. Extended contract; 3. Additional classified support; 4. Schedule coordination that allows member to teach only one level of math and one level of language arts. 5. Member will collaborate with their administrator to identify these supports. Support must be mutually agreed to.
ARTICLE 15:	JOB SHARING	No Changes
ARTICLE 16:	PROFESSIONAL LEARNING	<p>At least one PLC/PD per every four consecutive weeks of school. The teacher(s) will determine and manage the agenda and content. A copy of the agenda and minutes of the PLC/PD will be provided to the building administrator within forty-eight (48) hours of the completion of the meeting.</p> <p>When a new curriculum is adopted, the district will pay members four hours of paid time at curriculum rate. This is in addition to the company provided training.</p>
ARTICLE 17:	MENTOR TEACHER	<p>The District will pay the teacher who is acting as a mentor Thirty-two (\$32.00)/ hour</p> <p>2025-2026 Member will receive 1%</p>
ARTICLE 18:	SALARY AND RELATED PROVISIONS	<p>The salary schedule for the 2026-27 school year shall be the 2025- 26 salary schedule increased by the average of the values of the 12-month column in the All Urban Consumers, West Region (CP-U) as published by the Bureau of Labor Statistics for the calendar year 2025 or 2% whichever is greater.</p> <p>A separate Salary Schedule was developed for any member that is not eligible for IAP contributions (PERS). When their eligibility status changes during the year, they will be placed appropriately on the PERS embedded salary schedule</p> <p>Salary advancement may be submitted prior to April 30 of each year</p> <p>Special Education facilitators will receive a \$3000 stipend. Half-time or more Special Education Teachers and Facilitators will receive a prorated amount.</p> <p>Upon request, the District will make opportunities available for members' bilingual competencies to be assessed. Members will be required to sign up for an assessment session one week prior to the start of the session.</p> <p>School Psychologists shall receive the same stipend as for Speech and Language Pathologists, Physical Therapists, and Occupational Therapists.</p>
ARTICLE 19:	TRAVEL	No Changes
ARTICLE 20:	INSURANCE	<p>District pays \$1599 toward insurance premium</p> <p>Parties agree to reopen the Article 20 on or about May 15, 2026.</p> <p>Topics: viability of HRA, premium cost changes and respective cost-share amounts to provide these benefits</p> <p>Plans are substantially equivalent to those provided under Moda medical plan 1</p> <p>Members cost-share is \$45 dollars per month</p>

		Members who demonstrate credible group insurance coverage from another source may waive or opt out of participation in the District health insurance program. Funds will go into a VEBA account Members with the VEBA account will receive \$400 per month in that account
ARTICLE 21:	PAID LEAVES	<p>Employee paid leave may be used for any reason in any state or federal law</p> <p>Bereavement Leave: expand the leave allowance for death of spouse, domestic partner, child, stepchild, foster child, parent, step-parent, foster parent, sister, brother, grandchild, grandparent, of either the member or their spouse</p> <p>If the member qualifies for leave under OFLA, they may take bereavement leave for an additional amount of time beyond the contractual bereavement allotment as well as bereavement leave for any individuals covered by OFLA who are not included ORS 659A.150. Such leave shall be governed by OFLA rules and shall be unpaid, for the period exceeding the five District paid bereavement days above (if applicable), unless the member elects to utilize accrued paid sick or personal leave.</p> <p>Members must use any accrued leave before taking OFLA leave without pay for the leave period</p> <p>A member receiving benefits under PLO/PFMLI may also choose to use up to a full day of accrued sick leave for any day of PLO/PFMLI to exceed their normal wage.</p> <p>To the extent allowed by law, all statutorily protected leaves will run concurrently</p>
ARTICLE 22:	UNPAID LEAVES	The district will grant leaves as required by federal and Oregon law, including FMLA, OFLA and PLO/PFMLI.
ARTICLE 23:	NON-DISCRIMINATION	No Changes
ARTICLE 24	STRIKES AND LOCKOUTS	No Changes
ARTICLE 25:	GENERAL PROVISIONS	No Changes
ARTICLE 26:	TERM AND EXECUTION OF THE AGREEMENT	Updated Dates of Agreement