

# Memorandum

## Department of Human Resources



**To:** Board of Directors  
**CC:** Dan Huber-Kantola  
**From:** Debbie Breckner  
**Date:** 6/14/2011  
**Re:** 2011-2012 Licensed Contract - Tentative Agreement

As you are aware, the 2010-2012 Licensed Collective Bargaining agreement with the Three Rivers Education Association (TREA) and the Southern Oregon Bargaining Council (SOBC), contained a financial reopener for the 2011-2012 school year. This agreement has been ratified by the appropriate parties and is now before you for approval. Provisions of this agreement include:

Article	Change	Impact
<b>Article 6 Rights of Professional Employees</b>	Adds a procedures for addressing informal concerns from parents and community	Clarifies process for both administrators and teachers; provides a timeline for responding to parents; should result in concerns being addressed at a lower level in a more timely way.
<b>Article 14 Calendar</b>	Modifies the contract length of the contract from 190 days to 184 days; specifying that there will be a reduction in 2 non-instructional days from the contract and 4 instructional days.	Allows the District to complete the calendar process for the 2011-2012 school year; allows the District to reduce salaries by six days for staff but only reduces four instructional days from students.
<b>Article 17 Leaves of Absence</b>	Modifies sick leave bank language to be consistent with other sick leave banks; requires membership in the bank to draw from it; changes the number of personal days to be consistent with those of all other staff;	Simplifies the payroll and administration process of both of those items in that they can now be run in the same manner as other employee groups.
<b>Article 21 Insurance</b>	Freezes the insurance cap at \$900 for all teachers, including retirees.	There will be no additional financial impact to the District for the upcoming school year for health insurance expenses.
<b>Article 23 Professional Development Fund</b>	Freezes the professional development fund in the General Fund, currently \$35,000, and will not be available to teachers next year.	Allows the General Fund to utilize the \$35,000 to offset some of the deficit that is existent in the General Fund. The District will continue to provide professional development opportunities through federal dollars dedicated for professional development purposes as applicable.

Article	Change	Impact
<b>Article 24 Early Retirement</b>	<b>Sunsets Early Retirement Benefits for any licensed employee hired after 2007.</b>	<b>Reduces the legacy costs of the District substantially and establishes an end-date for the District to exit the post-retirement business.</b>
<b>Article 25 Professional Salaries</b>	Freezes the salary schedule at the 2009-2010 rates and provides 0% cost of living increase for the 2011-2012 school year. In addition, all extra duty and co-curricular rates were frozen at the 2010-2011 rates, which reflect a 10% reduction in the extra duty and co-curricular rates from 2009-2010. Gives teachers a phantom step increase, meaning they receive the step number, but not the dollars attached. Provides a one-time allowance of \$900 to all teachers.	Maintains the salary schedule at the 2009-2010 rates, preventing additional costs from being built into the salary schedule for the future. Maintains the District's extra duty and co-curricular compensation at this year's reduced rates. Teachers will have given up 21 days of compensation over a two year period, costing a teacher in the middle of the salary schedule approximately \$4835 over two years. The \$900 allowance will cost approximately \$225,000 from the General Fund.
<b>Article 32 Term of Agreement</b>	Updates the Term of Agreement to continue with the changes as amended through June 30, 2012.	No impact
<b>Memorandum of Understanding</b>	Provides bargaining provisions in the event a charter school was to open during the 2011-2012 school year.	Given the enormous financial challenge the District is facing, it cannot, on its own, add the additional expense of a charter school without asking employees to take additional days.

I recommend the Board approve the terms of the re-opener. I personally would like to thank the teachers of the Three Rivers Education Association for the professional manner in which they approached bargaining the financial reopener with the District. The mutual problem-solving and collaboration allowed the District, together with the Association, to plan as best it could for the students, families and staff in the District, given the limitations provided by the funding from the State of Oregon.