



SCHOOL BOARD MEETING REPORT

Board Meeting Date: 15-Oct-12

Agenda #

Staff/Administrator: Debbie Breckner

Superintendent: Dan Huber-Kantola

Type of Item: Informational Action

Please state your proposal briefly and clearly. What do you want the board to know, discuss, or decide?

I am requesting that the Board approve the Financial Reopener with OSEA (Oregon School Employees Association), our local classified union. The reopener includes updated definitions of substitute and temporary employees, providing access to an email group for the union president, a 0% COLA for the 2012-2013 school year, no steps for the 2012 school year, and clarification on inclement weather procedures. In addition, OSEA proposed a reduction in substitute pay for classified employees, which will be \$8.80 an hour for the 2012-2013 school year. That reduction, along with their efforts to reduce absenteeism, led to a proposal that would reduce the contract immediately by 6 work days, and then in the event they were not able to save the equivalent of four additional days through those identified reductions, an additional four days will be reduced in June.

Provide history/background information on your proposal.

The District and OSEA worked together over the last several months to try to find solutions to the lack of state funding. This was a collaborative effort and one that provides employees the potential to not suffer a full 10-day reduction.

List the advantages of your proposal:

Reduction of 6 cut days now; potential for another 4-day reduction if needed; 0% COLA on the salary schedule; No steps; and clarification of definitions will be helpful in providing clarification to administrators.

List possible disadvantages of your proposal:

Employees are not compensated for a full school year.

List possible alternatives that could also offer a solution to your proposal. Why were they not recommended?

NA

Superintendent's recommendation(s):

Approve: Yes No