



AGENDA

I. CALL MEETING TO ORDER

Tom Colett

II. ACTION ITEMS

A. Ratification of Beaverton Education Foundation Association Contract

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III. ADJOURNMENT

Tom Colett

District Goal: WE Empower all students to achieve post-high school success.

The District prohibits discrimination and harassment based on any basis protected by law, including but not limited to, an individual's actual or perceived race, color, religion, sex, sexual orientation, gender identity, gender expression, national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, economic status, veteran status, or because of a perceived or actual association with any other persons within these protected classes.



**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 three-year contract, effective July 1, 2021 – June 30, 2024

COMPENSATION:

Year 1	Year 2	Year 3
Step	Step	Step
\$1726 insurance cap	\$1751 insurance cap	\$1826 insurance cap
4% COLA	3.5% COLA	4% COLA
\$2000 Recognition Bonus	\$1000 Retention Bonus	

SUMMARY OF CONTRACT LANGUAGE ADJUSTMENTS:

- BEA members are conferred positions on the District’s Equitable Policies Taskforce
- BEA members are conferred seats on the District committee to annually review the budget, program adjustments and staffing allocation ratios.
- Removed contract language from 2000-2002 on instructional hours.
- Adds one additional day to the licensed work year.
- Adds two additional staff development work days; one as a result of converting a student contact day to a staff development work day.
- Reduces administrator time for staff meetings from two hours per month to one hour per month.
- Replaces Article 12 with a Memorandum of Understanding that establishes a process for internal employees to interview for open positions in the spring before external hiring begins.
- Replaces the current PTO donation process with a Sick Leave Bank where members may donate time to be used by employees in need.
- Adds additional Tuition Reimbursement for language learning.
- Adopts the work of the Extended Responsibilities Task Force to update extra pay stipends for Athletics and Activities.
- Agree to form a Task Force to review all curriculum stipends and extended pay parameters.
- Incentive for employees planning to retire to notify the District by February 1st.
- Position-based yearly stipends for Psychologists, Speech Language Pathologist and Dual Language Teachers.
- Skill-based stipends of \$1200 yearly for staff who demonstrate bilingual proficiency.

RECOMMENDATION:

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

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, 2021 through June 30, 2024, be ratified by the School Board of the Beaverton School District.