

LANE EDUCATION SERVICE DISTRICT	BOARD MEETING
1200 Hwy 99 N	Tuesday, July 19, 2022
Eugene, Oregon 97402	Executive Session and Special Meeting: 4:00

**LANE ESD BOARD MEETING
AGENDA**

Tuesday, July 19, 2022

1. Call Executive Session to Order

The Board of Directors of Lane ESD will conduct an Executive Session to consider the employment of a public officer, employee, staff member or individual agent. (ORS 192.660(2)(a))

Board Chair

2. Call Regular Meeting To Order

Board Chair

3. Welcome

Guests attending the meeting will be introduced.

Board Chair

4. Public Participation

This is an opportunity for the audience to address the Board on topics either on, or not on, the agenda. There will also be opportunities for the audience to comment on specific agenda items as the Board addresses them.

5. Agenda Review

Board Chair

6. Action Items

Board Chair

A. Approve Memorandum of Understanding with Lane County Education Association

LESD and LCEA have been discussing Lane ESD's Recruitment and Retention grant funds related to competitive wages. We have reached a tentative agreement as follows:

1. All employees will receive a COLA increase of 5% instead of 2.5% as previously agreed.
2. Implement an adjustment to the Instructional Assistant salary schedule

that brings the schedule to the median of comparison districts (+2.59% average).
3. Employees will continue to receive salary schedule steps, if eligible.

We understand that we are in a very tight labor market. Our goal is to acknowledge the wage concerns of all employees. We want to address the need to offer 5 days of instruction in all of our classrooms next year – something we were not able to accomplish this school year.

LESD and LCEA are scheduled to enter into full negotiations in Spring 2023. These interim salary adjustments allows us adequate time to gather salary information for those discussions.

The LANE EDUCATION SERVICE DISTRICT Board of Directors (hereinafter referred to as “District”) and LANE COUNTY EDUCATION ASSOCIATION (hereinafter referred to as “Association”) hereby agree to the following in related to employee salaries for the fiscal year 2022-2023:

1. All employees will receive a COLA increase of 5% instead of 2.5% as previously agreed.
2. Implement an adjustment to the Instructional Assistant salary schedule that brings the schedule to the median of comparison districts (+2.59% average).
3. Employees will continue to receive salary schedule steps, if eligible. EXCEPT as modified in this Memorandum of Understanding, the 2019-23 Collective Bargaining Agreement shall remain in full force and effect.

Board Chair

MOU Salary Adjustment -TA v2 5

B. Approve Management Team Salary and Benefits for 2022-23

The Board of Directors of Lane ESD will approve the proposed COLA aligning with LCEA, salary schedule, and benefits cap for the Lane ESD non-represented group for the year of 2022-23.

Board Chair

Insurance Cap Calculation - 22-23 6

Management Salary Schedule 2022-23 7

C. Approve Superintendent contract for 2022-23.

The Board of Directors of Lane ESD will approve the 2022-23 contract for Superintendent Tony Scurto.

Board Chair

D. Approve Use of Professional Development Hours in Calculation of Instructional Hours for 2021-22 Lane ESD Programs.

OAR 581-022-2320 provides guidance on Required Instructional Time (1)(a) Except as allowed under subsections (2) and (4), each school district shall ensure that at least 92% of all students in the district and at least 80% of all students at each school operated by the district are scheduled to receive annually the following minimum hours of instructional time:

- (A) Grade 12 — 966 hours;
- (B) Grades 9–11 — 990 hours; and
- (C) Grades K–8 — 900 hours.

Per Lane ESD Board Policy IC/ICA/ID, the Board shall establish annually the number of days and number of hours when classrooms shall be in session for instructional purposes. The specific calendar in each case shall be that of the school and district in which the classroom is located or shall be the calendar established by the ESD generally. The calendar will meet state requirements.

The superintendent shall prepare each year a calendar which accommodates the calendars of the host schools as well as the needs of the ESD. The calendar shall be prepared in consultation with appropriate staff members and shall be presented to the Board for adoption.

The Board reserves the right to alter the school calendar when advisable in the best interests of the students involved, but shall not in so doing disturb coordination with calendars for host schools nor exceed the total number of instructional and duty days originally adopted.

According to OAR 581-022-2320 (6) (d):

Upon approval by the local school board, a district may include in its calculation of instructional time...up to 30 hours for staff professional development.

The Board of Directors of Lane ESD will approve up to 30 hours of staff professional development hours to be included in the calculation of instructional hours for Lane ESD programs in 2021-22.

Board Chair, Superintendent

Instructional Hours requirement OAR 581-022-2320 v2

8

Lane School Instructional Hours 2021 22

10

7. Discussion/Reports

A. Superintendent Report

Superintendent Tony Scurto

8. Adjournment

- The next regular meeting is scheduled to be held Tuesday, August 2, 2022, at the Lane ESD Main Campus, 1200 Highway 99 N, Eugene.

Board Chair



LANE EDUCATION SERVICE DISTRICT

1200 Highway 99 North
Eugene, OR 97402

541.461.8200
541.461.8298 [Fax]

www.lesd.k12.or.us

EQUITY COMMITMENT LEADERSHIP COLLABORATION INTEGRITY

Memorandum of Understanding

The LANE EDUCATION SERVICE DISTRICT Board of Directors (hereinafter referred to as "District") and LANE COUNTY EDUCATION ASSOCIATION (hereinafter referred to as "Association") hereby agree to the following in related to employee salaries for the fiscal year 2022-2023:

1. All employees will receive a COLA increase of 5% instead of 2.5% as previously agreed.
2. Implement an adjustment to the Instructional Assistant salary schedule that brings the schedule to the median of comparison districts (+2.59% average).
3. Employees will continue to receive salary schedule steps, if eligible.

EXCEPT as modified in this Memorandum of Understanding, the 2019-23 Collective Bargaining Agreement shall remain in full force and effect.

IN WITNESS WHEREOF the Association has this Memorandum of Understanding to be signed by its President and Negotiations Chair, and the District has caused this Memorandum of Understanding to be signed by its chairperson, on the dates indicated.

LANE COUNTY
EDUCATION ASSOCIATION

LANE EDUCATION SERVICE DISTRICT

BY: _____
Co-LCEA President

BY: _____
Lane ESD Chairperson

BY: _____
Co-LCEA President

DATE: _____

DATE: _____

Insurance Cap Calculation

Employee	Emp+Sp	Emp+Child	Family
----------	--------	-----------	--------

Basic Care 2021-22

Medical 5	544	1,197	1,034	1,687
Dental 5	58	115	128	189
Vision 2	20	43	37	61
21-22 Cap	622	1,355	1,199	1,937

Basic Care 2022-23

06/15/22

Medical 5	562	1,236	1,068	1,742
Dental 5	57	113	126	187
Vision 2-Pearl	18	41	35	57
22-23 Cap	638	1,390	1,229	1,986

Increase	2.57%	2.58%	2.50%	2.53%
-----------------	--------------	--------------	--------------	--------------

2.55% Average

Management Salary Schedule 2022-23

	Days	1	2	3	4	5	6	7
Program Supervisor, Special Education	230	104,752	107,211	109,728	112,304	114,940	117,639	120,400
Program Supervisor, Special Education	260	118,416	121,195	124,041	126,952	129,932	132,984	136,105
Payroll Specialist	260	51,031	53,422	55,925	58,545	61,287	64,159	67,165
Human Resources Analyst	260	59,370	62,055	64,862	67,795	70,861	74,066	77,417
Office Manager - SI	260	58,729	60,923	63,200	65,561	68,011	70,552	73,187
Office Manager - Special Ed	260	58,729	60,923	63,200	65,561	68,011	70,552	73,187
Executive Assistant	260	65,440	67,980	70,619	73,360	76,208	79,166	82,240
Facilities Manager	260	92,742	96,622	100,664	104,874	109,261	113,832	118,592
Title Programs Supervisor	260	108,755	111,636	114,595	117,630	120,749	123,949	127,233
Director, Student Success Act	260	111,083	115,412	119,910	124,584	129,439	134,484	139,726
Director, Technology	260	123,155	126,385	129,701	133,103	136,595	140,178	143,855
Executive Director, School Improvement	260	111,988	114,957	118,006	121,136	124,347	127,646	131,031
Executive Director, Special Education	260	123,264	126,313	129,438	132,640	135,921	139,285	142,731
Executive Director, Business Services	260	128,495	131,469	134,513	137,628	140,813	144,074	147,408
Executive Director- Human Resources	260	125,267	127,477	129,726	132,015	134,345	136,716	139,129
Assistant Superintendent	260	138,042	140,113	142,213	144,347	146,511	148,708	150,939

581-022-2320

Required Instructional Time

(1)(a) Except as allowed under subsections (2) and (4), each school district shall ensure that at least 92% of all students in the district and at least 80% of all students at each school operated by the district are scheduled to receive annually the following minimum hours of instructional time:

(A) Grade 12 — 966 hours;

(B) Grades 9–11 — 990 hours; and

(C) Grades K–8 — 900 hours.

(b) A student who is 18 years of age or older or an emancipated minor or the person in parental relationship to a minor student may request to annually receive the minimum hours of instructional time. The school district must honor the request except as specifically provided for by rule or law.

(2)(a) Notwithstanding the requirements of subsection (1), with the annual approval of the local school board after a public hearing, the following students are exempted from the instructional time requirement and are not included in the district's calculation of instructional time under subsection (1):

(A) Students who have fulfilled all state requirements for graduation under OAR 581-022-2000;

(B) Students who at the start of their senior year are on track to exceed all state requirements for graduation under OAR 581-022-2000 as determined by the number and type of credits earned by the student; and

(C) Students who are earning credits toward a diploma through accelerated learning classes, such as Advanced Placement, International Baccalaureate, or classes at a post-secondary institution, internship, work-based learning, or credits by proficiency.

(b) Each year, the school district must report to the local school board the total number of students disaggregated by relevant sociodemographic group that have been exempted from the instructional time requirements under this subsection.

(3) Nothing in this rule may be construed to affect the right of a person to be admitted to the school district in which they reside under ORS 339.115.

(4) A school district may request permission to exempt an alternative education program as defined in ORS 336.615 from the requirement in subsection (1). The request must be made in writing to the Deputy Superintendent of Public Instruction. The Deputy Superintendent is authorized to grant permission under this section without obtaining approval from the State Board of Education. Permission will be granted where:

(a) The request is made with the approval of the school district's governing school board;

(b) The school district is using an evidence-based strategy that includes flexible time options; and

(c) The school district has implemented a system to assess students prior to placement to determine whether placement in an alternative education program is appropriate.

(5) If a school district chooses to offer less than 900 hours of instructional time for kindergarten students, the kindergarten program shall be considered a half-day program for purposes of ORS 327.006(1) and the school district shall ensure that every kindergarten student is scheduled to receive a minimum of 450 hours of instructional time per year.

(6) Upon approval by the local school board, a district may include in its calculation of instructional time required by subsection (1) of this rule the following:

(a) For kindergarten programs offering 900 hours or more of instructional time, up to 60 hours of recess;

(b) For kindergarten programs offering less than 900 hours of instructional time, up to 30 hours of recess;

(c) For grades 1–3, up to 60 hours of recess;

(d) Up to 30 hours for staff professional development;

(e) Up to 30 hours for parent teacher conferences; and

(f) For the 2015–16 school year, up to 14 hours for emergency school closures due to adverse weather conditions and facilities failure.

Lane School Instructional Hours 2021-22

Minimum Instructional Hours	Planned Instructional Hours	Actual Instructional Hours
900	916	891

According to OAR 581-022-2320 (6) (d)

Upon approval by the local school board, a district may include in its calculation of instructional time...(u)p to 30 hours for staff professional development.

With this action, Lane School would meet the state instructional hours requirement:

$$891 + 30 = 921.$$