

McEA/MSD Bargaining Summary, All Articles

[McEA Initial Proposal](#) - 4/1/24

[MSD Initial Proposal](#) - 4/1/24

Article	McEA status	MSD Status	Notes
1: Agreements and Recognition	No Changes Proposed	Language to allow for the continued contracting out of student services positions that are hard to fill.	McEA will present a counter proposal on 4/12/24
2: District Rights	No Changes Proposed	No Changes Proposed	Will be TA'd on 4/12/24
3: Rights of Professional Educators	Working files be turned over to employees upon a change in supervisor	Moving the complaint procedure to its own article; aligning the process with the Board Policy KL process	MSD will present a counter proposal on 4/12/24
4: Association Rights	<p>Increase their dedicated time at building staff meetings from 5 minutes to 10 minutes.</p> <p>District pay for the cost of release time for the Association President of .5 FTE (currently McEA pays)</p> <p>District pay the fixed costs of subs while McEA members are using association leave.</p>	No Changes Proposed	MSD will present a counter proposal on 4/12/24
5: Work Year	<p>Proposed: Teacher contract year be 192 days (up from 190), removing the SIA funding requirement. New teachers be paid 1.5 days at their hourly rate of pay to attend new teacher</p>	Language changes that detail the association's current participation in the MSD School Calendar committee	McEA will present a counter proposal for 5A only on 4/12/24

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	<p>orientation and not be required to attend the New Teacher Academy for four (4) hours per month.</p> <p>A change in paid holidays from President's Day to Martin Luther King Day.</p> <p>4.5 classroom preparation days prior to the start of school (increase from 2.5 days).</p> <p>.5 off-site day to work on online training.</p> <p>All time being paid at curriculum rate in the current contract be changed to the per diem (regular hourly rate) of the educator.</p> <p>The first day after Winter Break and Spring Break be non student days for educators to prepare for the return of students to school.</p> <p>An increase from ¾ grading day to a full grading day at the end of each quarter, eliminating professional development time on these days.</p> <p>The two weeks prior to progress reports, no meetings scheduled with the exception of IEP and 504 meetings.</p>		

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	<p>Parent conference days be scheduled to provide a half day for students and half day prep for educators prior to evening conferences.</p> <p>With the exception of new teacher orientation, all other work outside of the contract year be voluntary.</p>		
6: Work Day	<p>Adding language to identify comp time as hour-by-hour time.</p> <p>Removing the language requiring staff to attend back to school nights, graduation, winter programs</p> <p>Limiting administrator directed meetings to one (1) meeting per month</p> <p>All additional work is at a per diem rate not curriculum rate</p> <p>Paying part-time educators at their regular rate of pay when subbing instead of the substitute rate of pay.</p> <p>Adding 38 minutes of prep time per day for all middle school educators.</p> <p>Increasing student achievement days from one (1) per year to one (1) per quarter.</p>	<p>Clarifying language be added to address teacher prep and lunch time on field trips or off-site experiences with students</p>	<p>No planned counter proposals on this article for 4/12/24</p>

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	<p>Increasing the HS educator prep time from 290 minutes per week to 360 minutes per week.</p> <p>Language to allow a limit of 30 minutes every other day for educators to be assigned supervision duties.</p> <p>Increasing the elementary educator prep time from 30 minutes per day to 42 minutes per day.</p> <p>Late start Wednesday time be teacher-directed time for elementary teachers not district directed PLC time.</p> <p>Each elementary educator has one student achievement day per quarter (increase from two per year).</p> <p>Educators not be required to remain with their classes when they are in specials such as PE, Music, Library etc.</p> <p>Educators who are not classroom-based should receive the same amount of prep time as classroom educators.</p> <p>EL teachers should be granted 30 minutes of extra prep time per day.</p>		

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	<p>McEA proposed that EL and Special Education teachers shall be provided three (3) days of release time per quarter to engage in case management. This is an increase from 3 days per year.</p>		
<p>7: Assignments/ Transfers</p>	<p>Reassignment assistance be paid at the per diem rate of pay and educators be paid two (2) hours of pay for each day of sub plans required in a reassignment.</p> <p>All staff be sent an email about positions prior to them being posted.</p> <p>Staff who leave and return within five years not be required to attend new employee orientation and return to their previous contract status</p>	<p>Include elementary job-sharing language from the MOU currently in place.</p>	<p>MSD & McEA will present a counter proposal on 4/12/24</p>
<p>8: Reduction in Force</p>	<p>No proposed changes</p>	<p>Language adding the state-required cultural or linguistic expertise to considerations for Reduction in Force</p> <p>Using a personal email address to notify staff of recall opportunities instead of US mail.</p>	<p>McEA will present a counter proposal on 4/12/24</p>
<p>9: Leaves with Pay</p>	<p>15 days of sick leave per year (increase from 10).</p> <p>Educators be allowed to supplement their Oregon</p>	<p>Updated the definition of family members to include step-parent, step-sibling and other step-family relationships</p>	<p>No planned counter proposals on this article for 4/12/24</p>

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	<p>paid family leave with MSD paid leaves.</p> <p>MSD pay the employee portion of the payroll tax for Oregon Paid Leave.</p> <p>Increasing from three (3) Flex leave days to five (5) per year.</p> <p>Five (5) days of Bereavement leave instead of three (3) for a family member and three (3) days instead of one (1) for a friend or colleague.</p>	<p>Language indicating that it will comply with the requirements of Oregon Paid Leave.</p> <p>Educators not be allowed to take flex leave on inservice or parent conference days.</p> <p>Bereavement leave language to also include step-family members.</p>	
10: Leaves without Pay	No proposed changes	Language that would clarify unpaid leaves of absence are not approved to engage in other employment.	No planned counter proposals on this article for 4/12/24
11: Compensation	<p>The following increases: 11% COLA Year 1 9% COLA Year 2</p> <p>All additional work is paid at per diem not curriculum rate.</p> <p>Eliminating the language requiring staff to turn in salary advancement notice by November 15th.</p> <p>The longevity bonus move from 1% to 2%.</p>	<p>The following increases: 4% COLA Year 1 3% COLA Year 2 Re-opener on COLA for Years 3 & 4</p> <p>Language that Heritage Institute courses would not apply to salary advancement.</p> <p>Language for preparation buyout that incorporates the MOU currently in place with McEA.</p>	No planned counter proposals on this article for 4/12/24

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	<p>Educators be allowed to choose to be paid in 10 or 12 paychecks for the year.</p> <p>Special Education staff who receive a stipend would still get paid additional pay at the per diem rate for any requirements beyond IEP scheduling, meetings and paperwork.</p> <p>Educators who teach in an area that has a co-curricular extra duty contract would be paid the contract.</p>		
12: Extra Duty Pay	<p>Language to engage in a full extra duty compensation study in the Fall of 2024.</p> <p>Educators who teach in an area that has a co-curricular extra duty contract would be paid the contract.</p>	<p>Language to engage in a full extra duty compensation study in the Fall of 2024.</p> <p>Language that would pay an extended season bonus to a coach for each round of playoffs they participate in instead of each week which is currently in language.</p>	MSD will present a counter proposal on 4/12/24
13: Insurance	<p>The following increases in District insurance contributions: \$1830 (+\$103) Year 1 \$1930 (+\$100) Year 2</p> <p>The 50/50 opt out and unused contribution split be changed to 75/25 with the 25% going into an insurance pool to be shared among</p>	<p>The following increases in District insurance contributions: \$1796 (+\$69) Year 1 \$1868 (+72) Year 2 A reopener in Years 3 & 4</p> <p>Adding an HSA option for McEA members</p>	No planned counter proposals on this article for 4/12/24

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	members with an out of pocket premium cost.		
14: Other Benefits		No changes	Will be TA'd on 4/12/24
15: Retiree Return to Work		No changes	Will be TA'd on 4/12/24
16: Working Conditions	<p>Class size restrictions in each level and case load restrictions for specialists. Additional compensation was proposed for each category that was over the proposed class size.</p> <p>Class size/caseload committee to establish a guidance document and monitor and review class sizes/caseloads</p>	No changes	
17: Professional Development	<p>An increase from 4 credits per year to 12 credits per year in Tuition Reimbursement with a carryover increase from 6 credits to 20 credits.</p> <p>Instructional staff be allowed to choose a different PD option than what the district provides.</p> <p>If an educator is asked to attend a workshop or conference the district pay them a .25 hour of prep time per hour of subbing for when they will be gone.</p> <p>The development of a 1 to 1 mentoring program for each new teacher where both the</p>	Courses taken through the Heritage Institute would not be eligible for tuition reimbursement	No planned counter proposals on this article for 4/12/24

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	<p>mentor and the teacher receive an additional stipend to participate.</p> <p>The development of a Professional Development fund with a \$100,000 starting balance to be increased by COLA increase each year. This would be used for Workshops, professional study leaves, professional organization memberships, seminars or other programs or subjects.</p> <p>The creation of a \$2,000 Stipend per year for licensed staff who receive and maintain national board certification, and the granting of 2 professional development days per year to be used for activities related to the national certification process.</p>		
<p>18: Behavior Support Systems and Instruction</p>	<p>Changes to the behavior Support systems and instruction process; including timelines and support team members</p> <p>Changes to Instructional materials adoption and per diem pay for sub planning time when professional learning related to implementation of professional learning occurs on student contact day</p>	<p>Changes to Article 18 Sections A-D to align with current practice in schools.</p> <p>A change to the grade appeal process in Section F</p>	<p>No planned counter proposals on this article for 4/12/24</p>

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	<p>Adding language related to Academic Freedom and Protection from Censorship.</p> <p>Adding language regarding recordings and electronic devices in the classroom and intellectual property rights.</p>		
19: Dues Deductions	Membership dues deductions would align with paycheck frequency selections proposed in Article 11	4/1/24 No changes	MSD will present a counter proposal on 4/12/24
20: Grievance Procedure	4/1/24 No changes proposed	4/1/24 No changes	Will be TA'd on 4/12/24
21: Evaluation	"Housekeeping" changes to align with current practice.	Changes to Article 21 to align with current practice.	MSD will present a counter proposal on 4/12/24
22: Supplemental Retirement Benefit	4/1/24 No changes	4/1/24 No changes	Will be TA'd on 4/12/24
TBD: Complaint Procedure	No Changes	New language for the process when a complaint is filed against an educator to more closely align with the process for all complaints against staff	No planned counter proposals on this article for 4/12/24