

## McEA/MSD Bargaining Summary, All Articles

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

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

[Initial Proposal Cost Comparison Worksheet](#) - 4/12/24

[MSD Counter Proposals](#) - 4/12/24

[McEA Counter Proposals](#) - 4/12/24

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 presented a counter proposal on 4/12/24  MSD presented a counter proposal on 4/12/24
2: District Rights	No Changes Proposed	No Changes Proposed	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 presented a counter proposal on 4/12/24  McEA presented a counter proposal on 4/12/24
4: Association Rights	Increase their dedicated time at building staff meetings from 5 minutes to 10 minutes.	No Changes Proposed	MSD presented a counter

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	<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>		<p>proposal on 4/12/24</p> <p>McEA presented a counter proposal on 4/12/24</p> <p>Ready to TA on 4/30/24</p>
<p>5: Work Year</p>	<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 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>Language changes that detail the association's current participation in the MSD School Calendar committee</p>	<p>McEA presented a counter proposal for 5A only on 4/12/24</p> <p>MSD presented a counter proposal on 5A 4/12/24</p>

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	<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> <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>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> <p>Conversations took place between the two parties about prep time and meetings and</p>

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	<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>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</p>		<p>the impact on teacher preparation</p>

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	<p>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> <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</p>	<p>Include elementary job-sharing language from the MOU currently in place.</p>	<p>MSD presented a counter proposal on 4/12/24</p> <p>McEA presented a counter proposal on 4/12/24</p>

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	return to their previous contract status		
8: Reduction in Force	No proposed changes	<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>	McEA presented a counter proposal on 4/12/24
9: Leaves with Pay	<p>15 days of sick leave per year (increase from 10).</p> <p>Educators be allowed to supplement their Oregon 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>Updated the definition of family members to include step-parent, step-sibling and other step-family relationships</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>	No planned counter proposals on this article for 4/12/24
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	The following increases: 11% COLA Year 1	The following increases: 4% COLA Year 1	No planned counter

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	<p>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>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>	<p>3% COLA Year 2 Re-opener on COLA for Years 3 &amp; 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>	<p>proposals on this article for 4/12/24</p>
<p>12: Extra Duty Pay</p>	<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</p>	<p>A joint Committee is being formed to discuss this article</p>

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		which is currently in language.	
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 members with an out of pocket premium cost.</p>	<p>The following increases in District insurance contributions:            \$1796 (+\$69) Year 1            \$1868 (+72) Year 2            A reopener in Years 3 &amp; 4</p> <p>Adding an HSA option for McEA members</p>	<p>No planned counter proposals on this article for 4/12/24</p> <p>Conversation about Insurance Pooling concept</p>
14: Other Benefits		No changes	TA'd on 4/12/24
15: Retiree Return to Work		No changes	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	Conversations took place between the two parties about class size/caseload language
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</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>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 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>		

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18: Behavior Support Systems and Instruction	<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 planing time when professional learning related to implementation of professional learning occurs on student contact day</p> <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>	<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>	No planned counter proposals on this article for 4/12/24
19: Dues Deductions	Membership dues deductions would align with paycheck frequency selections proposed in Article 11	4/1/24 No changes	Conversations took place between the two parties about deductions on 4/12/24
20: Grievance Procedure	4/1/24 No changes proposed	4/1/24 No changes	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 presented a counter proposal on 4/12/24
22: Supplemental Retirement Benefit	4/1/24 No changes	4/1/24 No changes	TA'd on 4/12/24
TBD: Complaint Procedure	No Changes	New language for the process when a	There was a conversation

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		complaint is filed against an educator to more closely align with the process for all complaints against staff	between the two teams on the complaint procedure