

5.21.2024 McEA/MSD Bargaining Summary

Links to Proposals

MSD Proposals	McEA Proposals
MSD Initial Proposal - 4/1/24	McEA Initial Proposal - 4/1/24
MSD Counter Proposals - 4/12/24	McEA Counter Proposals - 4/12/24
MSD Counter Proposals - 4/30/24	McEA Counter Proposals - 4/30/24
MSD Full Package Proposal - 5/7/24	McEA Full Package Proposal - 5/7/24
MSD 5/7/24 Package Options - 5/21/24	McEA Language Options - 5/21/24

Links to Presentation Materials

Presentation Name	Date	Presented By
Initial Proposals Cost Comparison	4/12/24	MSD
Compensation Presentation	4/30/24	McEA
Unappropriated Ending Fund Balance Comparison	5/7/24	MSD
Bargaining Presentation Board Work Session on 5/20/24	5/21/24	MSD

Summary of Changes by Article

Article	McEA status	MSD Status	Notes
1: Agreements and Recognition	<p>Language added to abridge the 30 day posting timeline with agreement between Association President & HR Director</p> <p>Made recommendations on language at 5/21/24 session.</p>	<p>Language to clarify that contractor positions will not extend into next academic year without recruiting for and MSD employee to fulfill the role.</p> <p>The Director of Student Services will contact McEA President and allow for discussion prior to engaging with a contractor. List of contractors will be</p>	<p>McEA presented package proposal with language for this article on 5.7.2024</p> <p>MSD presented language option changes to 5/7/24 package proposal on 5.21.2024</p>

Article	McEA status	MSD Status	Notes
		<p>shared with McEA at monthly meetings with MSD.</p> <p>4 year contract on language with reopener for salary and insurance in February 2026 on 5.7.2024</p>	
2: District Rights	No Changes Proposed	No Changes Proposed	TA'd on 4/12/24
3: Rights of Professional Educators	Language to include gender "expression" under non-discrimination	No Changes Proposed	<p>McEA presented a counter proposal on 4/30/2024</p> <p>MSD Accepted the Counter proposal</p> <p>TA'd on 4/30/2024</p>
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>	<p>No Changes Proposed</p> <p>MSD Proposed McEA pay the cost of a substitute for the president's time.</p>	Ready to TA

<p>5: Work Year</p>	<p>Proposed: Teacher contract year be 192 days (up from 190), removing the SIA funding requirement.</p> <p>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>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>Proposed: Calendar committee will convene 60 days prior to board submission, The Association will appoint 3 members to calendar committee</p> <p>New educators will be paid up to 11.25 hours at curriculum rate for attendance at new employee orientation</p> <p>Professional educators & licensed specialists with case management duties can use conference days to perform case management duties and shall be available to conference with parents when requested</p> <p>MSD Presented an updated version in the MSD 5/7 package proposal indicating the calendar cmte will look at changes to the PD day calendar starting with the 25/26 school year.</p> <p>MSD agreed to change Martin Luther King Day to a Holiday and remove President's Day as a holiday.</p> <p>MSD agreed to Evening conferences being scheduled as a ½ day of school for students followed by a ½ day uninterrupted educator prep time.</p>	<p>McEA presented package proposal with language for this article on 5.7.2024</p> <p>MSD presented language option changes to 5/7/24 package proposal on 5.21.2024</p>
---------------------	--	--	--

Article	McEA status	MSD Status	Notes
	<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> <p>McEA presented an updated version in the McEA 5/7 package proposal and limited new professional educator additional time to 1 day (from 1.5 days) and calendar adjustment to have professional development days moved to beginning of year</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>No Changes Proposed</p> <p>MSD Presented an updated version in the MSD 5/7 package proposal to reflect the sub cmte work aligning prep time at Elementary and Secondary levels.</p>	<p>Breakout session - Work Group Meet to discuss Prep time at Elementary & Secondary levels, google doc was created to be worked on by members of the group for proposal at 5/7/2024 session.</p> <p>MSD Included language on this</p>

Article	McEA status	MSD Status	Notes
	<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 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>in package proposal presented on 5.7.2024</p>

Article	McEA status	MSD Status	Notes
	<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 notified about open positions in a weekly newsletter.</p> <p>Staff who leave and return within two years not be required to attend new employee orientation and those who were on contract status when they left will be a probationary teacher for no more than one year then return to contract status</p> <p>No changes to article on 5.7.2024</p>	<p>Include elementary job-sharing language from the MOU currently in place.</p> <p>MSD Presented updated language around job sharing in response to McEA's counter proposal in the MSD 5/7 package proposal.</p>	<p>McEA presented package proposal with language for this article on 5.7.2024</p> <p>MSD presented package proposal with language for this article on 5.7.2024</p>
<p>8: Reduction in Force</p>	<p>Competency based on last 5 years as per ORS changed in</p>	<p>Language adding the state-required cultural or linguistic expertise to</p>	<p>McEA presented package proposal with</p>

Article	McEA status	MSD Status	Notes
	the 5/7 McEA Package Proposal	<p>considerations for Reduction in Force</p> <p>Competency based on last 5 years as per ORS changed in the 5/7 MSD Package Proposal.</p> <p>Will notify staff of recall opportunities by using a personal email address followed by mailing a letter to a physical address.</p>	<p>language for this article on 5.7.2024</p> <p>MSD presented language option changes to 5/7/24 package proposal on 5.21.2024</p>
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>5.7.2024 package proposal removed as of 15 days of sick leave per year (increase from 10)</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> <p>No changes to this article in the MSD 5/7 package proposal.</p>	<p>McEA presented package proposal with language for this article on 5.7.2024</p> <p>MSD presented package proposal with language for this article on 5.7.2024</p>
10: Leaves without Pay	Include "serving as OEA/NEA officer"	Language that would clarify unpaid leaves of	McEA presented a counter

Article	McEA status	MSD Status	Notes
		absence are not approved to engage in other employment.	proposal on 4/30/2024 Article was TA'd on 4/30/2024
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>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>5.7.2024 McEA presented a new index and salary schedule with a 6% COLA applied in year 1 and 4% in yr two. This brings the starting salary to \$50,888 and the top salary to</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> <p>MSD Presented a new index and salary schedule bringing the starting teacher salary to \$50,122 and the top salary to \$98,316 for the 24/25 contract year. This was included in the MSD 5/7 package proposal.</p>	<p>McEA presented package proposal with language for this article on 5.7.2024</p> <p>MSD presented package proposal with language for this article on 5.7.2024</p>

Article	McEA status	MSD Status	Notes
	\$101,663 for the 24/25 school year.		
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> <p>No changes in the MSD 5/7 package proposal.</p>	<p>A joint Committee is being formed to discuss this article</p> <p>MSD Included language on this in package proposal presented on 5.7.2024</p>
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>5.7.2024 package proposal removed insurance pool language</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> <p>No changes in the MSD 5/7 package proposal.</p>	<p>McEA presented package proposal with language for this article on 5.7.2024</p> <p>MSD presented package proposal with language for this article on 5.7.2024</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	Participated in group discussion and made recommendations to language on 5/21/24	Establish class size and caseload limits annually based on budgeted class size ratios and MSD established special education ratios	MSD presented language option changes to 5/7/24 package proposal on 5.21.2024

Article	McEA status	MSD Status	Notes
		<p>If exceeds by 10% or more educator may bring concern to attention of supervisor if not satisfied with solution request review by District Class size/Caseload Committee</p> <p>District Class size/Caseload Committee will consist of Director of HR, Superintendent and one other person appointed by the District, and 2 persons appointed by the Association.</p> <p>Committee will review and make recommendations for consideration and implementation. Committee will meet each Spring to review current caseload numbers and discuss planning for next year</p>	
<p>17: Professional Development</p>	<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</p>	<p>Courses taken through the Heritage Institute would not be eligible for tuition reimbursement</p> <p>4/30/2024 -increased unused tuition reimbursement credits to accumulate up to 8 hours</p> <p>MSD Presented an updated version removing the limitation on Heritage Institute</p>	<p>McEA presented package proposal with language for this article on 5.7.2024</p> <p>MSD presented package proposal with language for this article on 5.7.2024</p>

Article	McEA status	MSD Status	Notes
	<p>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> <p>5.7.24 package proposal decreased to 8 credit hours per year and accumulation of 12 credits</p>	<p>courses in the MSD 5/7 package proposal.</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 Article 18 Sections A-D to align with current practice in schools.</p>	<p>McEA presented package proposal with language for this article on 5.7.2024</p>

Article	McEA status	MSD Status	Notes
	<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>A change to the grade appeal process in Section F</p> <p>MSD Presented an updated version in the MSD 5/7 package proposal.</p> <p>Discussion on McEA proposal language: "Section G - Instructional Materials Adoption" & "Section H - Academic Freedom and Protection from Censorship"</p>	<p>MSD presented package proposal with language for this article on 5.7.2024</p>
19: Dues Deductions	<p>Membership dues deductions would align with paycheck frequency selections proposed in Article 11</p>	<p>4/1/24 No changes</p> <p>No changes in the MSD 5/7 package proposal.</p>	<p>McEA presented package proposal with language for this article on 5.7.2024</p> <p>MSD presented package proposal with language for this article on 5.7.2024</p>
20: Grievance Procedure	<p>4/1/24 No changes proposed</p>	<p>4/1/24 No changes</p>	<p>TA'd on 4/12/24</p>
21: Evaluation	<p>"Housekeeping" changes to align with current practice.</p>	<p>Changes to Article 21 to align with current practice.</p> <p>Minor language change: "Evaluation Process/Requirements" vs "system"</p>	<p>McEA presented package proposal with language for this article on 5.7.2024</p> <p>MSD presented language option changes to 5/7/24 package</p>

Article	McEA status	MSD Status	Notes
			proposal on 5.21.2024
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	<p>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</p> <p>MSD Presented an updated version in the MSD 5/7 package proposal to reflect the sub cmte work.</p>	<p>On 4/30/2024 Breakout Session-Work group to discuss new article for Complaint Process - google doc was created to be worked on by members of group for proposal at 5/7/2024 session.</p> <p>MSD Included language on this in package proposal presented on 5.7.2024</p>