



4J rejects EEA's May 5 offer that would have met the District's goal for compensation savings

EEA's May 5 proposal met 4J's stated goal for compensation givebacks. Unfortunately, the District rejected the proposal and countered with essentially the same two options that were made one week earlier with one exception in Option 1.

The only change in Option 1 was an addition of \$100,000 from the District's general fund and a plan that would have EEA transfer \$100,000 from its licensed insurance reserve account to be distributed to members who give up a 3.7% step advancement. This change would amount to a minuscule one-time payment of about \$250-\$300 for members. See below a side-by-side comparison of the District's 5/11 proposal and EEA's 5/5 proposal.

Bargaining Proposals Summary

Article	EEA Proposal 05/05/11		4J Proposal 05/11/11	
4.1.1 - Salary	COLA increase	increase salary schedule by 0.6%	Option 1: COLA decrease Option 2: COLA decrease	reduce salary schedule by 1.75% reduce salary schedule by 4.75%
4.4.4 - Steps	step movement occurs	starting point for 11-12 as per status quo agreement - employees advance to next step on 02-01-12	Option 1: hard freeze of steps Option 2: honor status quo agreement, allow for step advancement	freeze at current step and 50% funding for 2011-12 - status quo has employee on same step in 2012-13 first six months of 2011-12 employees on current step, fully funded - full step advance 02-01-12
4.4.5 - New Language			One-time payment in lieu of step increase - tied to option 1 - payment based exclusively on FTE	District would accept transfer from licensed reserves of \$100,000, match that amount, and distribute \$200,000 (less fixed costs) in a one-time payment to members who are giving up their annual step advancement
6.1 - Insurance	\$1,150	\$50 increase of current contribution + transfer \$100,00 to District from licensed reserves	\$1,100	\$0 increase of current contribution
10.2 - Work Year	182 days	eliminate 1 PD day, 1 school improvement/planning day, 7 student days*	186 days	eliminate 2 paid holidays, 1 school improvement/planning day, two student days*
10.5.5 - Planning/PD Day	eliminate	status quo for school calendar would be 191 days	eliminate	status quo for school calendar would be 191 days
PERS	not addressed	this is not part of the reopener language as agreed to in 2.6.2	TSA contributions	TSA contributions would no longer be treated as subject salary under PERS and OPSRP

*up to 2 hazardous weather days would be unpaid and would have an impact on when the last student day occurs

4J changes its bargaining goals

The District believes it cannot honor the status quo agreement of step advancement and is no longer interested in solving its financial difficulties one year at a time. However, EEA is not necessarily in favor of applying



permanent solutions to a temporary problem. The District acknowledged that the Association has always stepped up when needed, and both parties already know that negotiations will take place again next year at which time the financial information will be more clearly delineated.

4J is asking for more than its previously stated goal of compensation savings of \$4.5 million, a goal that could be reached if 4J agreed to EEA's latest proposal that would save \$4.7 million.

Cutting days is not a measure EEA takes lightly. We know it makes our job of educating our students more difficult, and it presents a painful economic hardship for our members. However, EEA's offer would allow days to be easily restored to the calendar if Ballot Measure 20-182 passes or if the state's fiscal conditions improve. The District's proposal would make it difficult to keep faith with the voters without creating additional personnel issues. Cutting days also treats our members fairly by not having them give up paid holidays and work for free or to endure draconian cost-cutting step freezes that will severely affect them for the rest of their careers.

Thanks, members!

Many EEA members were on hand at the last round of negotiations on May 11. Our next bargaining session will soon be posted on the EEA website. We welcome your attendance and continued support.

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