



4J's proposal offers two options: negligible improvement in the bottom line

The District's latest offer on May 5 improved minimally from its previous proposal and put forward two options, both of which would force members to endure permanent rollbacks.

Option 1

- Salary: 1.75% reduction of current salary (down from 1.9%)
- Step advancement: frozen at 50% of the current step (no change from the previous District proposal; if agreed to, essentially members would be losing two steps). This option creates a new entry level step funded at 3.7% lower than the current step 1.

Option 2

- Salary: 4.75% reduction of current salary
- Steps: For the first six months of 2011-12, members remain on the same step they were on in 2010-11, which will be funded at 100%. Employees will then advance a step in February 2012.

4J's two options attempt to respond to the glaring problem of its idea of a step advancement freeze, which would allow newly hired employees with the same overall experience to be hired two steps ahead of current employees. Both options would also have the following elements:

- District insurance contribution: frozen (members would have to absorb the expected hike in the cost of insurance): **no change**

- Work year: members would forfeit two of their five paid holidays (i.e., those days would be converted to two unpaid instructional days), one school improvement/planning day, and up to two hazardous weather days (or teach two additional instructional days if schools have not been closed due to hazardous weather): **no change**

EEA's Bargaining Team rejected both options, including the District's idea of eliminating the PERS contribution on TSAs for Plan B employees (hired after 7/1/98), an item that is not one of the four both parties agreed to bargain as per our Collective Bargaining Agreement.

EEA's response

Despite the fact that the District offered two options, neither shows any significant change in the bottom line. The Bargaining Team expressed frustration with the pace of negotiations and the lack of movement in the District's overall proposal. The Team explained that our members and all 4J employees need answers to many of the questions concerning next year. With this in mind, EEA's Team caucused and countered with the following proposal (changes from the previous proposal in **bold**):

- Salary: 0.6% increase
- Insurance: **\$50 District increase (down from \$60)** per month per member plus a transfer of \$100,000

EEA-4J Bargaining Team

Tom Di Liberto Chair and Editor, Monroe MS

Steve Mayberry Opportunity Center

Dayna Mitchell EEA President

Tad Shannon Churchill HS

Julie Wenzl EEA-4J VP and Benefits Coordinator

Jeff Jackson OEA Consultant

Merri Steele EEA Consultant

Sabrina Gordon Awbrey Park Elementary

Paul Duchin EEA Consultant



toward the cost from the Licensed Insurance Reserves.

- Steps: normal advancement, members would start to receive payment halfway through the school year
- Work year: reduced by one professional development day, **one school improvement/planning day**, and **seven instructional days** (up from five). Up to two of the instructional days could be substituted with hazardous weather days (if they occur). The status quo for the work year would be reduced to 191 from 192.
- Tax measure contingency: If the city tax measure passes, it would be up to the District to add back days and/or decrease class size with the additional funds.

EEA's latest proposal was a significant, \$2.8 million step forward in bargaining and acknowledges the financial difficulties 4J faces. It reduces the work year by 10 days (including the lost day from the 192-day status quo calendar). This plan contains three more lost days than this year, only one of which is a student instructional day. It amounts approximately to a 5% reduction in compensation and \$4.7 million in savings for the District, enough to cover its goal of \$4.5 million in compensation givebacks and to prevent the dire measure of laying off scores of employees.

Our next bargaining session is scheduled for

Wednesday, May 11 at 6:00 at EEA. If you are able, please try to attend. Again, the Team thanks you for your continued support and encouragement as we work to reach an equitable settlement.

EEA-4J Bargaining Team

Tom Di Liberto	diliberto2@comcast.net	Steve Mayberry	mayberry.steve@gmail.com
Dayna Mitchell	daymitchell@comcast.net	Tad Shannon	tj-shannon@comcast.net
Julie Wenzl	jwenzl@comcast.net	Jeff Jackson	jeff.jackson@oregoned.org
Sabrina Gordon	gordon.sabrina@gmail.com	Merri Steele	merristeele@comcast.net
		Paul Duchin	paulduchin@comcast.net