

EEA/4J Bargaining Update

August 18, 2011



EEA and 4J Bargaining Teams reach tentative agreement

EEA and 4J bargaining teams reached a tentative agreement August 15 on the re-opener of the Collective Bargaining Agreement. This TA must now be ratified by EEA members and approved by the 4J School Board.

Below is a brief summary of the tentative agreement, which will be explained more fully on August 30 at ratification, which is scheduled at 4:15 at South Eugene HS.

Salary: 0% increase

- Members will not receive a COLA (cost of living adjustment).
- Members on longevity will receive their normal lump-sum or monthly payment plus a one-time payment on their Feb. 1 paychecks (regardless of their column) paid for by a transfer from the licensed insurance reserves fund. Payment is based on the number of members on longevity (both levels 16 and 17).

Steps: 50% increase

- Members on steps will be paid 1.85% more than they received in 2010-11 instead of the normal 3.7% step increase.
- All members will advance to the correct step.
- The status quo for step movement on July 1, 2012 will be the normal 3.7% step.
- Column advancement was not considered in this re-opener and there is no change in column advancement procedures. Pertinent language in Article 4.5 applies.

Insurance: No change

- The District's contribution remains the same: \$1100 per member per month.
- The rates in the insurance literature that members received from 4J this month are correct. The rates were based on this \$1100 figure, which is the status quo.

Work Year: 186 days

- A 191-day work year becomes the new status quo (decreased from 192).
- Work year reductions: one professional development day (probably will be spread out over more than one day), one school improvement/planning day (probably will be during the first week teachers and specialists report for work), and three instructional days which could be offset by hazardous weather days during the year. Part-time members' time would be pro-rated.
- EEA and the District will collaborate on the distribution of budget reduction days.
- This represents one more day of work compared to last year (approx. a 0.5% increase in compensation).

Package Settlement Proposal

The articles above were included in the re-opener as agreed upon in Article 2.6.2. However, there were some outlying issues that had remained unresolved for some time. In searching for a way forward at a critical juncture in contract negotiations, their inclusion completed a package settlement proposal and presented a creative

solution. Here is a synopsis of the ancillary language that aided our reaching a tentative agreement:

- In an effort to foster more collaboration with the District, there will be an increase of 20 sub days EEA members may use to serve on joint committees as well as language allowing EEA to convert, at its discretion, the majority of the days to FTE for the same purpose.
- The Association will allow the District to proceed with a plan to base the amount of assistant coaches on the number of participants.

If you have further questions about the tentative agreement, you may bring them to the ratification meeting on August 30 at 4:15 at SEHS.

As has been said before, this tentative agreement is further evidence of EEA members' continuing sacrifice for the financial health of District 4J and for the future of 4J students during a trying time. Nationwide there have been too many critics of teachers and specialists in the last year, and at times it has been disheartening and frustrating. In the face of this criticism and a tough economy we continue to step up for students and our community.

A special thank you to members of the Bargaining Action Team for their unfailing support: Yvonne Twedt, Brad Jungert, Sharon Blackwell, Beverly Lewis, Karen Lacey, Shelley Watson, Peter Gallagher, Asher Tubman, Jen Kirkwood, Lisa Fragala, Arwen Krecklow, Ramona Peterson and Ken Shindledecker. This team not only provided thoughtful organization and a great deal of caring and encouragement to the process and to the Bargaining Team. Thanks to all the EEA members and their families as well as community members who have been so supportive during these negotiations.

See you on the 30th.

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