

## **Bandon Education Association**

**2025-2027**

### **Proposals**

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#### **Proposal 1: Article 3 – District Functions**

The District shall provide full transparency in the allocation of its budget, particularly in areas that directly impact teacher salaries, classroom resources, and employee benefits. To ensure this transparency, the District will:

- 1. Annual Budget Reporting: Provide the Association with a detailed annual budget report, including:**
    - o Allocations for teacher compensation, including salaries, stipends, and benefits.
    - o Funding designated for classroom resources and supplies.
    - o Expenditures related to professional development, substitute coverage, and additional support services.
  - 2. Quarterly Updates:** Share quarterly financial updates with the Association, highlighting any changes or reallocations of funds that may affect teacher compensation, workload, or working conditions.
  - 3. Open Access to Financial Information:** Grant the Association access to relevant budget documents, including line-item breakdowns, upon request, in a timely manner.
  - 4. Consultation on Budget Priorities:** Engage in meaningful consultation with the Association prior to finalizing budget decisions that affect teacher salaries, classroom funding, or benefits.
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#### **Proposal 2: Article 4 – Nondiscrimination**

The District affirms its commitment to fostering an inclusive and equitable workplace by ensuring that no teacher shall face discrimination, harassment, or retaliation based on any of the following:

- 1. Race, color, ethnicity, national origin, or citizenship status.**
- 2. Religion, creed, or spiritual beliefs.**
- 3. Gender, gender identity, or gender expression.**
- 4. Sexual orientation.**

5. **Age or disability.**
6. **Marital status or caregiving responsibilities, including parenting, elder care, or other familial obligations.**
7. **Membership in, participation in, or leadership in the Bandon Education Association or any other union-related activities.**

The District and the Association agree that caregiving responsibilities and union participation shall not be used as a basis for adverse employment decisions, including but not limited to hiring, promotions, assignments, evaluations, or disciplinary actions.

Any allegations of discrimination under this section shall be investigated promptly, handled confidentially, and subject to grievance procedures outlined in this agreement.

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### **Proposal 3 - Article 6 - Work Schedule**

#### **1. Protected Prep Time:**

- a. Every Friday will be a half-day with students.
- b. On half-days, every other Friday afternoon will be reserved for personal curriculum planning or colleague collaboration. Alternate Fridays may be scheduled for professional development.
- c. Provide three full days before the school year starts, one day after winter break, and one day at the end of semesters for grading and classroom planning.

#### **2. Support for Additional Work:**

- o Provide substitutes for IEP meetings, SPED paperwork, curriculum development for new courses, or bulk grading of essays and large tests.
- o Teachers assigned to teach new courses will receive at least 90 days' notice and sub days for planning.

#### **2. Extra Prep Period/Stipend:**

- o Provide an extra prep period weekly or a stipend for staff teaching more than three different classes, in addition to existing stipends for leadership roles.

#### **3. Clarify Comp Time Language**

- o \$30 per hour - do we time card versus comp time sheet

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### **Proposal 4: Article 8 – Compensation**

#### **1. Salary Increase:**

- o Year one salary increase by 15% across all rows and columns, years 2 and 3, COLA.

**2. Calendar Adjustment:**

- o Maintain the 5 days removed from the calendar in the last bargaining cycle to “offset” the raise. If these days are reinstated, adjust salaries to reflect the additional workdays.
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**Proposal 5: Article 9 – Fringe Benefits**

1. Employees opting out of district-provided insurance will receive the district contribution as additional compensation.
  2. Implement a retirement match program based on years of service:
    - o 0-9 years: \$50/month
    - o 10-19 years: \$100/month
    - o 20+ years: \$200/month
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**Proposal 6: Article 12 - Leaves of Absence**

**1. Interchangeable Leave:**

- o Combine personal and sick leave for a total of 14 interchangeable days annually, with unused days rolling over to the next year.
- o Allow staff to donate leave to colleagues facing extraordinary circumstances.

**2. Life Event Leave:**

- o Introduce a "life event leave" policy granting up to five additional paid days for significant family or personal events.

**3. Mentorship for New Teachers:**

- o Provide opportunities for mentorship and training for new teachers.
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**Proposal 7: Article 17 - Maintenance of Classrooms**

**4. Classroom Supplies:**

- o Increase funding for classroom supplies and allow unused budgets to roll over for future use or be donated to colleagues.

## **5. Workplace Health:**

- o Require weekly wet mopping and scrubbing of classroom floors and three times a week for art rooms, bathrooms, and food areas.
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## **Proposal 8: Article 19 – Rights of Professional Employees**

### **1. Protection from Retaliation:**

The District recognizes the importance of fostering an environment where teachers feel empowered to voice their concerns and advocate for their professional and working conditions. To that end, the District agrees to the following:

### **2. Protection for Speaking Out:**

- o Teachers shall not face retaliation, harassment, or adverse employment actions for expressing concerns about working conditions, classroom environments, or other professional matters.

### **3. Union Participation:**

- o Teachers shall not be subject to retaliation for participating in union activities, including but not limited to:
  1. Attending union meetings.
  2. Serving in union leadership roles.
  3. Filing grievances or advocating for contractual rights.

### **4. Investigation and Accountability:**

- o Allegations of retaliation shall be promptly investigated and handled confidentially, with the teacher and the Association notified of the outcome.
  - o Retaliatory actions found to have occurred shall be remedied promptly, with appropriate corrective measures taken.
  - o Expand teacher rights to include a formal say in curriculum and policy decisions.
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## **Proposal 9: Article 20 – Complaint Procedure**

### **1. Confidentiality and Due Process:**

The District and the Association agree that all complaints against teachers will be handled in a manner that ensures fairness, confidentiality, and due process. To that end, the following provisions shall apply:

### **1. Confidentiality:**

- o All complaints against teachers shall be treated as confidential and shared only with those directly involved in the investigation or resolution process.

- o The identity of the complainant and the details of the complaint will not be disclosed unnecessarily to protect all parties involved.

**2. Union Notification:**

- o The District will notify the Association immediately upon receiving any complaint against a teacher, allowing for representation and support throughout the process.

**3. Due Process Protections:**

- o Teachers shall be informed of the specific nature of the complaint and given the opportunity to respond before any formal action is taken.
- o Teachers shall have the right to union representation during all meetings or proceedings related to the complaint.

**4. Substantiation Requirement:**

- o No formal disciplinary action shall be taken against a teacher unless the complaint has been thoroughly investigated and substantiated with evidence.
- o Complaints found to be unsubstantiated will not be included in the teacher's personnel file or used for evaluation purposes.

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**Proposal 10: Appendix B– Extra Duty**

**1. Compensation for Required Events:**

- o Teachers (K-12) will be paid their hourly rate for attending required Open House or Back-to-School nights unless excused due to unforeseen circumstances.
- o Non-attendance must be communicated to the Building Administrator in advance.

**2. Optional After-Hours Activities:**

- o Attendance at after-work-hour activities will be optional and will not be included in an employee's summative evaluation.
- o Staff members will be paid their hourly rate for supervising events such as dances, prom preparation, homecoming hallway decorating, and class fundraisers.

**3. Overnight Field Trips/Events:**

- o Teachers attending pre-approved overnight events (e.g., outdoor school, class trips) will receive a \$200 stipend per night.

