

## Bandon Education Association

2025-2027

### Proposals

*\*District recommended changes highlighted in blue. See notes on district changes below each section.*

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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:
  - Allocations for teacher compensation, including salaries, stipends, and benefits.
  - Funding designated for classroom resources and supplies.
  - 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.

#### Notes regarding proposed changes:

- The full annual Adopted Budgets, Annual Audits, and Board Meeting Minutes are posted on the district website and can be found here: <https://bandon.k12.or.us/school-board/>
- All Board Meetings are live streamed, recorded, and available to watch here: <https://www.youtube.com/channel/UCTmqjOSsUgi7CZS7Obt8EdQ>
- Monthly financial reports are presented to the Board at each meeting and can be emailed monthly Union Representative if desired. \*\*\*Copies provided today of what is presented to the Board at each meeting with revenue, expenses and projections updated as of 2/12/2025.
- Each year prior to budget preparation, meetings take place with each building administrator and the fiscal secretary for that building. We go over details of the past 3 years of expenditures in each budget line item, where expenditures are YTD in each line item, changes they want to see in the coming year, any potential anticipated changes (additional staff, need for additional supplies or equipment, etc.). **It has been suggested that prior to these meetings each year, a survey be sent out to all staff to request input on what is important to them to see in each building**

**budget for the coming year. This should be the norm moving forward. Please let your building administrator(s) know what is important to you. Staff input is essential to the success of our District and Students.**

- Each year at the first meeting of the budget committee, there is a presentation of the proposed budget along with a brief outline of how to understand budget line items. Anyone is welcome at these meetings. As per Oregon Budget Law, the dates of these meetings are published 5-30 days prior to the meeting.
- At any point in time, the Business Manager is happy to sit down with anyone who wants clarification on any financial data or budget questions.

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### **Proposal 2: Article 4 – Nondiscrimination**

1. **ORS 659.850 “Discrimination in Education Prohibited”.**  
[https://oregon.public.law/statutes/ors\\_659.850](https://oregon.public.law/statutes/ors_659.850)
2. **ORS will be updated should it change in the contract period**

~~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:**
  1. **Adding one Friday (half day) each month in the 25-26 FY and an additional Friday (half day) in 26-27 FY. The Friday could be used for curriculum development or a teacher selected work day. This MAY include BSD adding calendar days to make sure we are**

educating students properly. If we have an emergency day, we may need to use one of these days.

2. Clarify Comp Time Language: Article 6, section D: It is hereby agreed that regular teachers shall substitute for absent teachers only when such substitution is emergency in nature and as such, is deemed necessary by the building principal. Should a teacher be **required** to cover for any absent teacher and thus lose preparation time, that teacher will receive compensation at the rate of thirty dollars (\$30) per hour. If a teacher is asked to cover for any absent teacher, and the teacher volunteers to cover the class, they may receive comp time.

~~1. Every Friday will be a half-day with students.~~

~~2. On half-days, every other Friday afternoon will be reserved for personal curriculum planning or colleague collaboration. Late Fridays may be scheduled for professional development.~~

~~3. Provide three full days before the school year ends, one day after winter break, and one day at the end of semesters for grading and curriculum planning.~~

~~2. Support for Additional Work:~~

- ~~o Provide substitutes for IEP meetings, SPED, 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~~

Notes regarding proposed changes:

- o These proposals are geared toward only the HS, not Middle or Elementary. If ~~#3~~<sup>#2</sup> was agreed upon, then every elementary teacher would get this stipend.

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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.~~

## D. Payment

1. Regular payday shall be the 25th of each month. Teachers shall receive their July and August checks prior to June 30th of each year.

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## Proposal 5: Article 9 – Fringe Benefits

**Article 9, Section F: Add language: “Based upon average combined FTE over the course of the fifteen (15), twenty (20), twenty five (25), thirty (30) uninterrupted (except for normal break periods) years of service...”**

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~~

### Notes regarding changes:

We currently have longevity stipends

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## Proposal 6: Article 12 - Leaves of Absence

### **1. Add additional personal day for emergencies**

#### **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.~~

### Notes regarding changes:

There is Paid Leave Oregon available to all employees. Many life events relating to health of self, family members, or welcoming new family members qualify.

Regarding mentorship of new teachers, we have REN available to us.

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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.~~

#### **Notes regarding changes:**

Classroom supply budgets are building specific. The district allocates supplies budgets based upon input of each building administrator at budget planning meetings each year. \*\*\*Please participate in the budget survey that your building administrator pushes out. The district wants all teachers and staff to have the supplies they need!!!

If a particular classroom or space requires more cleaning attention or specific details, please let your building administrator or the head of maintenance know so they can do everything possible to help keep students and staff safe and healthy. Are art rooms, bathrooms, and food areas not currently being cleaned sufficiently? We can have a discussion regarding this.

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#### **Proposal 8: Article 19 – Rights of Professional Employees**

Is this in addition to current language or replacing current language?

##### **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:**

- 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:**

- Allegations of retaliation shall be promptly investigated and handled confidentially, with the teacher and the Association notified of the outcome.
  - Retaliatory actions found to have occurred shall be remedied promptly, with appropriate corrective measures taken.
  - 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:**

- All complaints against teachers shall be treated as confidential and shared only with those directly involved in the investigation or resolution process.
- The identity of the complainant and the details of the complaint will not be disclosed unnecessarily to protect all parties involved.

**2. Union Notification:**

- 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:**

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

**4. Substantiation Requirement:**

- No formal disciplinary action shall be taken against a teacher unless the complaint has been thoroughly investigated and substantiated with evidence.
  - 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.~~

Notes regarding changes:

Regarding #2, attendance at afterwork activities is a line item in the Danielson summative evaluation that was picked by teachers.

