

District's BEA Negotiating Meeting Notes

February 12, 2025

4pm BHS Library

In attendance:

David Hisel, School Board Chair	Amanda Steimonts, Business
AJ Kimball, School Board Vice-Chair	Manager
Cal Taylor, BHS Teacher	Chico Robinson, Union
Kate Hawthorne, BHS Teacher	Representative
Shauna Schmerer, Superintendent	Cynthia Prasky, OC Teacher
Sabrina Belletti, Director of	Jen Ells, BHS Teacher
Programs	Nicole Kraynik, HLMS Teacher
Jaclyn Brown, Payroll and HR	Kevin Haan, BHS Teacher
Director	Trent Hatfield, BHS Teacher
Jim Wright, BHS VP/AD	Courtney Wehner, OC Principal
Sam Dockery, BHS Principal	Becky Armistead, HLMS Principal

The Norms

The document was presented to the BEA with the edits proposed by administration.

- The question was asked by the BEA why administration chose to not allow for the negotiating meetings to be open to the public (#5 on the original Norms document). Shauna explained that opening it to the public means that it would be open to anyone in the community that isn't a part of the BEA team.
 - It was clarified to the BEA that #4 states, "non-negotiation team members may attend as audience members", and that remains allowed in the Norms.
- The BEA wants to be able to provide video access to union members that cannot attend the negotiations in person.
 - The superintendent asked if the BEA is willing to pay the labor cost for someone from the district to run the zoom meeting. The BEA said they are not ready to make that decision and agreed to table this for now.
- Courtney Wehner will be the note taker for the administration team, and Amanda Steimonts will upload any documents to the shared drive.
- The BEA will designate a note taker.

- #10 Negotiation Timeline- The BEA agrees that they would want to wrap up the new contract by the end of the 24-25 school year, but they are wanting to wait to discuss this as a team before the decision is made.

Amanda Steimonts passed out the administration's response to the Proposals document. This is an edited document from administration. Amanda explains why there are lines striking through some of the BEA's proposals.

Proposal 1: Article 3- District Functions

- Amanda explained that each item requested in this proposal is already provided to the public. The edited Proposal document has Amanda's notes at the bottom of this proposal explaining how the BEA can access these public documents. (Refer to the edited Proposals document for her notes.)
- Amanda mentioned that in bullet point 4 of her notes, it was suggested that prior to building budget meetings each year, a survey be given to staff to request their input on what is important to them for the upcoming year. This way, everyone's input is a part of the decision making process.
- Amanda provided copies of the YTD expenditures of our budget to the BEA members. If you have any questions, please let her know.

Proposal 2: Article 4- Nondiscrimination

- The administration is proposing to go off of the ORS 659.850 because it may be changed depending on the Presidential Administration. This way the district is always in compliance.

Proposal 3: Article 5- Work Schedule

- The administration is proposing to add a half day Friday each month in the 25-26 school year. Then an additional half day Friday each month in the 26-27 school year.
- Student contact days may have to be added to the calendar to ensure that students are getting the contact days that are required.
- Clarify Comp Time Language in the contract- if a teacher covers someone else's class, they will get the exact amount of time in comp time.

- The Support for Additional Work, Extra Prep Period/Stipend, and Clarify Comp Time Language sections have been removed as proposed by administration. District notes have been added to the bottom of this section explaining why.

Proposal 4: Article 8- Compensation

- The superintendent told the BEA that if they were to get the 15% increase, 10 teachers would have to be cut. This would be based on seniority. A list of which teachers would be cut was provided to the negotiating team. The superintendent said that the union would be the ones to tell them who would be losing their job.
 - Chico said that the union would never be required to tell staff they were losing their jobs.
 - The superintendent is asking the union to come back with a more reasonable request.
 - Chico is requesting that the administration come up with a proposal that can show what salary increase can be offered and allow all or most staff to keep their jobs.
- The administration is proposing that the monthly pay day would be moved to the 25th instead of the 20th to help with the payroll.
 - The BEA asked if the administration would consider having the September paycheck on the 20th still, but the other months could potentially be moved to the 25th.
 - Jaclyn Brown said she would be open to suggestions from the BEA on what would help them. Potential for summer paychecks to come at the end of June instead of the beginning.

Proposal 5: Article 9- Fringe Benefits

- The administration is proposing to strike the BEA's proposal of additional compensation because there is already language in the contract about a longevity stipend.

Proposal 6: Article 12- Leaves of Absence

- The administration is offering an additional personal day.
- The administration has proposed to remove the request for interchangeable leave, life event leave, or mentorship for new teachers.

- With the REN program, there are already paid mentorship programs.
- Paid Leave Oregon is available to all employees.

Proposal 7: Article 17- Maintenance of Classrooms

- The administration is proposing to remove the classroom supplies and workplace health proposals because they are dealt with in each building. This was suggested that this shouldn't be in a bargaining agreement.
 - Amanda Steimonts suggested that this would be a great thing to discuss with each building administrator.
 - The district office does not set the building supply budgets, the building administrators decide that.
 - Chico asked for clarification on what the proposed budgets look like- he asked if they already include teacher input
 - The building administrators look at the spending budget from the past two years and look for trends. This also includes donations or grants.
 - Nicole Kraynik asked why there would be an issue with having classroom budgets rolled over to the next year. Amanda said that is a good question, but generally, at the end of the year all of the remaining money gets pooled and then evenly dispersed to the line items.

Proposal 8: Article 19- Rights of Professional Employees AND Proposal 9: Article 20- Complaint Procedures

- The superintendent asked if these proposals are in addition to what is already in the contract, or if these are suggested as replacements. Chico said he would like to table this and will get back to the administration.

Proposal 10: Appendix B- Extra Duty

- The administration has proposed to remove all 3 items listed:
 - Optional After Hours Activities- This is tied to the BEA's evaluation tool (the Danielson model) and the BEA may need to consider a different evaluation model instead. This would remove this requirement.

- Chico asked what it would take to update the evaluation model. Sabrina Belletti suggested the union look at what other schools are using, but mentioned that our district just moved to Frontline Evaluations with the Danielson Model.
- It was suggested that there should be some clarification on what is considered to meet the Danielson model expectations in regards to extra duty expectations.
- Overnight Field Trips/Events- The superintendent said she understands it is a lot of effort on the part of the staff for overnight trips and she supports the decision to not do those anymore.

Ending Comments:

- Jen Ells asked if the administration looked into what percentage of pay increase they could offer if they can't do 15%.
 - The superintendent said they will come to the next meeting with an offer of what they can offer.
- Jen said they are just trying to get closer to what other districts pay.
- The superintendent said other districts might pay more, but Bandon is taking teachers from Port Orford and it should not all be about the money.
- Chico stated that the teachers should be paid as the professionals they are.
- The superintendent said she doesn't disagree, but the administration can only pay what we can pay. She stated that we already know we are going to have to take a 10% cut next year, and that doesn't include the potential cuts to the Title programs.
- The superintendent said that when she read the BEA's proposals, she felt like it was saying the teachers aren't happy and that students don't come first.
 - The BEA members that were present, voiced their disagreement to that statement and the superintendent clarified that may not be the case, but the proposal made it look that way.
- David Hisel shared that the administration team agrees that teachers deserve a 15% increase and we would pay that if we could. When looking at what it would cost and if we could take it from somewhere else, it was determined that we couldn't and we would have to cut positions.

- Jaclyn said that it's important to look at the different pay scales in regards to school calendar days and college credit/experience. She also said they should consider the insurance contributions as well.
- Amanda discussed the data from the ESD that shows the pay scales and insurance contributions. These documents will be uploaded in the share drive.
- Jacklyn explained that with Western Union's Master's programs, a lot of our newer teachers have been able to move over on the payscale from the beginning of the pay scale all the way to the other side with a Masters. It was said that is a good thing, but it also means we have a large group of expensive teachers.
- The superintendent said her last district offered a one time stipend to all teachers each year for after school expectations such as Open House.
 - Jen said this wouldn't be a big enough impact to their salaries as retirement is determined by their highest paid years.
- Cynthia Prasky said that the BEA members were surveyed and their biggest concern was a salary increase. The BEA is here today to honor the request from the union.

Next Steps:

- The BEA acknowledges the need to respond to the Norms document edits within the next 48 hours.
- The BEA will reach out to the administration with the proposed next meeting date for the entire negotiation team.
- Amanda asked if the BEA will send her the link to the Google Drive- Ashley Pearson will do that and Amanda will start uploading the documents.
- Courtney will share these notes with Amanda to upload to the Shared Drive