

Bandon School District

2025-2027

Counter Proposals 3/19

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:**
 - At the beginning of each school year provide a breakdown of salary and benefits by each category (classified, ~~classified~~, certified, administrative, etc.)
 - At the ~~end~~ beginning of each school year provide a report on the amount of carryover to the next school year.
 - 2. Open Access to Financial Information:** Grant the Association access to relevant budget documents, including line-item breakdowns, upon request, in a timely manner.
 - 3. Consultation on Budget Priorities:** After building administration provides a survey on budget to the staff, the administrator will review the survey results with the building union rep.
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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.

1. This will be based on ORS 659.850 “Discrimination in Education Prohibited.” https://oregon.public.law/statutes/ors_659.850.
2. ORS will be updated should it change in the contract period. The District will be responsible for notifying the union President should an update occur. The Union President will notify union members of any changes to ORS 659.850 “Discrimination in Education Prohibited”. ~~Statutes will be printed out and given to members at the start of the school year, and if any change occurs.~~

Proposal 3 - Article 5 Teacher Work Year

B. There shall be the equivalent of one and a half (1 ½) ~~two (2)~~ inservice days set aside prior to the start of the school for teachers to prepare for the classroom assignments. At least ½ day ~~one (1) day~~ will be set aside at the end of each grading period to prepare grades. ~~At least one (1) day will be set aside after winter break to prepare for the return to school.~~

xxx Teaching Days

xx Inservice Days

xx Early Release Days

x Holidays

x Conference Days

- Adding additional conference days for Ocean Crest Elementary

Proposal 4 - Article 6 - Work Schedule

1. ~~Protected Prep Time:~~F.

1. Adding one ~~early release~~ Friday (half day) each month in the 25-26 FY and an additional Friday (half day) in 26-27 FY ~~as needed~~. 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~~ meeting the minimum number of instructional/student contact hours required by the State of Oregon. If we have an emergency day, we may need to use one of these days.

2. Support for Additional Work:

- ~~At a teacher's request, provide substitutes for IEP meetings, SPED paperwork, or bulk grading of essays and large tests.~~

SPED teachers' will receive a stipend (TBD) and may continue to request a substitute teacher for paperwork days.

- Teachers assigned to teach new courses will receive at least ~~90 days' notice~~ 30 days' notice and or if unable to receive ~~90 days' notice~~ 30 days' notice will

receive up to three (3) sub days (if needed as determined by building Administrator(s) and Superintendent during contract hours) or paid professional development days outside of contract hours for planning.

3. **Comp Time Language**

· (Edited current contract language) “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 may take comp time OR receive compensation at the rate of thirty dollars (\$30) per hour.

Proposal 5: Article 8 – Compensation

1. **Salary Increase:**

- ~~Year one salary increase by 15% across all rows and columns, years 2 and 3, COLA.~~
- The District proposes a salary increase of 10% over the course of 3 years; Year 1: 4 %, Year 2: 3% , Year 3: 3%.

2. **Calendar Adjustment:**

- ~~Any calendar changes will be separated from the conversation around salary/compensation.~~

3. **Payment**

- Regular payday shall be the 25th of each month. Teachers shall receive their June, July and August checks by June 30th June 20th of each year.

Proposal 6: Article 9 – Fringe Benefits

A. The District shall for 2025-2026 contribute \$1867 toward the cost of the premium for each full time teacher and their family toward the purchase of an insurance package that shall include medical and dental insurance, orthodontia, vision, and employee only life insurance, AD&D and LTD, including prescription benefits.

~~The District shall for 2026-2027 contribute \$1942 toward the cost of the premium for each full time teacher and their family toward the purchase of an insurance package that shall include medical and dental insurance, orthodontia, vision, and employee only life insurance, AD&D and LTD, including prescription benefits.~~

~~The District shall for 2027-2028 contribute \$2017 toward the cost of the premium for each full time teacher and their family toward the purchase of an insurance package that shall include medical and dental insurance, orthodontia, vision, and employee only life insurance, AD&D and LTD, including prescription benefits.~~

B. ~~“Any employee who does not wish to participate in this program may not select any other benefit.” Employees opting out of district-provided insurance will receive the district contribution as additional compensation.~~

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 in the Bandon School District.

G. ~~Implement a retirement match program based on years of service. District will match up to the listed amount for any member who chooses to participate:~~

~~—0-9 years: \$50/month~~

~~—10-19 years: \$100/month~~

~~—20+ years: \$200/month~~

G. The District will implement a retirement match program. The District will match up to \$50.00 a month for any member who chooses to participate.

Proposal 7: Article 12 - Leaves of Absence

B. Personal Leave

1. Personal leave shall be defined as: personal business that cannot be conducted during weekends, holidays, vacations, or after school hours.
2. Each licensed staff will be granted three (3) days of personal leave each year.
3. Approval is granted by the building administrator unless a substitute is not available.
4. ~~An employee may choose to “roll” over their personal days into the next school year. At the start of each school year another 3 days of personal leave will be granted, yet at no time may an employee have more than 6 days saved for their use.~~

5. An employee with unused personal leave may also choose to be paid \$150 per day for up to a maximum of 3 days.

6. Written requests to roll over or receive payment of unused personal days must be submitted by the teacher during the last full week of school.

- 4. The District proposes that BEA may choose one option out of the following for their members: (1) An employee with unused personal leave may choose to be paid \$225 per day for up to a maximum of 3 days OR (2) Roll over the max of 2 days with a max of 5 days of personal leave in a given school year (may not be taken consecutively, or immediately before and after breaks). If special circumstances should occur and consecutive use of personal days is needed, prior approval must be made, and the request must be approved through the district office before the leave is taken.

Critical Leave each employee will be granted 1 day for weather related incidents, fire, or another emergency that would require the employee to take immediate action to protect property or persons. Emergency Days: each employee shall be granted 1 emergency day that would require the employee to take immediate action to protect property or persons.

Proposal 8: Appendix B– Extra Duty

· Administration will provide a specific number of events to attend each year required to satisfy the professional category (Domain 4, 4d: Participating in Professional Community) of summative assessment.

Ocean Crest Elementary:

- Open House
- Family Engagement Events (if applicable)

Harbor Lights Middle School:

- Open House
- (1) Leadership Activity
- Band Concert
- Choir Concert

Bandon High School:

- Open House
- (3) Leadership Activities

- Sign-ups for events will be on a first-come, first-served basis per event per building and will be monitored by Administration; however, this does not include paid positions.

- Remove dances from Appendix B: “Teachers/Staff hired to perform the following types of duties shall be compensated at minimum wage, with a two-hour minimum. Proctor at athletic events, dances, concerts, rooter buses; ticket takers/sellers; scorekeepers; PA announcer, clock; etc.”

Tabled on 3/12

Proposal 9: Article 22 Association Rights

F. Academic Freedom

1. Purpose

The District and the Association recognize that academic freedom is essential to the mission of public education, fostering critical thinking, creativity, and the professional expertise of educators. This article is intended to protect teachers’ professional judgment and autonomy in shaping curriculum, while ensuring alignment with state standards, district goals, and community values.

2. Teacher Rights and Responsibilities

A. Curriculum Development and Flexibility

- Teachers shall have the right to develop and deliver instructional content that aligns with Oregon State Standards, the district-approved scope and sequence, and learning objectives.

- While the district may adopt or purchase curriculum materials, teachers shall not be required to exclusively follow any scripted or packaged curriculum if they can demonstrate that their instructional choices meet or exceed state standards and instructional goals.

- Teachers may use supplemental materials, strategies, and resources that enhance student learning and engagement, as long as they are aligned with state standards and professional expectations.

B. Collaborative Curriculum Development

- Teachers are encouraged to collaborate with colleagues, administrators, and other educational partners to develop and share high-quality instructional materials and approaches that serve students' diverse needs.

- The District will foster open and respectful dialogue between teachers and administrators around curriculum choices and instructional methods.

3. Protections and Professional Boundaries

A. State and District Alignment

- All instructional content shall align with state-adopted standards, district policy, and educational best practices.

- Academic freedom does not permit the teaching of materials that are discriminatory, factually incorrect, or in violation of district policy or Oregon law.

B. Professional Integrity

- Educators shall not introduce personal ideology, misinformation, or false content that undermines educational goals, promotes hate, or misrepresents historical or scientific facts.

- Instructional content must support a safe, inclusive, and respectful learning environment for all students, in line with district values.

This is not intended in any way to abridge the right of the Board to set limits where it deems necessary.