

Bandon School District Counter Proposals 4/29

[Bargaining note: confirm this new language is in addition to the existing language in Article 3 – District Functions?]

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, certified, administrative, etc.)
 - At the 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 with the building union representation.

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[Bargaining note: this new language is in addition to Article 4 – Nondiscrimination? Or in place of the first paragraph?]

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.”

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[Bargaining note: indicates current language proposed to be delete, and Underlined indicates language proposed to added, all other language not specifically modified remains unchanged]

Proposal 3 - Article 5 - Teacher Work Year

- A. Teachers shall be required to render professional service for 189 contract days during the school year. The contract days will be broken out as follows:

166	Student Contact Days
3	Teacher Classroom Preparation/Concluding Days
5	Inservice Days
20	Early Release Days (10 days included as contact days)
5*	Holidays
2**	Conference Days (days included as contact days)

Inservice days may be substituted for teaching days within the contract year.

*When New Year's Day is observed on a Monday.

**Adding additional conference days for Ocean Crest Elementary.

- B. There shall be the equivalent of three (3) inservice days and two (2) Teacher Classroom Preparation days set aside prior to the start of school for teachers to prepare for the classroom assignments. At least one (1) Early Release day will be set aside each month to for teachers to prepare grades, ensuring compliance with Division 22 mandates.

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Proposal 4 - Article 6 - Work Schedule

- D. **Compensatory Time.** 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 cover for any absent teacher and thus lose preparation time, that teacher may take compensatory time or receive compensation at the rate of thirty dollars (\$30) per hour.

[Bargaining note: below is new language to be added to the existing Article 6 – Work Schedule]

- F. **Protected Preparation Time:** Adding one (1) Early Release Friday (half day) each month in the 25-26 FY and an additional Early Release Friday (half day) in 26-27 FY as determined by the District. The Friday could be used for curriculum development or a teacher selected work day. This may include the District adding contract days to make sure we are 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.
- G. **Support for Additional Work:** SPED teachers may receive a stipend and may continue to request a substitute teacher for paperwork days. TAG coordinators for each building may receive a stipend.

Teachers assigned to teach new courses will receive at least 30 days' notice, or if unable to receive 30 days' notice will receive up to three (3) sub days (if needed as determined by building Administrator(s) and Superintendent during contract hours).

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Proposal 5: Article 8 – Compensation

A. Base Salaries

1. The 2025-2026 compensation schedule for all employees of this bargaining unit is attached to this Agreement as Appendix A-1 and by this reference is incorporated therein. It will include four (4)% increase over the 2024-2025 year.
2. The 2026-2027 compensation schedule for all employees of this bargaining unit is attached to this Agreement as Appendix A-2 and by this reference is incorporated therein. It will include 3% increase over the 2025-2026 year.
3. The 2027-2028 compensation schedule for all employees of this bargaining unit is attached to this Agreement as Appendix A-3 and by this reference is incorporated therein. It will include a 3% increase over the 2026-2027 year.

B. Advancement of the Salary Schedule

The District also proposes to add Step 15 in 2026-2027 to Appendix A – Salary Schedule

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D. Payment

1. Regular payday shall be the 20th of each month. Teachers shall be given their June, July, and August checks by June 20th of each year.
2. Payroll changes must be submitted to the deputy clerk 10 days prior to payday.

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Proposal 6: Article 9 – Fringe Benefits

- A. The District shall for 2025-2026 contribute \$1,792 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 \$1,842 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 \$1,892 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.

...

- F. Employees working for the District for fifteen (15) uninterrupted (except for normal break periods) years of service shall be paid through regular payroll a longevity stipend of \$1,500 in September of the start of their 16th year with the District.

Employees working for the District for twenty (20) uninterrupted (except for normal break periods) years of service shall be paid through regular payroll a longevity stipend of \$1,500 in September of the start of their 21st year with the District.

Employees working for the District for twenty-five (25) uninterrupted (except for normal break periods) years of service shall be paid through regular payroll a longevity stipend of \$1,500 in September of the start of their 26th year with the District.

Employees working for the District for thirty (30) uninterrupted (except for normal break periods) years of service shall be paid through regular payroll a longevity stipend of \$1,500 in September of the start of their 31st year with the District.

The amounts above are 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.

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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. The District agrees to grant three (3) days of personal leave per year. Annually, bargaining unit members shall be paid \$225 per day for each day of unused personal leave. Written request for payment of unused personal days must be submitted by the teacher during the last two days of school.
3. Except in emergency situations, three days' prior notice will be given to the principal. Acceptable substitutes must be available or leave may not be taken.
4. The use of personal leave to extend a vacation period shall be on a first come first served basis consistent with allowed percentages established and mutually agreed upon at each school site.
5. Approval of personal leave is granted by the building administrator, unless a substitute is not available.
6. In addition to the three (3) days of personal leave, each employee shall be granted 1 emergency day that would require the employee to take immediate action to protect property or persons.

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[bargaining note: below is new Appendix to be added to the Agreement]

Proposal 8: Appendix C– 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
- 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; employees shall not receive extra pay for these events.

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[Bargaining note: the language below is to be added to the existing Article 22 – Association Rights]

Proposal 9: Article 22 – Association Rights

F. Academic Freedom

The District supports the concept that democratic values can best be transmitted in an atmosphere which is conducive to academic inquiry for employees and students alike. This academic inquiry is subject to accepted standards of professional responsibilities with due regard to the maturity level of the student, District curriculum policies, and the laws of the State of Oregon. Student-centered lesson development and planning is vital to effective teaching. Employees may supplement District-adopted curriculum materials in consultation with the administrator for the purpose of enriching and individualizing the classroom experience based on the students' needs.

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Proposal 10 - Appendix B

BEA COOPERATIVE

EXTRACURRICULAR SALARY SCHEDULE

Base Salary: \$TBD – (rate equal to BA, Row 1 2025-2026)

Column A	Column B	Column C	Column D	Column E
Head HS Football	Asst HS Football	All MS Head	All MS Asst	MS Leadership
Head HS Volleyball	JV Football	Coaches Cheerleading – Fall Cheerleading - Winter	Coaches Head HS	
Head HS Basketball	JV Volleyball	Asst HS Volleyball		Middle School Band
Head HS Baseball	JV Basketball	Asst HS Basketball		Middle School
Head HS Softball	JV Baseball	Asst HS Baseball		Vocal
Head HS Track	JV Softball	Asst HS Softball	HS/MS Drama	Elementary Music
Head HS Cross Country	Head Golf	Asst HS Track	HS Yearbook MS Yearbook Advisor	
		Advisor Head Speech and Debate	Asst Speech and Debate HS Leadership Music - HS Band High School Pep Band High School Vocal	

Yrs. Exp	Column A	Column B	Column C	Column D	Column E
0	11.5% (TBD)	8.5% (\$3,416)	6.25% (\$2,512)	4.0% (\$1,607)	1.0% (\$402)
1	12.0% (\$4,823)	9.0% (\$3,617)	6.75% (\$2,713)	4.5% (\$1,809)	1.5% (\$603)
2	12.5% (\$5,024)	9.5% (\$3,818)	7.25% (\$2,914)	5.0% (\$2,010)	2.0% (\$804)
3	13.0% (\$5,225)	10.0% (\$4,019)	7.75% (\$3,115)	5.5% (\$2,210)	2.5% (\$1,005)

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4	13.5% (\$5,426)	10.5% (\$4,220)	8.25% (\$3,316)	6.0% (\$2,412)	3% (\$1,206)
5	14.0% (\$5,627)	11.0% (\$4,421)	8.75% (\$3,517)	6.5% (\$2,612)	3.5% (\$1,407)

- Extra curricular stipends are only paid for duties performed outside of school hours.
- Coaches will receive an additional 4% of their coaching stipend for each week that their team advances into post-season play.
- Credit is given for coaching experience (middle or high school level) only in the same sport.
- High School assistant coaching experience counts (3 years HS assistant = 1 year head coaching experience) when an assistant coach advances to head coach in the same sport.
- Middle School coaching experience counts (3 years MS coach = 1 year HS coach) when a middle school coach advances to high school coach in the same sport.
- 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, concerts, rooter buses; ticket takers/sellers; scorekeepers; PA announcer; clock; etc.

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Special consideration for other advisors:

- Extracurriculars will not receive stipend without participants.
- HS ASB Advisor - Column D per year if performed by a staff member and is not included in administrative duties.
- Music Stipends - per year when there are two separate evening productions performed
- The District will clearly outline all stipend requirements, which will be included in extra duty contracts.

Athlete to Coach Ratio

Football	Up to 20 = 2 paid coaches More than 20 = 3 paid coaches
Volleyball	Up to 24 = 2 paid coaches More than 24 = 3 paid coaches with C squad
Basketball	Up to 24 = 2 paid coaches More than 24 = 3 paid coaches with C squad
Baseball	Up to 24 = 2 paid coaches More than 24 = 3 paid coaches includes JV
Softball	Up to 24 = 2 paid coaches More than 24 = 3 paid coaches includes JV
Speech	Up to 12 = 1 paid coach More than 12 = 2 paid coaches