

**MINUTES OF A SPECIAL MEETING  
OF THE BOARD OF DIRECTORS  
SCHOOL DISTRICT 4J, LANE COUNTY, OREGON**

**August 31, 2011**

The Board of Directors of School District No. 4J, Lane County, Eugene, Oregon, held a special board meeting immediately following the 5:30 p.m. executive on August 31, 2011, at the Education Center, 200 North Monroe Street, Eugene, Oregon. Notice of the meeting was mailed to the media and posted in the Education Center on August 25, 2011, and published in *The Register-Guard* on August 30, 2011.

**ROLL CALL**

**BOARD MEMBERS:**

Alicia Hays, Chair  
Jennifer Geller, Vice Chair  
Beth Gerot  
Anne Marie Levis  
Craig Smith  
Mary Walston

**STAFF:**

Dr. Sheldon Berman, Superintendent of Schools  
Barbara Bellamy, Chief of Staff and Communications Director  
Caroline Passerotti, Associate Director of Finance  
Sara Cramer, Director of Elementary Education  
Christine Nesbitt, Associate Director of Human Resources

**OTHERS:**

**MEDIA:** None

## **REGULAR MEETING**

### **CALL TO ORDER, ROLL CALL, AND FLAG SALUTE**

Board Chair Alicia Hays called the regular meeting of the School District 4J Board of Directors to order at 6:02 p.m. She led everyone present in the Pledge of Allegiance.

### **AGENDA REVIEW**

There were no changes to the agenda.

### **ITEMS RAISED BY THE AUDIENCE**

There were no requests to speak.

### **COMMENTS BY EMPLOYEE GROUPS**

There were no comments by employee groups.

### **ITEMS FOR ACTION AT THIS MEETING**

#### **Approve an Agreement with Eugene Education Association (EEA)**

(Staff: Christine Nesbit)

The District was party to a collective bargaining agreement with EEA, in which specified economic provisions were reopened in the second and third years of the agreement. In August 2011, representatives of the District and EEA bargaining teams agreed to a tentative agreement on those provisions, and an unrelated language provision. EEA members ratified the agreement on August 30.

The agreement modified the existing collective bargaining agreement as follows:

- \$0 increase to the District's per member per month health insurance costs
- 0% cost of living adjustment (COLA)
- Step increases for experience will be 1.85%. Normally, step increases are 3.7%. The combination of ½ step funding for the 2010-11 and 2011-12 school years results in an ongoing step freeze, and ongoing savings for the District.
- Employees not eligible for step advancement will receive a one-time payment of about \$375, which will be funded by a transfer of \$200,000 from the licensed insurance reserve fund.
- The 192-day work year is reduced on an ongoing basis to 191 days. The day being reduced is the planning/ professional development day following the second semester.
- Five additional days will be cut from the 2011-12 work year only.
  - 2 non-instructional days
  - 3 instructional days
- An expansion of paid leave time for EEA to pursue grievances and negotiations, and for teachers to participate in joint committees. At the discretion of EEA, the leave time may be converted to FTE for the same purposes.

Under this agreement, EEA represented employees shared proportionally in the compensation concessions needed to close the \$4 million budget gap remaining for the 2011-fiscal year. About \$1.4 million of savings, not including the step freeze, were ongoing.

The Superintendent recommended approval of the agreement.

Ms. Nesbit pointed out that the agreement added back school days compared to last year, which was a good thing for students.

**MOTION:** Ms. Levis moved, seconded by Ms. Gerot, to approve the agreement between the District and EEA concerning the economic reopener in year two of the 2010-13 collective bargaining agreement.

**VOTE:** The motion carried unanimously, 6:0.

### **Approve an Agreement with Eugene Substitute Teachers Association (EAST)**

(Staff: Christine Nesbit)

In May 2011, representatives of the District and EAST entered into a tentative agreement for a two-year collective bargaining agreement. EAST members had since ratified it.

The terms of the agreement were the same as the prior collective bargaining agreement, with the following changes:

- Ten consecutive days of service in the same assignment is required before the substitute teacher will be paid the extended service rate. The extended service rate is higher than the base rate. The 2009-11 CBA provided the extended rate after eight days.
- The basic daily rate of pay will be that established by the State of Oregon Department of Education.

The Superintendent recommended approval of the agreement.

**MOTION:** Ms. Geller moved, seconded by Mr. Smith, to approve the agreement between the District and EAST for 2011-13.

**VOTE:** The motion passed unanimously, 6:0.

### **Approve Revised School Calendars for 2011-12** (Staff: Christine Nesbit)

The Board previously approved school calendars for the 2011-12 school year. Upon the ratification of the EEA/ District agreement, it was necessary to make changes to the 2011-12 school calendars. Revised school calendars for 2011-12 included the following changes:

- January 30, 2012 is a school day.
- Budget reduction hours for licensed staff are scheduled on January 3, April 2 and April 13, which were previously non-instructional days.
- The last day of school for students may be June 14, 15 or 18, depending on whether there are hazardous weather days that cause school to be cancelled during the year.

The Superintendent recommended approval of the revised calendars.

**MOTION:** Ms. Gerot moved, seconded by Ms. Walston, to approve revised school calendars for the 2011-12 school year.

**VOTE:** The motion carried unanimously, 6:0.

Ms. Levis reminded board members that EEF night was scheduled for October 4 and that Superintendent Berman would speak at the event.

Ms. Gerot commented that the Governor Kitzhaber would speak at Springfield's back-to school event on September 6.

Ms. Walston noted that board members would attend the back-to school event the following morning at South Eugene High School. Breakfast was scheduled for 7:30 a.m.

## **ADJOURN**

Ms. Hays adjourned the meeting of the School District 4J School Board at 6:27 p.m.

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Dr. Sheldon Berman  
District Clerk

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Alicia Hays  
Board Chair

*(Recorded by Mary Feldman)*

*Attachments to Official Minutes:*

1. *Revised 2011-2012 Calendars.*