

5:45 p.m. REGULAR BOARD MEETING

TO: Board of Directors

FROM: Sheldon Berman
Superintendent of Schools

RE: Reports and Recommendations

V. ITEMS FOR ACTION

1. **Approve an Agreement with Eugene Education Association (EEA)** (Staff: Christine Nesbit)

Action Proposed: Approve an agreement between the District and EEA concerning the economic reopener in year two of the 2010-13 collective bargaining agreement.

Background: The District is party to a collective bargaining agreement with EEA, in which specified economic provisions are 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 are expected to hold a ratification vote on August 30.

Discussion: The agreement modifies 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.

Budget/ Resources Implications: Under this agreement, EEA represented employees share 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, are ongoing.

Recommendation: The Superintendent recommends approval of the agreement.

2. **Approve an Agreement with Eugene Substitute Teachers Association (EAST)** (Staff: Christine Nesbit)

Action Proposed: Approve the agreement between the District and EAST for 2011-13.

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

Discussion: The terms of the agreement are 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.

Recommendation: The Superintendent recommends approval of the agreement.

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

Action Proposed: Approve revised school calendars for the 2011-12 school year.

Background: The Board previously approved school calendars for the 2011-12 school year. Upon the ratification of the EEA/ District agreement, it will be necessary to make changes to the 2011-12 school calendars. The proposed revised calendars are in your Board packet.

Discussion: Revised school calendars for 2011-12, enclosed in your Board packet, include 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.

Recommendation: The Superintendent recommends approval of the revised calendars.

VI. ADJOURN

Calendar for Board Members

Thursday, September 1	Back-to-School event for staff SEHS Auditorium	7:30 a.m. reception 8:30-10:30 a.m. reception
Wednesday, September 7	BoardBook Orientation-iPad tips (optional) Board Meeting	6:15 p.m. 7:00 p.m.
Wednesday, September 21	Orientation for High School Student Representatives	6:00 p.m.
	Board Meeting	7:00 p.m.
Tuesday, October 4	EEF Back-to-School Celebration LCC	TBA
Wednesday, October 5	Board Meeting	7:00 pm