

Oregon City School District  
Board of Directors Meeting  
December 11, 2017

1718-06 Approve OCEA Collective Bargaining Agreement 2017-19

Contact: John Ogden

**Discussion:**

The agreement is summarized below.

OCEA:

1. COLA
  - 2% effective March 1, 2018
2. Insurance
  - 0%
3. Work Year
  - 1 Furlough Day  
Equal to 8 hours of student conference time.
4. Duration of Agreement
  - 2017-18 through June 30<sup>th</sup> 2018.
  - Salaries and benefits to be negotiated for 2018-19.

Other Changes:

- Salaries for bargaining unit members shall be reduced on a pro-rated school day basis for each member's normal work year for 2017-18 beginning in March.
- District and the Association agree to modify Article 19 – Tuition Reimbursement of the 2017-2018 collective bargaining agreement to limit the tuition reimbursement allocation for bargaining unit members. To accomplish this, tuition reimbursement will be capped at six (6) credits per bargaining unit member
- Bargaining unit employees working at the K-5 level shall be provided planning time on two (2) out of the four (4) monthly Professional Learning Community (PLC) times. Bargaining unit employees shall use their professional judgement to plan their work priorities on the two (2) PLC days each month designated for individual staff Preparation Time (Article 10B Workday).
- The District has assured the Association that administrative/district office staff shall have reductions commensurate with the cuts bargaining unit members are taking to realize a two-percent (2%) salary increase effective March 1, 2018.
- See attached Memorandum of Understanding.

**Recommendation:**

Approve

**1718-06 APPROVE OCEA COLLECTIVE BARGAINING AGREEMENT 2017-19**

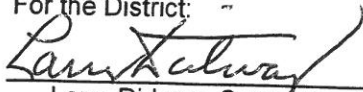
BE IT RESOLVED that the Board of Education of Oregon City School District ratifies the Oregon City Education Association Agreement between the Oregon City Education Association and the Board for the 2017-18 work year.

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**OREGON CITY SCHOOL DISTRICT #62**  
**and**  
**OREGON CITY EDUCATION ASSOCIATION**

The Oregon City School District (hereafter referred to as the "District") and the Oregon City Education Association (hereafter referred to as the "Association") in an effort to work collaboratively on the ongoing funding problems of the state do hereby agree to the following for the 2017-2018 school year:

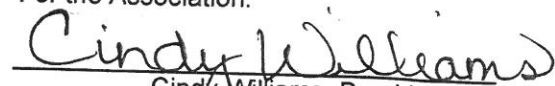
- 1) The District and the Association agree to modify Article 9 – Work Year of the 2017-2018 collective bargaining agreement to reduce the number of workdays from 191 contract days to 190 contract days. Winter/Spring parent/teacher conferences shall be reduced 8 hours as determined by each building and taken as 8 hours of non-student contact furlough time.
- 2) As a result of the furlough day salaries for bargaining unit members shall be reduced on a pro-rated school day basis for each member's normal work year. The loss of salary shall be adjusted over the school year beginning with the March payroll.
- 3) The District and the Association agree to modify Article 19 – Tuition Reimbursement of the 2017-2018 collective bargaining agreement to limit the tuition reimbursement allocation for bargaining unit members. To accomplish this, tuition reimbursement will be capped at six (6) credits per bargaining unit member. Bargaining unit members currently enrolled in a cohort or time-sensitive program and those whose credit hours are required for TSPC licensure above 6 hours will be considered on an individual basis by the director of Human Resources.
- 4) Bargaining unit employees working at the K-5 level shall be provided planning time on two (2) out of the four (4) monthly Professional Learning Community (PLC) times. Bargaining unit employees shall use their professional judgement to plan their work priorities on the two (2) PLC days each month designated for individual staff Preparation Time (Article 10B Workday).
- 5) In agreeing to this Memorandum of Understanding the District has assured the Association that administrative/district office staff shall have reductions commensurate with the cuts bargaining unit members are taking to realize a two-percent (2%) salary increase effective March 1, 2018.

For the District:

  
\_\_\_\_\_  
Larry Didway, Superintendent

11/7/17  
Date

For the Association:

  
\_\_\_\_\_  
Cindy Williams, President

11/7/17  
Date