

LINCOLN COUNTY SCHOOL DISTRICT BARGAINING COMMUNICATION

JUNE 4, 2015

The Association and District exchanged proposals on June 4, 2015. To begin with, the District proposed Articles 13, 18, 20, and 21, and the LCEA proposed Articles 4, 5, 6, 9, 10, 13, 15, 16, 21, and 23. Counter-proposals for each went back and forth two more times, and the Association countered on Article 14 at the end of the day. Good progress was made during the six hour meeting, as Tentative Agreements were signed for the following Articles: 5, 9, 13, 15, 16, and 23. See the most recent proposals and updated bargaining log on the website at the following link:

http://www.lincoln.k12.or.us/our_district/bargaining_information.php

The District and Association were not able to settle on the following Articles: 4, 6, 10, 18, 20, and 21. Article 14 (Teacher Assignments and Transfers) is close to a tentative agreement.

Management Rights (Article 4)

The Association has proposed to delete language in 11 and 13 of Article 4 that will provide teachers more autonomy in “processes, techniques, methods and means of teaching the subjects to be taught,” as well as selection of “teaching aids and materials.” The District is concerned that deleting this language will limit the District’s ability to coordinate efforts in compliance with legal requirements and district-wide and/or building initiatives to increase student achievement. The District agreed to delete “teaching aids and materials” in 13, but keep the language in 11. The Association countered at the end of the day to maintain striking the language in 11.

Teacher Rights (Article 6)

The District and Association continued to have discussions and counter-proposals around academic freedom. The District gave up considerable language (see proposals), and at the end of the day, the Association would not agree with the District’s proposed language, “within the structure of the school” and maintained striking some original language.

Evaluation (Article 10)

The Association did give up quite a bit of their original proposed language, and maintained language around a process for a joint evaluation committee that is selected by the Association and meets four times a year. The Association continues to maintain that teachers receive notice of the name of their evaluator, that the evaluator will have direct classroom teaching and/or school counseling experience, and that administrators receive inter-rater reliability and calibration training prior to conducting any evaluations. The District’s position is that the name of the evaluator is assigned in TalentEd Perform, and administrators do receive inter-rater reliability and calibration training prior to conducting evaluations or observations, so it is unnecessary to put this in the licensed contract.

Salary (Article 18)

The District started the day by proposing steps 16, 17 and 18 for years one, two and three. Year three would include a 1% COLA. This proposal would impact 12 members who are in the BA columns to not receive an increase in years one and two, as the salary schedule is set up for teachers to move across the

columns. The Association countered by stating they were not interested in adding steps to the salary schedule, and proposed a 2.4% COLA for year one and 3% for year two.

Benefits (Article 20)

The District agreed with the Association to assume all risk for the group HRA plan, but did not agree to collaborate on how the potential savings will be used. The District maintained the proposal to grandfather members who are current Plan H participants, to continue with their plan as long as it works for them.

Professional Development and Educational Improvements (Article 21)

The Association continues to maintain proposed language around professional discretion in selecting professional development via a process through a professional development committee. The District has agreed to some of the language around a PD committee, but not for a process to coordinate efforts for teacher teams to determine whether or not PD is appropriate for their grade level, subject matter or PLC. The District's position is that administrators have licenses that allow them to determine PD needs for their buildings and many already have processes set in place to collaborate on PD in their buildings under a shared leadership model. The District has a past practice of granting PD to teachers who ask for it, and allowing teachers to forego a training that does not apply to them.

The bargaining session ended around 6:45 p.m., and dates were selected in August for parties to return with packages on the remaining Articles. August 21 at 9 a.m., and August 27 at 9 a.m., were selected as dates and times to continue bargaining discussions.