

## **Bandon Education Association**

**2025-2027**

### **Counter Proposals 4/8**

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#### **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:**
    - o At the beginning of each school year provide a breakdown of salary and benefits by each category (classified, certified, administrative, etc.)
    - o 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 rep.
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#### **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](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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#### **Proposal 3 - Article 5 Teacher Work Year**

- B.** There shall be the equivalent of ~~one and a half (1 ½)~~ two (2) inservice days set aside prior to the start of the school for teachers to prepare for the classroom assignments. At least ~~½ day~~

one (1) day will be set aside at the end of each grading period to prepare grades. At least one (1) day will be set aside after winter break to prepare for the return to school.

xxx	Teaching Days
xx	Inservice Days
xx	Early Release Days
x	Holidays
x	Conference Days

- Adding additional conference days for Ocean Crest Elementary

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## **Proposal 4 - Article 6 - Work Schedule**

### **1. Protected Prep Time:**

- a. Adding one early release Friday (half day) each month in the 25-26 FY and an additional Friday (half day) in 26-27 FY as needed. The Friday could be used for curriculum development or a teacher selected work day. This MAY include BSD adding calendar 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.

### **2. Support for Additional Work:**

- o At a teacher's request, provide substitutes for IEP meetings, SPED paperwork, or bulk grading of essays and large tests.
- ~~o SPED teachers' will receive a stipend (TBD) and may continue to request a substitute teacher for paperwork days.~~
- o Teachers assigned to teach new courses will receive at least 30 days' notice ~~and~~ 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).

### **3. Comp Time Language**

- o (Edited current contract language) "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 ~~be required to~~ cover for any absent teacher and thus lose preparation time, that teacher ~~will~~ may take comp time OR receive compensation at the rate of thirty dollars (\$30) per hour.
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## Proposal 5: Article 8 – Compensation

### 1. Salary Increase:

- ~~o The District proposes a salary increase of 10% over the course of 3 years; Year 1: 4%, Year 2: 3%, Year 3: 3%.~~
- o The union proposes adding 3 additional rows (years of service) to each column, and one additional column (MA +30, BA +120).
- o The union proposes a salary increase of 18% over the course of 3 years; Year 1: 8%, Year 2: 5%, Year 3: 5%.
- o With the addition of another column, the union proposes the acceptance of micro-credentials through the Oregon Education Association (OEA) or National Education Association (NEA).

**Definition:** A micro-credential is described as a **competency-based recognition** that allows an educator to demonstrate mastery in a particular area. Mastery is validated through the earning of a **digital badge**.

#### **Approval Requirements:**

- Micro-credentials must either be:
  - o Approved by a teacher's **evaluator**, or
  - o **Offered directly by the District.**
- Final approval for credit towards advancement must come from the **Superintendent or their designee.**

#### **Credit Value:**

- Each micro-credential is generally worth **one (1) quarter credit**, unless otherwise stated.
- They **can be combined** with college credits for movement across columns on the salary schedule.

### 2. Calendar Adjustment:

- ~~o Any calendar changes will be separated from the conversation around salary/compensation.~~

### 3. Payment

- ~~o Regular payday shall be the 25th of each month.~~ Teachers shall receive their June, July, and August checks by June 20th of each year.
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## **Proposal 6: Article 9 – Fringe Benefits**

- A. The District shall for 2025-2026 contribute \$1867 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 \$1942 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 \$2017 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.

- B. “Any employee who does not wish to participate in this program may not select any other benefit.” Employees opting out of district-provided insurance will receive the district contribution as additional compensation.
- F. Add language: “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.
- G. The District will implement a retirement match program. The District will match up to \$50.00 a month for any member who chooses to participate.
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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. Each licensed staff will be granted three (3) days of personal leave each year.
3. Approval is granted by the building administrator unless a substitute is not available.
4. An employee with unused personal leave may also choose to be paid \$225 per day for up to a maximum of 3 days.
- ~~5. An employee may choose to “roll” over their personal days into the next school year. At the start of each school year another 3 days of personal leave will be granted, yet at no time may an employee have more than 6 days saved for their use.~~
- ~~6. An employee with unused personal leave may also choose to be paid \$150 per day for up to a maximum of 3 days.~~

- ~~7. Written requests to roll over or receive payment of unused personal days must be submitted by the teacher during the last full week of school.~~
  8. Emergency Days: 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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#### **~~Proposal 8: Appendix B—Extra Duty~~**

- ~~o 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.~~
  - ~~o Remove dances from Appendix B: “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, dances, concerts, rooster buses; ticket takers/sellers; scorekeepers; PA announcer, clock; etc.”~~
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#### **Proposal 9: Article 22 Association Rights**

##### **F. Academic Freedom**

##### **1. Purpose**

The District and the Association recognize that academic freedom is essential to the mission of public education, fostering critical thinking, creativity, and the professional expertise of educators. This article is intended to protect teachers’ professional judgment and autonomy in shaping curriculum, while ensuring alignment with state standards, district goals, and community values.

##### **2. Teacher Rights and Responsibilities**

##### **A. Curriculum Development and Flexibility**

- Teachers shall have the right to develop and deliver instructional content that aligns with Oregon State Standards, the district-approved scope and sequence, and learning objectives.
- While the district may adopt or purchase curriculum materials, teachers shall not be required to exclusively follow any scripted or packaged curriculum if they can

demonstrate that their instructional choices meet or exceed state standards and instructional goals.

- Teachers may use supplemental materials, strategies, and resources that enhance student learning and engagement, as long as they are aligned with state standards and professional expectations.

#### B. Collaborative Curriculum Development

- Teachers are encouraged to collaborate with colleagues, administrators, and other educational partners to develop and share high-quality instructional materials and approaches that serve students' diverse needs.
- The District will foster open and respectful dialogue between teachers and administrators around curriculum choices and instructional methods.

### 3. Protections and Professional Boundaries

#### A. State and District Alignment

- All instructional content shall align with state-adopted standards, district policy, and educational best practices.
- Academic freedom does not permit the teaching of materials that are discriminatory, factually incorrect, or in violation of district policy or Oregon law.

#### B. Professional Integrity

- Educators shall not introduce personal ideology, misinformation, or false content that undermines educational goals, promotes hate, or misrepresents historical or scientific facts.
- Instructional content must support a safe, inclusive, and respectful learning environment for all students, in line with district values.

This is not intended in any way to abridge the right of the Board to set limits where it deems necessary.

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#### Appendix B: Extracurricular Salary Schedule

**Base Salary:** Based on row 1, column 1 of the current teacher contractual year. Will increase with teacher percentage each year.