

DDEA DISPATCH

The David Douglas Education Association newsletter helps to keep you informed and up-to-date on the happenings of your union and district.



Jana Daley, Editor

Bargaining Update

The DDEA bargaining team is pleased to announce that we have reached tentative agreements (TA) on ten non-contested articles. However, little progress was made in our discussion of Articles 2, 6, and 9. Our next bargaining session is scheduled for Monday, June 20 at 1:30 in the boardroom.

The current DDEA proposal is the leanest in recent memory. This reflects our intent to reach a fair settlement in a timely manner. Please come support the process.

Stay connected over the summer. The latest DDEA news is always at www.DDEA.org, facebook.com/ddea.org, or twitter.com/ddeaorg. DDEA.org also holds current and archived editions of The Dispatch, our award winning newsletter. "Like" us on Facebook to get automatic updates during the summer.

Be informed. The Freeze Calculator at DDEA.org gives you a custom quote of how much the district's current proposal will cost you in lost pay and increased out-of-pocket insurance expenses. Since the costs compound over time the total amount in real dollars may surprise you.



Bargaining Support

Thanks to the many people who came to the two bargaining sessions so far! We had about 70 supportive staff for the first session and about 30 for the second session. Our next session is Monday, June 20th in the boardroom starting at 1:30 and we hope to see you there at some point when your workday is done.



DUEA Bargaining Team Members:

Greg Lind, Chair, HS

Bob Gray, President, HS

Jane Stimson, GP

Jessica Robins, FLMS

Joe Little, HS

Jesse Reschke, OEA Consultant



Bargaining Contract Overview

Your Bargaining Team is anticipating that the reduction of 81 positions, along with a multitude of other factors, will have a substantial negative impact for our teachers and our classrooms next fall. Some of the impact your Bargaining Team foresees includes increased class sizes with a resultant increase in daily workload and increased safety and discipline concerns with a resultant increase in parental complaints.

Therefore, as a bargaining team we crafted an initial proposal that would provide immediate and needed workload relief in the following areas:

1. Provide two hours of early student release every Wednesday so Teachers can have more preparation and collaboration time
2. Provide Teachers with additional non-student contact days for grading and progress reports.
3. Protect Teachers by strengthening the Complaint Notification process.
4. Protect teachers from Layoffs by implementing the Retirement/Resignation Incentive.
5. Maintain the current 7.5 hour workday

In direct contrast to your bargaining team's recognition of the increased demands we will see next year, the District delivered an initial proposal full of roll backs in our standard of living and professional capacity.

In Summary, the District is proposing to:

1. INCREASE your workday from 7.5 to 8 hours per day, an increase of 80 more hours per year
2. REQUIRE Progress Reports for every student without providing ANY additional time to create the Reports.
3. For the next 3 YEARS, FREEZE all 431 teachers who are eligible for Step Increases.
4. For the next 3 YEARS, FREEZE Health Insurance caps.
5. For the next 3 YEARS, FREEZE the Salary Schedule
6. REVOKE Teachers ability to get tuition reimbursement prior to taking a class.
7. REVOKE DDEA's option to choose health insurance plans and CONTROL the benefit level by making the plan choices for us.

Side-by-Side Comparisons

| Article | DDEA Proposal | DISTRICT Proposal |
|------------------|---|--|
| 25: Duration | 2 year contract | 3 year contract |
| 14: Work day | Maintain 7.5 hour day | 8.0 hour day = 80 MORE HOURS A YEAR |
| 14: Work year | 192 days | 190 days |
| 14: Work year | For State-wide In-service Day, allow teachers to work in their classroom. | Eliminate Statewide In-service Day. |
| 14: Work year | Reduce evening functions to one (1) Back to School Night | No language |
| 14: Prep Time | Maintain current MS/HS prep time → Avg. of 60 min. per day | Reduce MS /HS prep time from 45 min. to $\frac{1}{2}$ period with length of period controlled exclusively by District. |
| 14: Prep Time | Additional 60 minutes of prep for ALL levels with an Early Release | No additional prep time. |
| 14: Prep Time | No prep outside student contact time. | Allow District to unilaterally schedule prep outside student day for all teachers. |
| 14: Prep Time | Make Specialist Prep time equal to all other Elementary Teachers | Maintain the unfair distribution of prep time for Specialists. |
| 14: Grading Days | $\frac{1}{2}$ non-student contact day for Progress Reports and 1 full non-student contact day for every grading period. | No language changes proposed. |

More on the next page

More Side-by-Side Comparisons

| Article | DDEA Proposal | DISTRICT Proposal |
|---------------------------|--|---|
| 14: Midterm Language | Maintain current language of "C" and lower grades for Progress Reports | Require teachers to provide progress reports for all students. |
| 21: Insurance | Insurance increase of 8% per year which would match 2011-12 increase. | Insurance Freeze for 3 years. |
| 21: Insurance | Maintain current language where DDEA chooses plans and benefit level. | Revoke DDEA control over plan choice by allowing District to unilaterally select plans. |
| 9: Probationary Teachers | Maintain current practice that Plans of Assistance are offered for anyone needing help. | Allow District to refuse to offer Plans of Assistance (which leads to Non-renewal). |
| 12: Reduction in Force | Collaborate with District to create Incentives for Retirement and Resignations as first step before Lay offs | No language changes proposed. |
| 12: Reduction in Force | Increase Recall List from 27 to 39 months | No language changes proposed. |
| 9: Complaint Notification | • If a complainant will not meet with Teacher, the complaint is waived. | A complainant is encouraged to meet, but not a requirement. |
| Complaint Notification | The District shall not process any anonymous complaints. | No language changes proposed. |
| Extra Duty | Maintain current MS extracurricular activities. | Eliminate ALL Middle School extracurricular pay. |

New Insurance Information

The DDEA insurance committee has been working hard to make decisions about which plans to offer to members in the 2011-2012 school year. DDEA bargained the right to carrier in the last round of negotiations. Although we have worked closely with the district in looking at the options in the past, this is the first time that we have the power to make the choice for our members. As you know, we are part of the Oregon Educators Benefit Board (OEBB), which is a statewide insurance pool. As a result, our options are limited to what they offer. There have been informational meetings that have been attended put on by the various insurance carriers to review the changes happening for the coming school year. Every plan has seen an increase of between 7-10%, along with other cost increases. The committee has closely studied each plan and weighed the benefits and drawbacks of each. There will be some things that stay the same as well as some changes. Special thanks to Cherie-Anne May and Erik Johnson for spending the day with Chair Stephanie Myhre poring over the fine details of the plans. More detailed information will come out soon. Please be sure to read it carefully as you will have important decisions to make.

DDEA Scholarships!!!

This is to announce the two high school seniors who have won the DDEA Scholarship Essay Contest this year, each winning \$500 to help them out with getting started in college next year:

Erin McGowan, Daughter of Deb McGowan at Earl Boyles. Erin will be attending Oregon State University next year.

Madolynn Hurley, Daughter of Phill Hurley at Gilbert Heights. Madolynn will be attending Warner Pacific College next year.

CONGRATULATIONS to our two winning graduating seniors, both who wrote superb essays, and thanks to all our members whose kids participated in the Essay Contest this year!