

9/13/24

GAPS Staff,

On September 10, 2024, the District and GAEA Leadership met for a full day of Mediation at the District Office. At the outset, the GAEA bargaining team proposed a work agenda that included a list of 19 articles for the teams to work on during the day, as well as 8 articles to withhold until other items were dealt with. It is the understanding of the District that the 8 articles withheld are directly related to the priorities of the GAEA. The District honored the proposed agenda in order to avoid disputes about the process and make progress towards an agreement. The agenda was then sent to the District team via email on September 10 (see below):

**Amber Cooper**

to GILLMAN, me, Susie, Amanda, Heidi ▾

Below is a copy of the list of articles shared this morning to start mediation.

The union is open to discussion and hopeful to make progress today on the following articles:

1, 2, 3, 4, 6, 10, 18D, 19, 20, 21, 23, 23A, 25, 27, 28A, 36

The union would like to request small group meetings outside of mediation for discussion:

(no exchange of proposals at the small group meetings, but hopeful the discussion could result in either full team submitting counter proposals via email or at future mediation)

9 Layoffs

14, 15, 16 Leave

17 & 38 Safety/weather

MOUs/Attachments/Appendixes involving Nurses, SLPs, TOSAs, FACT

We are inclined to hold off on the following articles until other items above are dealt with:

18, 18A, 18B, 18C, 22, 24, 24A, 28, and the associated appendices/attachments/mous that involve the economic package/health insurance/etc

Regards,

Amber

Santiam Uniserv Consultant

Oregon Education Association

The District would like to clarify its previous statement and acknowledge that GAEA has stated their four priorities verbally and shared those priorities with the school board. This was communicated again in a statement to the board on September 9. The District understands the priorities for GAEA are:

- Safe working conditions for both students and staff
- Retention and recruitment of educators
- Workload and professional learning opportunities
- Health and benefits

The District agreed with the GAEA request to spend the Sept. 10 mediation session working towards resolution on the articles listed in the email. Both teams worked with the mediator until after 6 p.m. Following is a summary of the articles and status:

**Articles proposed by GAEA to work on first during the Sept.10 mediation (see email above):**

**TA = Tentative Agreement**

- Article #1: Recognition - Status of Agreement **\*TA'd on 9/10**
- Article #2: Non-Discrimination **\*TA'd on 9/10**
- Article #3: Grievances **\*District provided counter-proposal on 9/10**
- Article #4: Teacher Evaluations **\*District provided counter-proposal on 9/10**
- Article #6: Personnel Files **\*TA'd on 9/10**
- Article #10: Association Rights **\*District provided counter-proposal on 9/10**
- Article #11: Association Leave **\*District provided counter-proposal on 9/10**
- Article #12: Dues and Payroll Deductions **\*TA'd on 6/24**
- Article #18D: Secondary Teacher Class Preps
- Article #19: Supervisory Assignments
- Article #20: Assignment and Transfers
- Article #21: Evaluation of Students **\*TA'd on 9/10**
- Article #23: Voluntary Early Retirement
- Article #23A: Rehire After Retirement
- Article #25: Professional Development
- Article #26: Mileage **\*TA'd on 9/10**
- Article #27: Committee Pay **\*District provided counter-proposal on 9/10**
- Article #28A: New Employees **\*Tentative MOU signed on 8/15**
- Article #36: 21st Century Site Councils **\*District provided counter-proposal on 9/10**

**GAEA requested to hold off on the articles listed below during the 9/10 Mediation:**

***(These articles are linked to GAEA Priorities)***

- Article #18A: Preparation Time
- Article #18B: Special Programs
- Article #18C: Class Size
- Article #22: Student Discipline **\*District prepared a counter-offer 9/10**
- Article #24: Professional Compensation
- Article #24A: Insurance
- Article #28: Other Compensation

**Proposed articles for small group/committee work outside of Mediation by GAEA:**

At the start of Mediation, the GAEA proposed using committees to work on several articles so that both groups could understand each other's views and possibly develop solutions for consideration during the next mediation session.

- Article #9: Layoff and Recall
- Article #14: Sick Leave
- Article #15: Paid Leaves
- Article #16: Unpaid Leaves
- Article #17: Work Year
- Article #38: Safety/Weather
- Appendix B4: First Aid Certification
- Appendix B6: Teacher on Special Assignment (TOSA)
- Appendix D: Nurses Addendum

**During the mediation session on September 10, the District addressed 13 of the 19 articles that were requested as a priority by the GAEA.** The District appreciates the continued opportunity to collaborate with the hope of progressing to develop tentative agreements. The next mediation date is set for October 8, 2024.

**The District’s Financial Offer as of 8/15/24:**

	<b>Salary</b>	<b>Insurance</b>
<b>Year 1</b> (2024-2025)	<ul style="list-style-type: none"><li>● 6.5% Salary Increase</li><li>● 7.5% Salary Increase Top Step/ Longevity</li><li>● Longevity step added to BA and BA+24</li></ul>	<ul style="list-style-type: none"><li>● \$1,598/month insurance cap Increase \$50/month to \$1,648 before pooling. <u>Note:</u> 23-24 pooling amount increased staff insurance value to \$1,887/month.</li><li>● Insurance opt-out benefit will increase by \$50/month to \$575</li></ul>
<b>Year 2</b> (2025-2026)	<ul style="list-style-type: none"><li>● 4.5% increase</li><li>● 5.5% increase Top Step/ Longevity</li></ul>	<ul style="list-style-type: none"><li>● \$40/month increase to cap</li></ul>
<b>Year 3</b> (2026-2027)	<ul style="list-style-type: none"><li>● 3-5% increase, based on Western States CPIU</li><li>● 4-6% increase Top Step/ Longevity, based on Western States CPIU</li></ul>	<ul style="list-style-type: none"><li>● \$40/month increase to cap</li></ul>

For more detailed information, go to the [GAPS Bargaining Website](#).