

Eugene Education Association and Bethel Board Team agree to the following:
August 6, 2019

The following four (4) items constitute the total agreements between the parties related to the 2019 contract reopener.

The following language will be effective at the beginning of the 2019-20 school year and beyond and will be included in the labeled article within the successor agreement of the CBA.

ARTICLE V

WORK SCHEDULES

No meetings requiring licensed staff attendance shall be held on two (2) Mondays per month. Exceptions to this rule are IEP / 504 / SST meetings, complaint investigations, parent requests, or other extenuating circumstances. The Association and District will mutually agree which Mondays will be meeting free.

Counselors shall be allowed up to two (2) days per year release time or, at their option, two (2) days' pay at the curriculum rate for paperwork. Counselors will follow the same process for release time as Special Education teachers.

ARTICLE XXVII

COMPENSATION

For the 2019-20 and 2020-21 school years, teachers shall be compensated in accordance with the Salary Schedules attached.

ARTICLE XXV

FRINGE BENEFITS

Effective October 1, 2019 (2019-20 School Year), the district-paid composite rate premium toward medical, dental, life, vision, long-term disability, and accidental death and dismemberment insurance coverages shall be \$1493.74 per month per eligible employee.

For 2020-2021, the district-paid composite rate shall be \$1523.61 per month per eligible employee.

The following language will act as a letter of intent by both EEA and the Bethel Board team to immediately form the PATC committee.

PERSONAL ASSISTANCE TIME COMMITTEE (PATC)

EEA Executive Board and EEA's bargaining team recognizes Administrations desire for new procedures to assist students during personal assistance time (PAT) at Willamette High School to produce improved graduation rates.

Effective immediately, the EEA Bargaining Chair, and two other EEA members, selected by EEA, from Willamette desire to meet with 3 administrators, to begin problem solving the use of PAT to improve effective academic interventions and to collaboratively develop procedures to improve course passing rates, 9th grade on-track rates, and graduation rates.

This committee will meet up to four (4) times before 8/26/19 and each meeting shall not exceed three (3) hours.

The District shall provide \$2,500 (two-thousand five hundred) to support the committee's meetings. Staff who participate on the committee and if the meetings occur outside of contract time, they shall be paid at their per diem rate.

When five (5) out of the six (6) members of the committee agree to the procedural changes to PAT they shall be implemented at WHS. That implementation will require the committee members to present these changes to staff and lead all appropriate trainings.