**Tentative Agreement between**

**Bend Education Association and**

**Bend-La Pine Schools**

4-year agreement

Year 1 2.0% salary increase $40.00 additional on insurance cap

Year 2 2.0% salary increase $30.00 additional on insurance cap

Reopener in year two for years three and four to include salary, insurance cap and 1 language item per team.

Tuition reimbursement moved to 50% in the contract.

Extra Duty changes

* Move varsity cheer (rally) from Range C to Range B of the extra duty schedule
* Add JV cheer to the extra duty schedule at range D
* Add Unified Sports advisor to high school at Range D
* All changes fall under the current practice of establishing a participation number trigger for allocating of the position.
* Add language recognizing assistant coaching experience credit on a 2-to-1 ratio for movement into a head coaching position.

Add one extended day contract for all ERC and Lifeskills teachers at the elementary level.

Calendar for elementary conferences, change Wednesday prior to conferences to SIW (instead of 11:45 release) for conference prep. Wednesday of conference week is a non-student contact teacher work day.

Sick time to be front-loaded.

Maintain MOA on PASS.

Last day for teachers - work day – supervisor releases upon checkout; early check-out language in contract.

Article 2.G Change ten (10) members to thirteen (13) members; **superintendent interviews.**

Article 2.J When BEA president returns from leave, he/she will meet with the HR director to discuss placement options. After discussion, president submits three (3) options, including locations and assignment, for consideration. Final determination of placement will fall with the Human Resources Director; **BEA president’s return to classroom.**

Article 20.B Define final construction as when HR director signs document and change five (5) days to ten (10) days; **negative documents in personnel file.**

Article 9.B Members with contract status will be granted an interview. Probationary employees may apply but are not guaranteed an interview; **transfer interviews.**

Article 10.C.2.b Member considered to have a successful evaluation if not on support strategies or plan of assistance within the last five (5) years. District will consider this data backwards from current year backwards for five (5) years; **reduction in force language.**

Article 2.C, D Language cleanup; **association rights to use district equipment.**

Article 2.F Language change around association meetings:

..at the conclusion of ***meetings or during the last part of the scheduled work day. The building representative and the building administrator shall coordinate on when these Association meetings will be held.***