

ARTICLE 11: WORK YEAR

A. Normal Work Year Contract Days

1. 174 student days
2. Five (5) paid holidays (Labor Day, Veterans Day, Thanksgiving Day, Presidents Day, Memorial Day)
3. Three (3) pre-service days. Each fall, prior to the start of the student year, the District and/or school administrator may utilize up to eight (8) of the twenty-four (24) hours for pre-service. The remaining sixteen (16) hours, including one entire workday, will be reserved for individual planning and preparation.
4. Four (4) grading/assessment days are for individual **bargaining unit** members to grade student work and create report cards **from a location of their choice**. Assessment days are for elementary members to be engaged in assessment activities as determined by each site staff. Appropriate activities are scoring, inputting scores, collecting, scoring and recording work samples, or communicating with parents about assessment.
5. Eight (8) staff workday/professional development days. These days shall be scheduled as a combination of administrator-directed professional development and collaboration (four consecutive hours including lunch) and member-directed work time (four consecutive hours). Administrator-directed professional development shall be planned in collaboration with the staff, taking into consideration individual, team, building and District needs.
 - a. Two (2) days shall be scheduled before the student school year.
 - b. One (1) day shall be on the October state in-service day (may be taken off-site with prior approval of the administration).
 - c. Four (4) hours of administrator-directed time shall be used for the purpose of establishing a positive school climate and building-wide expectations. These four (4) hours shall be scheduled with input from building staff.
6. **During the life of the agreement, the parties agree to re-open Article 11, Section A upon request by the District to enable the district to implement a late-start/early release schedule. The negotiations shall be subject to ORS 243.712 and shall result in a memorandum of understanding that will expire with the**

successor to the 2021-2024 agreement unless an extension is mutually agreed to by the parties.

7. The District shall develop a calendar that designates days for administrator-led professional development, including which dates bargaining unit members can choose which professional development they attend. The District shall create the calendar no later than the October statewide inservice day.

B. Parent-Teacher Conference

1. Elementary and Middle School – Teachers shall participate in parent conferencing as scheduled by the District. No more than two (2) conference days in the fall nor two (2) conference days in the spring will be scheduled. At least two (2) hours of student-free conference preparation time shall be included in the schedule for every day of scheduled conferencing.

2. Each high school may schedule up to three (3) nights for parent contact/conferences (Unless release time is given, these three (3) nights would be included in the three unpaid nights in Article 10-A-3).

3. CTP and ACE – Bargaining unit members shall participate in parent-teacher conferences, student-teacher conferences and family-community contact days as scheduled by the District. No more than two (2) conference/family-community contact days in the fall nor two (2) conference/family-community contact days in the spring will be scheduled. At least two (2) hours of student-free preparation time shall be included in the schedule for every day of scheduled conference/family-community contact.

~~3-4.~~ Conference Work Week Maximum – In no case shall the combination of regular workday time and conferences exceed twelve (12) consecutive hours per day and forty (40) hours per week.

~~4-5.~~ No staff meetings or required committee meetings will be held during conference week.

C. Emergency Closure

1. If the District closes due to inclement weather or other emergencies, **bargaining unit members shall not lose any pay and** there will be no deduction of sick or personal time off leave (Article 15.A and B herein) with the exception of those who are on extended leave, which shall be defined as an approved leave of more than ten (10) consecutive work days

BEA Counter - 01/28/25, 10:00 am
Article 11 as part of mediation package
(with 8, 17, 18, 19, C, Pay Parameters)

2. In the event inclement weather or other emergency closures prevent the District from meeting required instructional hours set by ODE, the days ~~will~~ **may** be made up **without additional pay** to ensure compliance.
3. The District shall notify the Association and bargain upon demand in accordance with ORS 243.698 prior to initiating remote **work** ~~learning~~ on inclement weather days.