Springfield Public Schools
Overview of Article Changes – District
Presented to SEA on March 19, 2025

Article I – Recognition

Recommended changes may include, but are not limited to:

- Clarification regarding which SPS employees are represented by SEA under the collective bargaining agreement.

Article II – Status of Agreement

Recommended changes may include, but are not limited to:

- Updated language to clarify SEA's obligation to file a demand to bargain in a timely manner when a change in working condition occurs.

Article III – Grievance Procedure

Recommended changes may include, but are not limited to:

- Modified language to include the District as a potential grievant for any alleged violations of the CBA by SEA.
- Modified language regarding timelines at Level One.
- Modified language for arbitration timelines and expectations.
- Removal of section F.

Article IV – No Strike

The District does not plan to bring forward any changes to this article.

Article V – Association Rights

Recommended changes may include, but are not limited to:

- Updated language in the Faculty Meetings section.
- Grammatical corrections.

Article VI – Paid Leaves

Recommended changes may include, but are not limited to:

- Moving Association Leave to create a new article.
- Language clarification for sick leave section.
- Language clarification for religious leave section.
- Possible changes to personal leave section.

Article VII – Pregnancy and Parental Leave

The District plans to bring changes to this article to modify language to better align with state and federal laws, including Paid Leave Oregon.

Article VIII – Unpaid Leaves

The District plans to bring changes to this that will help clarify the process for requesting and taking unpaid leaves and will update the language related to notice of intent to return.

Article IX – Work Schedules

Recommended changes may include, but are not limited to:

- Modified language - Building Hours
- Modified language - Professional Day
- Modified language - Work from Home
- Modified language - Preparation Time
- Modified language - Evening Parent-Teacher Conferences
- Modified language - Split Assignments
- MOA incorporation - Workload Committee

Article X – Association Dues and Payroll Deduction

Recommended changes may include, but are not limited to:

- Cleanup language in section D to clarify and update the process.

Article XI – Insurance

Recommended changes may include, but are not limited to:

- Increase in District's monthly contribution for next two (2) school years.
- Move VER Insurance benefits to Article XI with modification to language.

Article XII – Salary

Recommended changes may include, but are not limited to:

- Updated years in section A.
- Updated years for two (2) years of COLA in section B.
- Proposed COLAs for 2025-2026 and 2026-2027.
- Changes to Hours toward Advancement section.

Article XIII – PERS/OPSRP Pickup

The District does not plan to bring forward any changes to this article.

Article XIV – Extracurricular Activities

Recommended changes may include, but are not limited to:

- Updating language that will align with Appendix A/B.
- Clarification on longevity pay for co-curricular and extracurricular activities.

Article XV – Supplemental Pay and Apparel Service

Recommended changes may include, but are not limited to:

- Modification to supplemental pay positions/language.
- Modification to Ed Tech Leader Compensation calculation.
- Incorporating Equity/Inclusion Leaders MOA.
- Incorporating Student Union/Alliance Facilitators MOA.

Article XVI – Required Travel

Recommended changes may include, but are not limited to:

- Modifications to section A with clearer expectations of who can transport students.
- Clarification of language for mileage reimbursement.

Article XVII – Management Rights

The District does not plan to bring forward any changes to this article.

Article XVIII – Employee Rights

Recommended changes may include, but are not limited to:

- Clarification of language in Personnel Files section.
- Possible updates to the Complaint Procedure section.
- Incorporating language from reopener agreement (2024).
- Adjusting language in Behavior Support Systems and Disruptive Students.

Article XIX – Vacancies and Transfers

Recommended changes may include, but are not limited to:

- Updated language in the Vacancies section.
- Grammatical changes and clarification language.

Article XX – Personal/Academic Freedom

The District does not plan to bring forward any changes to this article.

Article XXI – Professional Development

Recommended changes may include, but are not limited to:

- Incorporating language from reopener agreement (2024).
- Move PD days to "Paid Leave" article.
- Incorporate language from MOA (NBCOT).

Article XXII – Reduction in Staff

The District plans to bring changes forward for this article.

- Changes would include providing clarification to the layoff and recall process and alignment with ORS.

Article XXIII – Voluntary Early Retirement

The District will recommend to remove this article from the CBA.

Article XXIV – Job Sharing

The District will recommend to remove this article from the CBA.

Article XXV – Limits on Liability

The District does not plan to bring forward any changes to this article.

Article XXVI – Committee Work and Contract Maintenance

The District will recommend to remove this article from the CBA.

New Article – SPS Online

The District will propose adding a new article to incorporate the SPS Online MOA into the contract.

New Article – A3

The District will propose adding a new article to incorporate the A3 MOA into the contract.

New Article – Association Leave and Release Time

The District will propose adding a new article for Association Leave and Release Time to the contract.

Appendix A – Athletics/Activities

The District will propose structural changes to Appendix A and will add language and positions to the appendix.