

Bargaining Unit Members:

We met with the District at the MEA office in south Medford tonight to exchange initial proposals. Both teams passed full contract proposals. Thank you to all our members that attended, and to Charity Malcolm, from North, for taking notes for us.

Highlights of the Association Proposal:

- 3-year agreement
- When the previous language didn't meet the needs of members and students, or showed up as a challenge or concern in the survey, we drafted new language
- Finished the definitions article that we started 6 years ago
- We made the grievance process more collaborative
- Made efforts to improve recruitment starting with changing probation for new hires that have completed probation in another Oregon district
- Addressed all the challenges we've had with complaints and transfers that have resulted in unneeded employee stress and numerous grievances
- Removed middle school advisory
- Restored SPED TOSA overload assistance
- We worked to address compensation to make us more competitive through:
 - a 6.5% 4.5% and 3.5% COLA,
 - added longevity stipend,
 - increased insurance opt-out payment,
 - increased the 403B match, and
 - created a sick leave retirement benefit
- Moved FOCUS MAPS MOA to compensation and transfers
- Moved appendix G to compensation, brought extra comp fully back under the contract

Highlights of District Proposal

- Numerous de minimis, and a few other, language clean ups
- 3-year contract
- 2026-27 3% COLA, 2027-28 2%, 2028-29 2% COLA for all bargaining unit members
- Same annual increase to insurance
- 9th grade core teachers would be required to attend On Track Team meetings once a month
- Monthly SIP meetings for secondary
- Removed MOA, Ruch, Innovation Academy language in Appendix F
- Added JDEP and B2B language to Appendix F

Our next meeting is March 10, 2026 at the Board meeting room at Oakdale from 4:30 PM – 7:30 PM.

This will also be the night of our first bargaining rally. Wear your black and have some food on us. Your presence matters and strengthens our collective voice. We hope to see you there!

In solidarity,

Your Bargaining Team

Jessica Fitzsimmons

Lisa North

Tim Karrick

Paul Cynar

Damien Hurley

Daniel Burdis