Appendix A – Shortening the School Year Action Flowchart

### Analyze Contract Language

**Examples:**

“The work year for 2002-2003 shall be 190 workdays.”

Maintenance of standards clause.

### Contract Bar

- Options
  - Request unions to voluntarily negotiate
  - Default to layoff process

### Enabling Language

- Assessment by district labor consultant/attorney
  - Discuss impacts with association and give notice (with enough time in advance in case there is a grievance/ULP)
  - Create Memorandum of Understanding with the Union(s)

### No Pertinent Language in Contract

- Notice and discussion with union(s)
  - Interim bargaining ORS 243.698 (90 day)
  - Default: Implement plan
  - Settle within 90 days
  - Default: Implement plan

Reminder: Before deciding to shorten the school year, the district should have all labor agreements (teachers, classified, administrator, supervisors and directors) analyzed by a labor consultant, attorney or human resource staff member.

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8 Districts should determine if their actions will necessitate petitioning ODE for a waiver of required student instructional time.

9 During the term of a collective bargaining agreement, any dispute over the meaning of the contract language would be resolved through the grievance process. If the collective bargaining contract has expired then any dispute over contract language or status quo obligations may be resolved through a ULP at ERB or voluntary arbitration.