



Appendix A – Shortening the School Year Action Flowchart

Analyze Contract Language

Contract Bar

Enabling Language

No Pertinent Language in Contract

Examples:

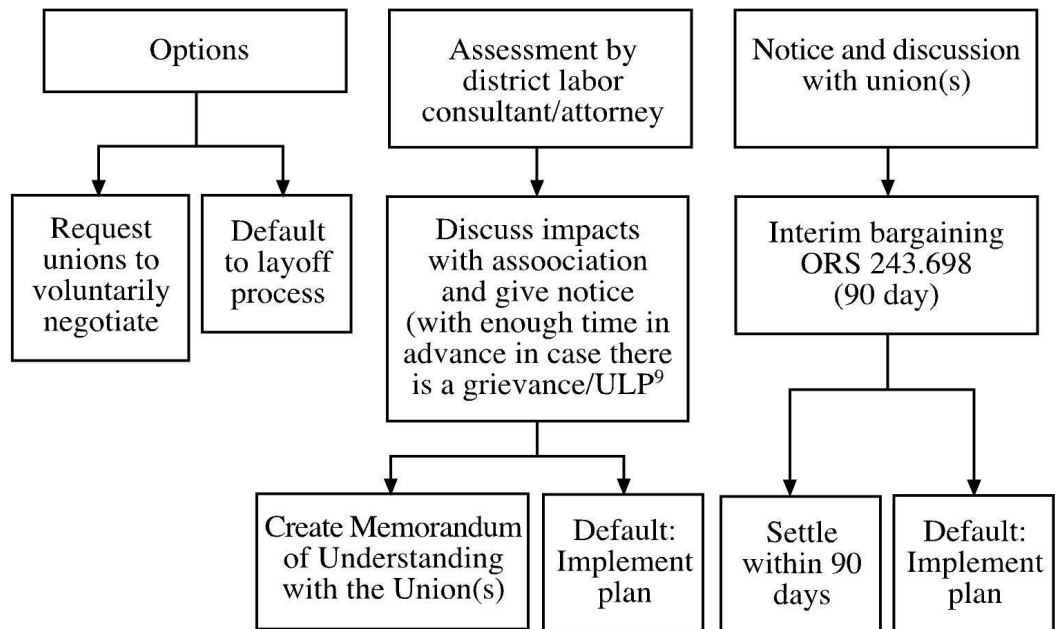
“The work year for 2002-2003 shall be 190 workdays.”

Maintenance of standards clause.

“If the district closes its schools because of a lack of funds, no member of the bargaining unit shall be entitled to any salary while the schools are closed.”

There is no language that constitutes a bar.

There is collective bargaining agreement in place.



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.

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.