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February 4, 2015

# Bargaining Brief

Your HEA Bargaining Team met with the District Team yesterday, February 4, for our first negotiation session for this financial re-opener. The financial re-opener includes salary and benefits - Articles 12 (Salary), Article 13 (Benefits) and Article 19 (Extra Duty).

Both sides came with initial proposals and as is common, we were quite a bit apart. We appreciated that HSD came to the table with an initial proposal of full step, no cut days and a modest increase on the schedule. However, after many years of concessions and sacrifice, your HEA team felt it was necessary to ask for an increase that would make HSD competitive with neighboring districts, and also begin to make up for the many years there was little or no money.

We know from our comparative research that newer HSD licensed staff salaries start far below those in neighboring districts. We also know that over the last 7 years our salary schedule has not kept pace with inflation. Our goal at the table this year is to begin to reverse that trend and have members paid for their worth. The District is aware of how our salary schedule compares to other Metro districts, and they too want to address the issue.

A major dilemma for all of us at the table is the state's uncertain education budget, and we may not know some of those pieces until later this spring or even into the summer. There are positive indicators that the legislature may increase the co-chairs' budget, so at this time, our Team is comfortable taking a "wait and see" approach in order to secure the best possible settlement for our members.

The two Teams will meet again on March 2 at the District office. If you have any questions or concerns please contact a member of the HEA Bargaining Team.

## Your HEA Bargaining Team:

Maureen Barnhart, Co-Chair, and HEA President  
Lisa Tanedo, Co-Chair, Evergreen  
Sarah Coyle, Hillsboro Online Academy  
Jill Golay, Free Orchards  
Angel Gonzales, WL Henry  
Jenny Lassen, South Meadows  
Sarah Moskoff, OEA Staff  
Elizabeth Nahl, Butternut Creek  
Janet Van Wess, Liberty  
Observing: Bonnie Wakeman, Evergreen and Joseph Vermeire, Miller Education Center

## Upcoming Sessions:

March 2, District Office  
March 17, HEA Office



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Beaverton, Oregon 97006

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[www.heaoea.org](http://www.heaoea.org)