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August 14, 2015

# Bargaining Brief

August 12, 2015

Your HEA bargaining team met with the district for an all day session on August 12 to continue negotiating salary, working conditions and safety.

The discussions centered primarily on Article 17, and included issues about your safety, student safety, student discipline and appropriate learning environments as it relates to these topics.

Recent legislation to assure student access to the least restrictive environment refers not only to students on IEPs, but also general education students. All students have the right to a safe and productive learning environment, and we look for the balance. Current contract language assures access to a safe place for *any* student who may need a “time out” to work, decompress or simply regain composure, but that space is not always available in our buildings. There have been some creative solutions, such as finding respite in another classroom, and yet all buildings need several options in order to meet different student needs.

We encourage you to utilize language already in the contract:

- Staffs are to have input into your building code of conduct. Sometimes this means a committee (PBIS, e.g.) that works on the code in the spring for presentation to all staff in the fall
- Special Education teachers have access to sub time or compensation for time outside the work day to support paperwork load, IEP meetings, and assessment and IEP writing. When time is needed beyond the days available, Special Programs reminds us that they have never turned down the request.

Although we have not finished financials, please note that this year HEA has brought an insurance option for MODA users that will allow those members to maintain benefits with a significant reduction in out of pocket costs. Watch for the **Hillsboro Preferred Plan**. (In addition to this, we seek an increase to the insurance cap.) Open enrollment begins August 15—watch for our flyer tonight or tomorrow with more details. HEA will have representation during all or a part of every Benefits presentation during inservice week, and will have a table at the Benefits Fair on September 3, from 2:30 until 6:30, at the AC.

**Next meeting is scheduled for September 17.**

**Your HEA Bargaining Team:**

Maureen Barnhart, Co-Chair, and HEA President  
Sarah Coyle, Hillsboro Online Academy  
Christine Estep, Ladd Acres  
Angel Gonzalez, WL Henry  
Jenny Lassen, South Meadows

Lisa Tanedo, Co-Chair, Evergreen  
Sarah Moskoff, OEA Staff  
Elizabeth Nahl, Butternut Creek  
Janet Van Wess, Liberty

Observing: Bonnie Wakeman, Evergreen and Joseph Vermeire, Miller Education Center



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