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October 19, 2015

# Bargaining Brief

## Your HEA Bargaining Team met on October 13 to continue negotiations for salary, insurance and working conditions for 2015-18.

Based on the agreements so far, both sides expected a likely settlement on Tuesday. We were very close on most issues, and on financials, but just couldn't make the deadline. We are planning a small group meeting in the next two weeks to finalize the session and hopefully reach Tentative Agreement on the full contract.

Regarding salary, the latest District counter (based on our proposal) is a reconfigured salary schedule with improvements for all, including the removal of two steps at the beginning, and a re-indexing over three years which means it will take less time for newer staff to get to the top (maximum career earnings) and that each % on the schedule has greater earning power. The new schedule, when averaged over three years, amounts to more than 3% each year, and for those who are eligible to move a step, annual increases ranging from 6.6% to upwards of 7%. Overall, we believe members will be pleased with the way in which this new schedule begins to address the years of sacrifice and loyalty shown by HEA members during the financial downturn.

Regarding insurance, the latest District proposal consists of an increased cap of \$25 per year, each year, which will be factored into the HEA insurance pool to help offset members' out of pocket costs. Along with the new preferred plan, the pool, and this cap increase, all members should see reductions this year based on current choices. The working condition improvements such as increased prep and work time for elementary, increased hours for workload relief for secondary, and others as named in the last newsletter, are included in the likely settlement as well as improvements for safety, workload relief related to students with high needs, clarification of elementary counselor duties related to subbing and some language improvements/clarifications for behavior issues.

The remaining issues on the table are:

- How much and whether to compensate elementary counselors (or others in elementary) when they have to act as a missing sub (we are asking for something after 30 min since all secondary are compensated for loss of prep).
- Whether all members have access to request substitute hours or extended pay to complete large numbers of pre-referrals or significant amounts of students' behavior related paperwork (we want all members to be able to request this);
- How to resolve the District's ask for increased secondary student contact time of up to 300 minutes per day vs the current contractual 288. HEA has said we cannot make that kind of wholesale change without a specific schedule proposal and at that time can consider a contract waiver per HEA protocol.

We are hoping for a Tentative Agreement soon, so please watch for information about upcoming ratification information meetings. At that time there will be very specific information on all proposed changes. The contract cannot be changed without your approval and ratification! Your Team is excited about the prospects of the possible Tentative Agreement and look forward to sharing all the details with you soon, in written form and with membership meetings.

For questions: please contact any member of the Team, or Maureen Barnhart, HEA president, or Sarah Moskoff, UniServ Consultant at the HEA office.

### Your HEA Bargaining Team:

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