

**Tentative Agreements as a Result of 2015 HSD/HEA Negotiations\***  
**Limited Re-opener**

Article	Proposed Contract Change
Art 1	Not opened
Art 2	Not opened
Art 3	Not opened
<b>Art 4 –  Member Work Year/Work Day</b>	<p><b>Changes:</b></p> <ul style="list-style-type: none"> <li>• Clarifies how new members receive credit when they work pre-service days – one graduate credit per day, for a total of three days</li> <li>• Removes obsolete half-day kinder language</li> <li>• Converts two previous grading days during the year to work days for elementary licensed staff. The new work days will be scheduled in either half- or full-day increments.</li> <li>• Adds requirement that each building will pick one regular day per week on which there can be no mandatory meetings called by District or principal (excludes voluntary and IEP meetings)</li> <li>• Increases elementary prep time from 325 to 385 minutes per week</li> <li>• There was explicit conversation at the table that one can use flex time to make the start or end of day longer to get at least 30 minutes “prep chunk”</li> <li>• Clarifies and improves the paperwork/sub days language so that members who have access can request more days, and language now indicates how to make that request.</li> <li>• Moves the old “CIM Hours” Section from Article 17 to Article 4 as a new “J” and it reads:  <i>“Members may, on a voluntary basis, apply for extended contract hours at the curriculum rate to perform tasks related to student assessments, collaboration, content integration, and learning new standards. For 2015-16, elementary members may apply for up to six (6) hours. Beginning in 2016-17, elementary members may apply for up to eight (8) hours. For 2015-16, secondary members may apply for up to twelve (12) hours. Beginning in 2016-17, secondary members may apply for up to eight (8) hours if a Finals Week schedule is in place.”</i> </li> </ul>
Art 5	Not opened
Art 6	Not opened

Art 7	Not opened
Art 8	Not opened
Art 9	Not opened
Art 10	Not opened
Art 11	Not opened
<b>Art 12 – Salary</b>	<p><b>Salary schedule increase – will be retroactive to July 1, 2015</b></p> <ul style="list-style-type: none"> <li>• See Attached Schedule</li> <li>• 2.5% COLA (Cost of Living) each year of three years</li> <li>• Compacted the schedule (removed two bottom steps and increased index between cells) – It is now a 14 step schedule, rather than 16</li> <li>• The cumulative effect of this compacted and re-indexed schedule is that the top of columns receive 10.4% increase on the schedule over the three years</li> <li>• Step numbers changed to letters</li> </ul> <p><b>Extra Duty Pay – will be increased by 2.5% each year</b></p> <p><b>Initial Salary Placement – newly hired members with no prior teaching experience are placed on Step A (old step 1) – added new language – <i>“unless the District has designated the position as a “hard to fill” position. For the duration of this contract those positions are identified as higher level Math and Science, Special Ed, and Dual language/bi-lingual. If the District determines there is a need to designate another position as “hard to fill” there will be mutual agreement between the parties.”</i></b></p> <p><b>Additionally, when the District is initially placing a member with previous teaching experience, it can recognize non K-12 employment as experience for purposes of schedule placement, including college, community college teaching or applicable industry experience.</b></p>
<b>Art 13 – Insurance</b>	<p><b>Increased District contribution cap:</b>  <b>2015-16 - \$1,100</b>  <b>2016-17 - \$1,125</b>  <b>2017-18 - \$1,150</b></p> <p><b>New Preferred Health Reimbursement Account (HRA) plan to bring down out of pocket costs</b></p>
Art 14	Not opened
Art 15	Not opened
Art 16	Not opened

<p><b>Art 17 – Working Conditions</b></p>	<p><b>Student Discipline:</b></p> <ul style="list-style-type: none"> <li>• Changes “the” members to “all” members will have input into the building’s discipline plan</li> <li>• Adds a date by which that input must happen - “June 1” for following year, the site-based plan to be “in place by September 15”.</li> <li>• Adds a specific timeframe for administrative response to written behavioral referral (48 hours)</li> </ul> <p><b>Information Sharing:</b></p> <ul style="list-style-type: none"> <li>• Adds “disciplinary records” to the types of information that will be made available to licensed teachers assigned to teach that student.</li> </ul> <p><b>Safety:</b></p> <ul style="list-style-type: none"> <li>• Adds new language: <i>“Members who are assigned students who are recognized as physically aggressive and/or combative shall have access to appropriate District-approved training, and will be provided with protective equipment upon request, as mutually agreed to by the member and administrator.”</i></li> </ul> <p>Moved old Section F, “Resources for State Requirements” (old CIM hours section) to new Section J in Article 4.</p>
<p><b>Art 18 – Miscellaneous Provisions</b></p>	<p><b>Duration of Contract three years</b>  <b>Expires June 30, 2018</b></p>
<p><b>Art 19 – Extra Duty</b></p>	<p><b>The current rates will be increased by 2.5% each of the three years.</b>  <b>A subcommittee is being formed to review and update the entire extra duty schedule.</b></p>
<p><b>Other – MOU about secondary schedule</b></p>	<p><b>Signed an MOU that HEA would consider a specific proposed contract waiver with respect to secondary contact minutes, subject to HEA “contract waiver” approval process, but with ability to do multiple buildings, and for up to 3 years, but is subject to 80% “Yes” vote in affected buildings and must have approval of 2/3 of the HEA Representative Council.</b></p>
<p><b>Other – housekeeping</b></p>	<p><b>Add language on new OFLA (Oregon Family Leave Act) law that provides up to 2 weeks leave for bereavement (normal OFLA rules about pay and benefits apply)</b></p>
<p><b>Other – prep time format</b></p>	<p><b>Re-formatting prep time portion of Art 4 for ease of understanding</b></p>

<b>VALUE STATEMENTS - Non Contractual</b>	<p><b>The following are not contractual but express HSD’s recognition and values on certain workload, safety and communication areas.</b></p> <p><i>We value maximizing time – and the use of flex time language in the contract so that larger blocks of prep time (30 min or more) are available, and so that staff can best use their work time.</i></p> <p><i>We value our staff’s time and to that end we will work to streamline meetings and reduce committee work.</i></p> <p><i>We value clear communication about resources that are available to assist staff with workload and safety.</i></p> <p><i>We value counselors and other specialists being able to do the jobs for which they were hired. To that end, HSD will work to limit admin duties of counselors and the using of counselors and other specialists for sub coverage.</i></p> <p><i>We value balanced workload for all staff and as such will be cognizant of relative student needs and behaviors when assigning students to individual staff and classrooms.</i></p>

**\*Pending Dec 11, 2015 HEA Ratification Vote**