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March 1, 2018

# Bargaining Brief

## **Back to the Table – Monday, February 26**

Both teams met again on Monday with new proposals and some counter proposals. So far, our new format of open bargaining from 4:30-6:30 on Mondays has been very positive. We ask for your continued support and encourage other members to join our amazing CAT members on March 19th. We will be discussing critical issues. Following is a listing of the Articles we covered Monday night.

### **Article 1 – Recognition**

In Article 1, the district did not accept HEA's proposal to have a long-term substitute become a member after working in a job after 45 days rather than 60. Since they have little trouble filling the long-term positions, they do not feel the need to make the change.

### **Article 5 – Member Absences**

The district agreed with HEA's idea of crediting sick or personal days that fall on a day when school is closed unless it is a long-term leave – this is a current practice that HEA wants to memorialize in the contract. Both sides also agreed to broaden the language under the inclement weather to include any emergency closures.

The District did not agree to HEA's proposal only to consider restoring snow days after the first two, claiming it is important to have the School Board weigh in on such decisions. But they did point out that with few exceptions, it has been past practice not to add days back the first two inclement weather days.

### **Article 7- Professional Development**

The district proposed a change to allow SLP's and School Psychologist the opportunity to use their tuition reimbursement benefit towards professional conferences or other courses. While HEA agrees with this request, our proposal later in the evening would give that benefit to all licensed staff. There are many opportunities for continued learning that fall outside of graduate courses, and we'd like all members to be able to take advantage of them! We also proposed the district cover fees associated with those courses or workshops. We also proposed language assuring professional and student learning growth goals originate with the member.

### **Article 11- Grievance**

The District and Association found little agreement in this Article. While the Association proposed expanding the scope of equity grievances to allow for these types of grievance to be taken through arbitration, the District wanted to eliminate the grievance procedure in such situations and instead process them like any public complaint. HEA also proposed adding an appeal to the Board as an additional step to the grievance process.

### **Article 14 – Association Rights**

Finally, regarding Association Rights (Article 14), HEA proposed creating a District Instructional Program Committee to allow Association input into professional development, program changes, implementing federal requirements and district-wide instructional initiatives - all of which significantly affect our students' learning as well as member workload. We want changes to be made thoughtfully and purposefully, with thought to how it will affect our students and staff alike.



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## HEA BARGAINING BRIEF – March 1 (Continued)

### Next Meeting

Our next session is scheduled for Monday, March 19 at 4:30 at the HSD AC. We will be discussing:

Article 5- Member Absences

Article 7: Professional Development

Article 11: Grievance Procedure

Article 14: Association Rights

### **Article 17- Working Conditions (Safety and Discipline)**

If any of those things sparks your interest, feel free to come join the audience! If you can't make it, be sure and connect with your building CAT member to keep apprised of ongoing negotiations.

Thank you for your support and attention!

### **Your Bargaining Team**

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