



Improving the future through
quality education today.

February 15, 2018

Bargaining Brief

The HEA and district bargaining teams met again on Monday. The session began with a budget presentation by HSD's new Chief Financial Officer, Michelle Morrison. It is too early to have specific budget numbers, but she did talk about where they are in the budget process for next year and what they consider when building the budget.

HEA Proposals

HEA proposed language in Article 1 that changes the number of days it takes a long-term sub to become a temporary staff member from 60 days to 45. Our goal is to entice the best subs to choose jobs in Hillsboro so that our students can have a quality education even when their regular teachers are out. Since HEA does not represent subs, the solutions offered through contract negotiations are limited, but the proposal resulted in a thoughtful discussion of how quality subs benefit teachers, administrators and students alike and in what ways we can attract quality substitutes. We hope to find some solutions both in the contract and through other collaborative efforts.

After proposing clarifying language in Article 2 about subcontracting, discussion then moved on to Article 5, Member Absences. After last years' experience with school closures due to inclement weather, HEA proposed language that would allow for the first two days of emergency closure to not be made up; beyond that, any restored days would be tied to required instructional minutes. We know that days spent at home due to bad weather rarely means members don't work - it just means they may do different work from home.

District Proposal

In Article 5, the HSD team proposed removing language about requiring a sub be secured for specialists. Their reasoning is that although they can make every effort to do so, they cannot guarantee such jobs will fill.

Next Meeting

Our next session is scheduled for Monday, February 26th at 4:30 at the HEA office. Each side will counter the proposals made at this session, and will then begin discussing the following Articles:

Article 11: Grievance Procedure

Article 7: Professional Development

Article 14: Association Rights

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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