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April 11, 2018

# Bargaining Brief

## Bargaining Session on Monday, April 2

Fresh from Spring Break, the teams met for another bargaining session Monday, April 2nd. With the school board member back in attendance, your HEA team presented their initial proposal for changes to Article 17 - Working Conditions. Our first change was to the title of the article, changing it to *Working and Learning* Conditions - because as we repeatedly point out, our working conditions are our students' learning conditions! This article includes three important categories, all of which affect members' and students' lives every school day: Student Discipline, Safety, and Workload.

### Student Discipline

Our contract states that members have the right to remove students whose behavior is disruptive or unsafe. HEA is looking to add minimum guidelines when students return to class- in secondary, student will conference with administration and will go to their next period class; in elementary, students will return to class after conferencing with their teacher. It takes students time and often guidance to regulate their emotions and sending them back to the same setting without giving them time to regulate is often unsuccessful for the student and their classmates. We also want all staff to have a chance to suggest revisions to the building discipline plan each spring and are proposing language to ensure that the updated plan is reviewed with all staff during the August in-service week and implemented on the first student contact day.

### Safety

The increase in serious behavior incidents in the last few years has led students and staff alike to, at times, feel unsafe. To address this, we are requesting for appropriate trainings to be offered to all staff in order to address the behaviors that are growing in severity and frequency. Collaboratively the district and union would decide training topics and when the trainings will be offered to best meet the needs of members. We also want contract language that ensures consistent protocols for lock downs, lock-ins, and lockouts, and for all members have access to a locked door. If an incident happens that requires such measures, staff will be informed of the safety issue and be given an opportunity to offer input and feedback after the occurrence. This way, teachers can better assure safety for themselves and their students.

### Workload

Districts are not required to bargain with their employees' workload which we know is directly related to the size of our class or caseload. So HEA has proposed language that sets class size and caseload threshold goals, along with overload pay - a topic districts are required to bargain - for any member whose numbers exceed them. We are also asking the district to acknowledge the diversity of student needs and ensure equity and adequate resources when placing students with higher needs (TAG students, EL's, students on 504's or IEP) in general education classrooms.



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## Workload Continued....

Since the district does not provide all curriculum for Dual language, teachers have been putting in extra work to create their own. HEA has proposed up to three paid days for Dual language teachers. In addition, some serve two groups of students, so we've asked that they get double the conference prep time and 50% more time to prepare semester grades. Also, HEA is asking that PE, music and art specialists have adequate time to transition between classes, and that this time not be considered prep time. There is often room reconfiguration, equipment and supply set up for each grade level change to meet standards!

As you can see, we had a long list of concerns and ways to address those issues (and this is not an exhaustive list!) Our proposal, along with stories to illustrate the need, took the majority of the time. After we finished, and the district asked clarifying questions, we set the agenda for the next session.

## Next Session is April 16<sup>th</sup> at the HEA Office – Wear Blue!

Next Meeting:

The agenda includes the district presenting their proposal for Article 3 (Member Rights & Responsibilities) as well as counters to HEA's latest proposals to articles 11 & 5 (Grievance & Member Absences). HEA will present counter proposals for article 7 (Educational Program Improvement and Professional Development) & 14 (Association Rights).

The session will take place at the HEA office on Monday, April 16th beginning at 4:30 and is open to anyone who is interested.

Note - we are looking at the possibility of starting earlier to make more progress. We will alert all members if this change occurs.

Thank you for your support and attention!

Your Bargaining Team-

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