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March 27, 2018

# Bargaining

## HEA and HSD Teams Returned to the Table on March 19

Last Monday's bargaining session took place at the District Office. It was great to see so many CAT members in the audience, as well as members who came just to hear about the issues and support our team as we fight for what students and members deserve. Some came in anticipation of hearing the HEA proposal for Article 17, which includes safety, discipline and working conditions. Unfortunately, the District team's board member had a work conflict and was not able to attend, and the alternate board member who was scheduled to take his place was ill.

Your HEA bargaining team felt it was truly important for the board representative to be at the table when these crucial issues were presented. They need to see our faces as we share our "on the ground" stories about unsafe situations our students and members are experiencing and hear what we need from them to support our kids. So the team made the strategic, yet difficult, decision to postpone the introduction of Article 17 until the April 2nd session. We thank our members in the audience and CAT for their understanding and support of the decision, as we know some showed up specifically to hear about safety, discipline, and workload.

## Article 14 – Association Rights

We did hear the District's response to our proposal on Article 14, Association Rights. The district did agree to give the Association more time to talk to new employees during new staff orientation week and memorialized the current practice of regular HEA and HR meetings. The district refused HEA's attempts to create a joint committee allowing input into professional development, program changes, and district wide instructional initiatives. They spent time explaining all the systems they have in place currently to solicit teacher input into PD and feel another committee is not needed. HEA feels more member input into District PD is needed, and will be countering their proposal next session with different ways to ensure member's voices are heard in the curriculum and PD planning process.

## Article 7 – Professional Growth

In Article 7, the District agreed to allow tuition reimbursement funds to be used for workshops in the case of SLP's and School Psychologists, but worried extending it to all members would be too much of a cost. They suggested we revisit the idea when we discuss the financial package later in the bargain.



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## Article 5 – Substitutes and Member Absences

During this session, the HEA team countered the District's most recent proposed changes to Article 5, Member Absences and Substitutes. With respect to the Emergency School Closure (formerly known as Inclement Weather), we are seeking to memorialize in the contract the past practice of only making up snow days beyond the first two. The District team feels it is important for the Board to make that decision on a case-by-case basis, while we believe students and staff deserve some certainty in the process. We know you were ready to work and often DO work on those snow days - adjusting plans and catching up on your impossible workload. We also know it is more effective to compact curriculum than try to teach it in the two days added to what, in students' minds, was the end of school.

The other significant proposal we made in Article 5 is to ask for building substitutes to become regular HSD employees – at least one per Secondary school and 1 per Elementary cluster. The District is concerned about adding more regular employees, but we pointed out that the current amount they spend on substitutes and period coverage would make a big dent in that increased cost. Your team believes that the benefits to students and staff would outweigh the cost disadvantages. Think about having an employee that all students know, who can be counted on for unfilled absences, or to cover when there are crisis, or even help relieve some workload for kinder testing, or IEP and pre-referral meetings! We hope to hear back about this proposal soon, but it will not be at the next session.

## Next Session is April 2 at the AC – Wear Blue!

Our next session is on Monday, April 2nd from 4:30 to 6:30 at the Hillsboro District Office. The first item on the agenda is HEA's initial proposal for Article 17 - safety, discipline & workload. Most of the time is dedicated to that all important discussion, and you are welcome and encouraged to come see what goes on! Also on the agenda is HSD's initial proposal on Article 3, Member Rights and Responsibilities, and, if time allows, counters to Articles 7, 14 and 11.

Thank you for your support and attention!

Your Bargaining Team-

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