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May 21, 2018

Bargaining Brief

Returned to the Table – May 21st

The HEA and HSD teams were back at the table for a full day of bargaining. The District started by countering the most recent proposals to Articles 4 & 6. Your HEA team presented counters on Articles 8, 14, 17 and 18.

Article 4: Member Work Year/Work Day

Movement was made on this article, with both sides having a chance to present their thoughts. There was some agreement, and some areas in which there are still differences.

- Both agreed to memorialize the ‘no meetings week’ at the end of each quarter.
- Both also agreed that elementary teachers assigned to split levels deserve additional support, but the District feels it needs to be approved by the building admin, while HEA contends members should collaborate with their administrator to identify which supports will best meet the member’s needs.
- HEA continues to ask for a one-hour limit to principal direct academic seminar, and a way to recognize classroom teachers who have an extraordinary number of IEP, TAG, or pre-referral meetings. While we all agree such meetings are an important part of the job, that job has been increasing in many ways, and this is one method to recognize that fact.

The biggest area of disagreement is around prep time.

- HEA continues to advocate for an increase in elementary prep minutes, which the District finds hard to find time for in building schedules.
- The District proposal seeks to increase student contact time at the secondary level to 300 minutes a day. We have let the District know we are not willing to give up planning time with no specifics on how it would be used to benefit students and staff.

We look forward to hearing their response at the next session.

Article 6: Evaluation

After some back and forth discussion, the teams were able to come to a tentative agreement on this article. The changes include:

- Adding dates for the formal evaluation of probationary teachers. The first will happen after October 1st and the second after January 1st. This gives probationary teachers a chance to improve between observations and evaluations.
- The District must notify HEA of probationary members receiving an unsatisfactory rating on their first evaluation so the Union can help support them before the second. The time and date of formal observations shall be mutually agreed upon by member and administrator.
- Professional development and student growth goals shall originate with the educator.
- When evaluators observe members, formally or informally, notes will be shared within a reasonable time, about 5 working days.

Article 8: Leaves

Both sides agree to align our contract language with the new Oregon Sick Time Law. HEA also proposed increasing the number of personal days per year to three and allow up to five to be rolled over. We have also requested that members can donate sick days to other members rather than personal days only. We are waiting to hear back on these issues.

Article 14: Association Rights

HEA and the District had previously agreed to some minor changes to this article, as well as adding Labor Management meetings to help resolve issues at the lowest level. HEA is still working to find a system that includes more members voices in the planning of district professional development and new instructional programs.

Article 17: Working Conditions

While we appreciate the movement, the District made last session regarding member input into building discipline plans and coverage protocols for when administration is out of the building, our counter proposal reflected our strong commitment to student and member safety. We continue to ask for:

- A minimum time out of class for students who have been removed, with an exception for students who have a Behavior Support Plan that has a different support in place.
- A 24-hour turn-around period for written feedback on referrals.
- Teachers to be notified immediately when a student has made a threat that has been deemed credible by a completed threat assessment.
- A contractual assurance that every building has a protocol for lockdowns and lockouts.
- All members to have access to a locked door for themselves and their students.

Article 18: Miscellaneous Provisions

HEA asked to change language regarding when negotiations for a successor agreement begin, and the District agreed. The teams were able to sign a tentative agreement on this article.

Next Steps:

While there was good conversation and some movement this session, there is still much to do. Our next session will be held at the HSD Administration Center on June 11th from 9am – 7pm. We will continue the discussions from this session, and begin to talk financials.

Thank you for your continued support!

Your Bargaining Team-

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