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November 26, 2018

Bargaining Brief

The teams met again on Monday, November 19th. It was great to see so many members supporting the team – we packed the house! We are hoping to keep the momentum for our upcoming negotiations sessions, so we can get this contract settled.

Contract Language

The District Team presented their most recent proposals for Article 4 – Member Work Year/Day, and the new Article X (to be numbered later) - Member Workload. Your HEA Team presented Articles 5 & 7, Member Absences, and Educational Program Improvement & Professional Development.

In all of these articles, the teams have made much progress – your school's CAT members have a tracker of progress made so far, or you can review past Briefs in HEA's Bargaining Brief Library at <http://heaoea.org/contract-101/bargaining-brief-library/> for details. But there are still some things that need to be resolved.

The sticking points in Article 4 continue to be the District's push-back on limiting Academic Seminar to one hour (insisting they need 1¼ hours) and the HEA's proposal to increase elementary prep time to 420 minutes per week. They are also unwilling to allow elementary members to work from home for their fall conference prep.

In Article X, the teams are having trouble agreeing on a way to allow flexibility in exploring new schedules at the secondary level. We are working on ways to allow that flexibility without sacrificing prep time protections, not knowing how such theoretical schedules might benefit both students and staff. We also continue to work on workload relief for SpEd licensed staff and Counselors.

In Article 5 (Member Absences), the main points of contention are two – one, the issue of counselors and some specialists/coaches having to cover absent members when subs are not available, and two, inclement weather make-up days. HEA's most recent proposal continues to ask that the first two snow days not be made up, and the District wants to reserve that decision-making control for the School Board.

In Article 7, HEA continues to ask that all members be allowed to use tuition reimbursement dollars for professional conferences, while the District's proposal gives that right to only SLP and School Psych licensed staff.

Financials

Knowing that the District has serious concerns about the cost of any new language and financial settlement, at the end of the evening, HEA gave the District a package proposal highlighting the most important member needs. In addition to the language mentioned above, it included the following:

Salary: For 2018-19 & 2019-20, 2.5% COLA for all members plus 1.5% Longevity for staff at top of their column (those not on step). Re-open financials in 2020-21.

Insurance: 2018-19 = \$35 per person to the pool (ongoing); 2019-20 = \$50 to increase the cap (\$1200); 2020-21 re-open

Personal Leave: Increase by 1 day (2 per year) and accumulate up to 4; allow 16 hours of conversion from sick leave after use of personal days

Workload:

- Means to compensate lost work time for specialists/counselors/instructional coaches for subbing
- Support (time or pay) for primary teachers with many pre-referral meetings (and all levels for many IEP meetings)
- Dual Language supports including double for conferences and sub time for testing in two languages (DRAs and EDLs)

Safety:

- Some way to allow for checking in with elementary teacher when bringing student back to room
- Specific reference to safety training

Class size / caseload:

- Commitment to spend all additional state funding on our class size/caseload proposal

Next Steps

Our next session takes place on November 29th from 10:15 – 7:00 at the District office. We hope we can fill the room with a tide of blue to show continuing support for the team and pressure to settle! We also have a session planned on December 12th from 8:00 – 3:00 at the HEA office.

Thank you for all your support – it is truly humbling and motivating to see how our membership appreciates and values the work we put into these negotiations!

Your HEA Bargaining Team

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