



Improving the future through
quality education today.

December 5, 2018

Bargaining Brief

HEA and HSD Bargaining Teams met for 8 hours on Thursday, November 29. It was great to see so many members supporting the team – we packed the house with about 80 members, and at least one student! Go Blue HEA!

Exchange of Counter Proposals

We started the session with the District countering our comprehensive list from November 19th and HEA countering with Article 17 (Discipline and Safety).

HSD's counter to us included Articles 4 (Workday), 5 (Member Absences), 7 (Professional Growth and Tuition), 8 (Leaves), 11 (Grievances) 12 (Salary) and 13 (Benefits) – not much movement, but some. HEA countered at the end of the night with that same group of articles.

Progress made

- Article 4 (Work day)- 400 minutes weekly of guaranteed elementary prep time;
- Article X (New Workload Article) – Dual teachers would have 4 hours of support per semester for reading assessments in two languages. The District is proposing to be able to increase secondary student contact time to 300 minutes per day pending a staff approval of 75% (previously asking for only 50% approval);
- Article 7 (Professional Growth) – HSD offered up to \$600 per year for use towards professional conferences or workshops for licensed staff in the furthest salary column (VI) – those who cannot benefit financially from further graduate credits – and would be deducted from the unit member's tuition reimbursement allocation;
- Article 8 (Leaves) – No new progress from last session;
- Article 11 (Grievance) – we TA'd this one for a minor change to clarify Association rights with respect to representation in a grievance related meeting;
- Article 12 (Salary) – District offered 2% COLA on the salary schedule each year for 3 years, plus a one-time \$500 longevity payment for staff at the top of their column;
- Article 13 (Benefits) – District changed cap contribution increase to \$25 per year for each of three years;
- Article 17 (Discipline and Safety) – HSD offered language about required safety trainings that we have been wanting, and also accepted some of our language regarding student discipline and return of the student to the classroom.

Sticking points – Where we disagree

- Article 4 (Work day) – still need guaranteed prep time **during the student day** for all staff including specialists;
- Article X (New Workload Article) – HEA wants transition time between specialists' classes - 3-5 minutes; Counselors workload has not yet been addressed; we want relief for pre-referral meetings in the primary grades; HEA is not willing to agree to the contract waiver process in the contract, nor to increase contact minutes without knowing the proposed schedule and without other protections for workload in place;
- Article 5 (Member Absences) – HEA is asking for the first two days of school closure to not be restored and also asking that specialists and counselors who cover when subs aren't available be compensated for the time since it takes away from their work;
- Article 8 (Leaves) – We want more personal leave time – they have offered use of 8 hours from sick leave for personal reasons, but we want another personal leave day, AND the use of some sick time for personal reasons;
- Article 12 (Salary) – With the Governor's proposed budget looking better than what HSD was anticipating, HEA continues to ask for 2.5% on the salary schedule for this and next year, plus a longevity payment of 1.5% for staff at the top of their column for the next two years, with a re-opener in the 3rd year;
- Article 13 (Benefits) – HEA is asking for \$35 for the pool to stabilize it for this year, and then \$50 more per staff person per month next year; re-opener in the 3rd year;
- Article 17 (Discipline and Safety) – HEA wants language that specifically addresses the escorting of a student back to elementary classes after being sent out;

Next Steps

Our next session takes place on December 12th from 8-3 p.m. at the HEA office. We regret that it is during the day when members are in class, but it was the only time available and we want to GET THIS DONE! Please remember to wear blue on that day to show your support for the bargaining team.

Thank you for all your support – it is inspirational and keeps us going to see so many members show up and support. Thank you.

Sincerely,

Your Bargaining Team

Lisa Tanedo, Bargaining Chair, Evergreen Middle School - LisaTanedoHEA@gmail.com

Jill Golay, HEA President - HillsboroEA@oregoned.org

Sarah Moskoff, OEA Consultant - Sarah.Moskoff@oregoned.org

Mike Dunn, Century High School

Christine Estep, Ladd Acres Elementary

Mat Leslie, Brown Middle School

Elizabeth Nahl, McKinney Elementary

Jessica Ramirez, McKinney Elementary

Joe Vermeire, Miller Education Center

