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January 16, 2019

Bargaining Brief

Our happy New Year bargaining was on Friday, January 11 at the AC. In spite of it being a Friday of the first day back from break, we had over 100 members show up to support. We were also privileged to have four counselors come speak about their current conditions.

Thanks to everyone!

We made some real progress on Friday and believe we are getting close to a settlement. There are still some sticking points, which largely have to do with economics and the lack of state funding. As we near the end, here is a look at what we have gained so far.

Gains that are TA'd (Signed as Tentative Agreement)

- Clearer complaint process; enhanced rights and clarity for due process
- Professional and student growth goals will “originate with the educator”
- Mutual time/date agreement between member and admin for formal evaluations
- Evaluator notes shared with a reasonable period of up to five working days
- Gained use of all or some tuition reimbursement funds towards requested conferences
- Transfer request and job posting deadlines were all moved back to reflect current practice
- Cleaned up in-building transfer request language
- PD support (if member requests) for those who are transferred into a new level or subject
- Involuntary transfers into new building or assignment will receive *at least* 1 day of pay or sub
- Enhanced Association Rights in several areas
- HEA will now have formalized input into PD and instructional decisions affecting district initiatives
- Removed restrictive language which mandated the date by which we had to start negotiating a new contract
- Better and clearer student discipline language – for their and YOUR safety!
- Improved transparency and language that guarantees staffs’ input into Building Discipline Plan changes each year
- Added language requiring safety trainings as needed for various positions (science, machinery, etc.)

Gains that are agreed to by both sides per their proposals, but not signed yet

- No meeting week at the end of each quarter – codified in contract
- Elementary prep time increased to 400 min per week
- Dual supports are specified for when members are required to conference with two set of parents
- Specific supports are specified for classroom teachers assigned to a split classroom (pay, subs)
- All Principal directed Academic Seminars will be limited to 1 hour in length
- Clear language regarding access to your 8 hours pay for Assessment and Standards work
- Elementary music/PE specialists will have no more than three consecutive sections without a five minute break
- Classroom teachers can access pay or release time if they have more than 4 IEP meetings in a month
- Improved sub posting language
- Clear process for return of sick or personal days when snow days occur
- Use of sick leave for personal use (HSD is at 1 day – we are at 2)

What's Left?

The remaining big items are:

- Salary
- Benefits
- HSD desire to increase student contact time at the secondary level
- Use of two sick leave days for personal reasons – no restrictions
- Language to protect counselors and other building level coaches from having to cover regularly for absent members

The top two items are all about money. The other two are a mix of management rights, logistic concerns and flexibility. We made it very clear that we needed more than 2% on the salary schedule after this year. We offered 2.5% for the second year of the contract at this session. We asked for an additional 1% for those who have been at the top of their column for one year or more. Finally, we are asking for a financial re-opener for the third year of a three-year Agreement.

The last salary offer from the District was for 2%, 2.25% and 2.5% for three years. We do not want to commit to a three-year financial agreement knowing that the legislature will likely do something to reform revenue streams and increase funding to k-12 schools.

With respect to insurance – we are not yet there. The District proposed adding \$25 each year for three years to your cap amount. We think we need a bit more than that in the next two years to right the pool which will decline quickly at the current rate of subsidy.

We also got an initial proposal from the District for Article 19 which is the extra duty article. There was a sub committee that met last year and worked on making recommendations to the bargaining team – by consensus. The proposal removes the point system and replaces it with a more user friendly chart format. There would also be a few new instructional stipends beginning with the 2019-20 school year, and HSD is proposing to roll in higher athletic stipends the following year. Additionally, HSD identified a few sports that are traditionally done by females and moved them up higher on the schedule to create more equity. Thanks for that HSD!

We were joined by four of our school counselors: Michelle Buyer, Sarah Cox, Michaelene Myers and Shirley Pate. Thanks for the great job sharing your caseload and job concerns as they related to meeting student needs!

Next Steps

Our next session takes place on January 29th at the AC from 10-7 p.m. **Thank you for all your support** – it is inspirational and keeps us going to see so many members show up and support.

Your Bargaining Team

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