

BARGAINING BRIEF

January 25, 2022

The HSD and HEA teams met on Tuesday, January 18. HEA presented articles 1 (Recognition), 4 (Association Rights), and 19 (Miscellaneous Provisions). HSD presented Articles 3 (Employee Rights) and 6 (Workload). We will meet again on February 1st at 2:30 p.m. www.OEAHEA.org/livestream.

Surprising positions taken by HSD Team on Article 6 - Workload

No new workload for Pass Plans: HSD rejected HEA's proposed language to provide pay for assessment and grading activities related to the new grading policy. HSD said there should be no additional workload for teachers working with students to repair grades if they "use their time wisely", despite the fact that they have previously offered extended pay for those working pass plans this past summer for the additional teaching and assessing it required.

HSD caseloads are among the lowest around: HSD feels there is no need to have language capping SpEd caseloads since other districts in Oregon have higher numbers. They also felt it was hard to put specific numbers in the contract, since it is based on funding and availability of qualified staff.

Double work is only done by self-contained DLP classroom teachers: HEA proposed that side-by-side Dual Language Program classroom teachers deserve compensation for additional testing required, as their self-contained colleagues get. HSD did not accept our language, claiming only self-contained classes have double the assessments.

No guaranteed supports for splits: Although HSD concedes splits are not ideal, they rejected our proposed language for guaranteed supports to those teaching two sets of standards in one classroom. Since it would cost the District money and there are fewer splits than past years, they don't feel it is the best way to spend limited funds.

Other highlights from HSD's counter proposals

Article 3 - Unit Member Rights and Responsibilities:

- HSD wanted to retain final admin decision about when a complaint gets taken back to the member vs another form of resolution
- HSD rejected our proposal to have working files destroyed when either a member is transferred or admin is replaced.
- HSD dropped its language regarding political activities and employee expression.

Article 6 - Workload:

- HSD did not pick up any of our proposals about SpEd and SLP caseload limits or our language to describe how disputes about caseloads or workload would be resolved.
- HSD did not accept our language about guaranteed transparency in SpEd assignments/FTE allocations, because of all the variables involved.
- HSD rejected funding LSS positions beyond the end of the school year; HEA proposed continuing funding through at least October 1st and creating a plan to fade support based on data.

Article 6 (HSD) continued:

- HSD rejected language giving teachers 24 hour notice to prepare for a new student.
- HEA last proposed paying teachers whose large class sizes require conferencing beyond the allotted conference time; instead HSD proposed teachers work with their administrator to develop solutions (like shortening time slots) for completing conferences within the established time period.

Positive note - the parties tentatively agreed (TA'd) to changes in Article 1 and 19

Article 1 - Recognition- TA

The district can choose to post a position or fill with a sub if it's for a leave of less than a full year. If the sub is kept on for 20 work days, then they will be made a temporary employee.

Article 19 - Miscellaneous Provisions - TA

The teams agreed about minor changes to the printing and availability of the contract.

NEXT SESSION

We meet again on Tuesday, February 1st from 2:30-6 pm. HEA will be presenting counter proposals to Articles 8 (Member Absences), Article 11 (Leaves), Article 13 (Reduction in Force) and Article 14 (Grievance). HSD will be presenting counter proposals to Article 4 (Association Rights), Article 15 (Salary) and 16 (Employee Benefits).

The session will be live-streamed at www.OEAHEA.org/livestream. We encourage members to join us for any or all of the sessions to see how we are advocating for you. Thank you to the schools that showed support by wearing **blue**. We appreciate your continued support and solidarity during this process.

This week's HEA Office Hour - January 27 - will be "all about bargaining" - sharing of information and Q&A. There will also be a SpEd breakout during Office Hour at 4:30 pm.

Sincerely-
Your HEA Bargaining Team

- Lisa Tanedo (Chair) - SS, Evergreen MS
- Jill Golay - HEA President
- Sarah Moskoff - OEA Uniserv Consultant
- Elizabeth Nahl - Counselor, McKinney ES
- Christine Estep - 2/3 Split Grade, Ladd Acres ES
- Abby Jones - 5th Grade, Witch Hazel ES
- Robert Justiniano, Resource Specialist, Free Orchards ES
- David Juster - ELA, Hillsboro HS
- Olson Miller, 4th Grade, Witch Hazel ES