

BARGAINING BRIEF

February 17, 2021

November 16, 2021

The HSD and HEA teams met again last Tuesday, November 9th. We are still introducing new articles and also have begun to present counter-proposals.

HSD Proposals - started with an update on financials and an initial proposal for Articles 15 and 16 (Salary and Employee benefits). They also presented their proposals for Articles 5 (Member Work Year/Work Day) and 4 (Association Rights).

Articles 15 (Salary) and 16 (Employee Benefits) - Initial proposal

- HSD included an increase of 2.5% in salary for this year and the following two school years, along with an increase in the insurance cap of \$25 for each of the three years.
- What has been traditionally called a Cost of Living Adjustment (COLA) is now being called by HSD a General Salary Increase (GSI) which demonstrates a fundamental difference between what they are offering, and what HEA knows our members need and deserve.
- Moved language about supplies and travel reimbursement from other articles, and updated language to reflect current reimbursement guidelines

Article 5 (Work Year/Work Day) - Initial and Counter Proposal

- HSD accepted HEA's proposed language to include TOSAs and school psychologists to the list of licensed staff that can adjust their work year to include more summer days and fewer regular school days with mutual agreement, but struck media specialists.
- Struck language that assured counselors, nurses and media specialists would be paid at the per diem rate for the rest of the days worked beyond those worked by other members because it said "mutual agreement" and HSD believes that certain jobs require those extra days..
- Did not accept HEA's language proposing to add a half day to the beginning of the year prep time to allow for setting up virtual classrooms in addition to what we have always done to prepare for students in person.
- Added language that allowed principals to designate a location for teacher directed academic seminar.
- Rejected language to prohibit administrators from scheduling voluntary meetings during no-meetings week.
- Rejected language adding Juneteeth to the list of paid holidays.

Article 4 (Association Rights) - Counter Proposal

- Accepted HEA's language requesting 30 days advance notice for any proposed board policy changes, and will publish them to the HSD website.
- Accepted the request the HEA be notified of any new positions that are created, but not to bargain the workload and job description.
- Agreed to conduct exit surveys rather than the interviews that HEA proposed, and rejected the request to share the data with the Association.
- Rejected language asking that HSD meet quarterly with HEA to discuss the allocation of funds and also asking that HSD not schedule meetings during HEA's monthly rep council meetings.

HEA Proposals - With much valuable discussion and limited time, we presented our initial/counter proposal to Article 7 (Safety and Student Discipline) and saved our other counter proposals for another session.

Article 7 (Safety and Student Discipline) - Initial and Counter Proposal

- The district had wanted to describe specifically what must happen before a student can be asked to leave the classroom, including that the teacher must ask the student to discuss the behavior and the reasons for the behavior before going to the designated location. HEA rejected the change to our new Student Discipline language from three years ago, because we're still trying to have it properly implemented in all the buildings, and because all teachers use various and many interventions before resorting to removal from the room.
- HSD also wanted to rename some sections of the article, using words like "Exclusion" and "Discipline" where HEA didn't believe they were warranted.
- HEA's proposal included language that we would receive a copy of every building's discipline plan each September to ensure that they are a) in existence, b) being reviewed annually by staff, and c) being shared with staff each fall.

Our next session will take place from 2:30 -6:00 pm on Tuesday, November 30th. The session will be live-streamed at www.OEAHEA.org/livestream for those that want to watch! Thanks as always to our fabulous CAT Communicators for showing up, sharing valuable insight with the team, and getting the word out in your buildings. You are appreciated!

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 - 3rd Grade, Witch Hazel ES
- Robert Justiniano, Resource Specialist, Free Orchards ES
- David Juster - ELA, Hillsboro HS
- Olsen Miller, 5th Grade, Witch Hazel ES