

BARGAINING BRIEF

December 6, 2021

The HSD and HEA teams met again last Tuesday, November 30th. Both teams presented counters to previous proposals. We will meet again on December 14 at 2:30 p.m. www.OEAHEA.org/livestream.

HSD countered Articles 12, 13 and 14.

Articles 12 - Vacancies and Transfers

HEA's proposal from September 21st included extensive changes that would make the vacancy and transfer process more transparent, and give current members some preference over new applicants. In their response on November 30, the District expressed they have no interest in adding language that would slow down the hiring process or weaken their management rights. For this reason, they did not accept much of the language from HEA's proposal, with the following exceptions:

- Moved current contract language in the vacancy section to the beginning of the article
- Accepted HEA's definition of *Voluntary Transfer*, but not *Involuntary Transfer*.

Article 13 - Reduction in Force

- Accepted the concept of notifying the Union about reductions in force prior to notifying members, not the specific 30 days HEA proposed.
- Both parties are in agreement on language that adds cultural and linguistic experience, educational attainments and the member's willingness to pursue additional training and education to the list of competencies when considering staff reductions.
- In the language describing recent experience, HSD added "within five years" and struck "K-12 licensure" as a qualifying criterion.

Article 14 - Grievance Procedure

- HSD is no longer proposing to eliminate the Equity Grievance altogether, but does want to limit it to violations, misinterpretations or erroneous applications of District Policy, eliminating current language regarding inequities resulting from administrative decisions.
- HSD proposed to give the school board discretion in determining whether to hear an equity grievance or make the Superintendent's decision final.

HEA countered Articles 1, 8, and 19. We proposed a joint committee to examine Article 20 (Extra Duty) before bringing recommendations back to the whole group.

Article 1 - Recognition

The teams are close to agreement on this article. The outstanding issues are regarding temporary positions.

- For openings that are more than 60 days but less than a year, HSD had proposed to roll a sub who works 30 consecutive school days into a temporary position; HEA countered that it be 10 consecutive school days.
- HEA continues to propose that any year long position be posted and treated as a temporary position.

Article 8 - Unit Member Absences

- Current contract language states that members giving up their designated prep time to cover for a colleague get paid for their time. Some of our members who aren't classroom teachers don't have prep time designated in a schedule - HEA continues to contend that all licensed staff that cover for an absent colleague get paid for that time.
- HEA countered the HSD proposal to declare remote learning days in lieu of emergency closure with language that would waive the first two days in any year, then give staff transition time for any closure period after that. Any member not able to access technology or the work site during remote learning would be held harmless.

Article 19 - Miscellaneous Provisions

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

Your HEA team plans to bring a counter to articles 15 & 16 (Salary and Benefits) to our next session. At the end of this session, we informed HSD that our values are keeping pace with inflation, retaining current staff (particularly those that no longer receive step advances) and attracting quality new staff. We don't believe their current financial proposal achieves those goals.

Our next session is 2:30-6:00 pm on Tuesday, December 14th. 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. We appreciate your continued support and solidarity during this process.

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 - $\frac{2}{3}$ 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