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April 20, 2018

Bargaining Brief

Bargaining Session on Monday, April 16

Our latest joint session took place Monday, April 16th. The District introduced their proposal on Article 3, then responded to HEA's most recent proposals for Articles 5 & 11. HEA presented counters (responses) to Articles 7 and 14.

HSD Presentation

The District started by presenting new language for **Article 3 - Member Rights & Responsibilities**. They have proposed to strike language affording members the right to be informed in writing of charges before an investigative interview. They feel this doesn't follow current practice, is overly formalized, and limits their ability to investigate complaints at a lower level. HEA believes informing members of concerns before they are brought into meetings gives members peace of mind and the ability to be better prepared to talk about what happened. If the goal is getting to the truth of the matter, it helps to give members time and space to recall the details.

When responding to HEA's **Article 5 proposal, Member Absences**, we moved closer to agreement on language about posting for specialized positions. Both sides have agreed to language around emergency building closures and crediting pre-arranged sick or personal days in those situations. The district continued to reject the idea of making up snow days only if there are more than two, feeling it is important to leave such decisions to the Board.

While there was agreement on some concepts in Article 5, both side are far apart on **Article 11, Grievance**. While HEA's most recent proposal sought to expand the scope of Equity Grievances to include arbitration and include a Board Hearing level to the grievance process in general, the District wants to get rid of them entirely. They believe the complaint policy laid out in Board Policy is enough. With the recent change in Board Policy limiting what can be said about staff during the board meeting, HEA feels strongly that the complaint procedure is further restricted and will continue to fight for our member's ability to be heard by all decision-making bodies when inequities occur.



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HEA's Presentation

In Article 7, Professional Development, both sides agree that goals should be determined collaboratively, but HEA continues to assert that they should originate with the educator, and not be prescribed by administration. That is what the law says, and we believe that deserves to be reflected in our contract. The district had already agreed to allow tuition reimbursement money to be used for approved professional conferences or workshops in the case of SLP's and School Psychs. They are not opposed to the idea of opening the opportunity to all licensed staff, but are concerned about the potential budget implications. We kept language in our counter that would allow all members to use tuition money towards conferences and hope that we can work that out later in bargaining when we have more details about the State and District budget and the impact of our financial asks.

While both sides agree on several minor items in **Article 14, Association Rights**, HEA is still working to get meaningful input into District and building professional development. The last time we discussed it, the District listed different ways they solicit feedback on PD, and didn't feel there was a need for the our proposed new committee. We heard that, and so reworked our language to eliminate the committee, but still want to include ALL members along with HEA leadership in the feedback loop for determining the best PD for you. We know that the Union brings input that is different from what the District might hear, and is beneficial in providing PD opportunities that are valuable to all members and ensure any program changes are well thought through. ESSA, the Every Student Succeeds Act calls for "meaningful consultation" with the teachers and their union representative, about PD, School Improvement, and your Evaluation. We believe our proposal provides a mechanism to fulfil that Federal mandate.

Next Meeting is April 30th at HEA Office – Wear Blue!

We have been able to add more dates to our bargaining calendar and extend the time for some of them, allowing us to make more progress. Our next session is April 30th at the HEA office, and will run from 12:30 - 6:30. HEA will be presenting initial proposals on Articles 4 (Member Work Year/Work Day), 6 (Evaluation) and 9 (Vacancies and Transfers). The District will be bringing a counter proposal to our Articles 14 (Association Right) and 17 (Working Conditions / Safety), and an initial proposal for Article 8 (Leaves) .

Thank you for your continuing support and attention!

Your Bargaining Team-

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