



Improving the future through  
quality education today.

May 4, 2018

# Bargaining Brief

## **Teams Returned to the Table April 30 for a Longer Session April 30**

The HEA and HSD teams began earlier this last Monday to try and make more progress. Your HEA team started things off by presenting initial proposals for Articles 4, 6 and 9. The District then presented their initial proposal for Article 8; CAT members arrived after their workday, and HSD continued with their counters (responses) to Articles 14 and 17.

## **Article 4: Member Work Year/Work Day – HEA Initial Proposal**

In this article, HEA is looking for more time for members to do the myriad of tasks that are involved in supporting students. This includes (but is not limited to):

- Allowing members to work from home on elementary work days that were formerly grading days;
- Principal directed academic seminar be no longer than one hour in length;
- Adding the current practice of having a 'no meetings week' at the end of each quarter to the contract;
- Increase in elementary weekly prep time to 520 minutes, with at least 30 uninterrupted minutes per day occurring during the student day;
- Additional supports for elementary teachers in multi-grade blends.

## **Article 6: Evaluation – HEA Initial Proposal**

We want the evaluation process to support the growth of teachers, so we proposed:

- Changing dates for the formal evaluation of probationary teachers to give newer teachers some time to get their feet under them before their first evaluation, and allow them time to grow and improve before the 2<sup>nd</sup> one;
- All members be able to choose the time and date of their formal evaluations;
- Evaluations not be scheduled on the day before or after a holiday unless the member requests it;
- When evaluators observe a members, formally or informally, notes be shared within 5 working days;
- Walkthroughs won't be used for an individual's evaluation, and that members be informed of the purpose for and data collected when they occur.

## **Article 9: Transfers & Vacancies – HEA Initial Proposal**

We want to transfer and hiring process to reflect that the district values the experience licensed staff brings to students, so we proposed:

- When a vacancy is posted and members have applied, at least three be interviewed;
- When grade level changes are made in a building, members can express interest and be considered for any opening that may result;
- Members who are transferred be provided professional development if they are in a new building or position;
- Anyone who is informed they are being involuntarily transferred be allowed to complete an internal transfer request.



20450 NW Amberwood Drive, Suite 125  
Beaverton, Oregon 97006  
President: Jill Golav Phone: (503) 645-6776

[www.heaoea.org](http://www.heaoea.org)

**Article 8: Leaves - HSD Initial Proposal**

The District began by proposing language that would align our contract with the new Oregon Sick Time Law. They also proposed removing Sabbatical Leave, saying that in these economic times, the board would not approve any requests.

**Article 14: Association Rights – HSD Counter Proposal**

HEA recently proposed ways for more member input into the feedback systems for PD and Instructional Program changes. The HSD response was to explain the current process and insist that it is working well. We have heard otherwise from members, and will continue to work to have your voice in your professional learning.

**Article 17: Working Conditions – HSD Counter Proposal**

In the most recent HEA proposal, we had moved language regarding workload from Article 4 to Article 17. Since they did not plan to move it, HSD only responded to language changes that are currently in the article; mostly regarding student discipline & safety.

And their responses were generally 'no'.

- We asked for a minimum time out of class for students who have been removed – they said our language was too prescriptive.
- We asked for a 24 hour turn around period for written feedback on referrals – they said the current 48 hours is more realistic.
- We asked that teachers be notified when the district is aware that a student's behavior may pose a threat to student or staff safety – they said their Threat Assessment Protocol dictates what they share.
- We asked for a contractual assurance that every building have a protocol for lockdowns/in/outs – they said they are in place so there is no need for language.
- We asked that all members have access to a locked door for themselves and their students – they said most do and that bond money will be used to fix the rest.

The District did agree to some of our language regarding student discipline plans.

- We asked for member input into the building discipline plan in spring, to be discussed and implemented the following fall – they agreed.
- We asked that building discipline plans include a coverage protocol for when administrator are out of the building – they agreed.

**Moving Forward**

The teams have much work to do to in upcoming sessions. We hope the District will work towards meeting us in the middle so we can find a contract that works for our members and benefits our students. Our next scheduled joint session has been extended to a full day on May 21<sup>st</sup> at the HEA office.

Thank you for your continued support as we continue to stand strong for students and members alike!

Your Bargaining Team-

Lisa Tanedo, Bargaining Chair, Evergreen Middle School - [LisaTanedoHEA@gmail.com](mailto:LisaTanedoHEA@gmail.com)

Jill Golay, HEA President - [HillsboroEA@oregoned.org](mailto:HillsboroEA@oregoned.org)

Sarah Moskoff, OEA Consultant - [Sarah.Moskoff@oregoned.org](mailto:Sarah.Moskoff@oregoned.org)

Mike Dunn, Century HS

Christine Estep, Ladd Acres

Rachel Herrick, Liberty HS

Elizabeth Nahl, McKinney Elementary

Jessica Ramirez, Reedville Elementary

Joe Vermeire, Miller Education Center