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June 18, 2018

Bargaining Brief

Last Session of the School Year—June 11th

The teams returned to the table on June 11th for one last session before the end of the school year. It was a full day, beginning with a financial presentation and proposal from the District. Then both teams presented language on a number of different articles, with a little time at the end for teams to caucus (meet as individual teams to privately discuss the proposals) and respond.

Article 1: Recognition

The most recent HEA proposal added language giving contract status immediately to long term subs working in jobs the District knows will extend beyond 60 days. The district responded with current contract language, arguing that would virtually make all such job temporary positions.

Article 2: Management Rights and Responsibilities

The teams reached tentative agreement on this article during this session, accepting current contract language.

Article 3: Member Rights and Responsibilities

The District had previously proposed striking language that required a member be advised in writing of any charge that may result in a written reprimand. They believe it is redundant and can give more credence to rumors and allegations. HEA believes members may need protection in these situations, and countered with language that they must be informed of their right to union representation when responding to allegations. We also proposed language stating that an unsubstantiated complaint cannot be used for evaluative purposes, and that if administrators schedule a meeting between members and a complainant, members would have the option of 24 hours' notice and notification of the right to union representation.

Article 5: Member Absences

While both sides are in agreement with most of the proposed changes, the main sticking point is on making up days for emergency closure. The Union continues to hold that the past practice of waving the first two inclement weather days should be codified in the contract and the District does not agree.

Article 8: Leaves

The teams have been negotiating over who is covered for Sick Leave and Bereavement leave. HEA had proposed to include aunts and uncles for Bereavement leave, and HSD's latest offer includes one day of bereavement leave for a family member not considered immediate family. HEA's counter will continue to ask for more personal days.

Article 9: Vacancies and Transfers

The District's proposal was current contract language, not reflecting any of the changes HEA proposed on April 30th. We will continue to look for ways to create transparency in the process, and give members some certainty and support when they are involuntarily transferred.

Articles 12 & 13: Salary and Benefits

The District proposed an increase to the salary and extra duty schedules of 1.5% for each of the next three school years. They have proposed no increase to the insurance cap for the next school year and to continue paying for long term disability insurance. For the following two school years, they propose a \$25 increase to the cap, while phasing out the long-term disability payment. Although it was a decent opening offer on salary, HEA will be fighting to shield our members from the rising costs of living and yearly increases to insurance premiums. Our members are working harder than ever, and deserve to have those efforts rewarded!

Article 14: Association Rights

The teams have been back and forth on this article, as evidenced in past Briefs. The most current HSD proposal included a forum for the Union to review and discuss the HSD Strategic Plan as it relates to professional development and instruction. We got very close to agreement last week and expect to TA this one soon.

Article 17: Working Conditions--Student Discipline and Safety

The last time we met, we spent a lot of time sharing your stories of dangerous behaviors and your fears for student and staff safety. It did not fall on deaf ears, as the District's latest proposal addresses some of the needs we expressed. They began by separating disruptive student behavior from physical or threatening actions. The teams had agreed to language around building discipline plans in previous sessions, so there has been much progress made in this article. The points where the teams are still in disagreement involve notifying teachers if a student makes a credible threat, adding lockdown & lockout language to the contract, and safety trainings related to hazards in learning environments (chemicals, tools, etc.)

New Article – Number TBD: Member Workload

Both sides agree that there are pieces of member workload found in multiple articles (mostly 4 & 17), so HEA presented an article that moved that current language to its own article and proposed some new language. Most of the new language can be found in HEA's initial proposal on Article 17 presented in the April 2nd session and had to do with class size, caseload and various teaching load issues like number of minutes with students.

Next Steps:

The HEA team will be meeting later this week to prepare our counter offers while the issues are still fresh in our minds. Summer schedules will not allow for another joint session until August, so when our contract expires, we will be in status quo. This is a legal term which is defined in Oregon law for public employee collective bargaining. It means that anything which is a Mandatory Subject of Bargaining (work load, pay and benefits) will be in effect until a new contract is ratified. Therefore, any member on step will be advanced for the next school year. Any increase to the pay scale we negotiate for the new contract will be retroactive and the teams will negotiate how the back pay will be distributed.

Thank you for your all your support this year – enjoy your well-earned break!

Your Bargaining Team-

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