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November 2, 2018

Bargaining Brief

The bargaining teams met this past Monday for a 5-hour session at the AC. We were thrilled to have so much member support – with about 100 staff members there to watch and listen. Thanks to those who came out!

HSD Counter Proposals

Article 7 (Professional Growth), Article 17 (Student Discipline and Staff Safety), Article 12 (Salary) and Article 13 (Benefits).

The main sticking point in Article 7 is that we have asked for members to be able to use tuition reimbursement funds to attend conferences. HSD says it's just too much money for their budget, given that we are asking for many financial things (salary, insurance, another personal leave day, and targeted lower class size and caseloads). We are going to look at creative ways to approach this issue.

In article 17, the parties are getting very close and at the end of the night, HEA made a counter to HSD's earlier proposal; we are working to resolve language differences related to returning a student to class after a behavior incident. Other than that – we are close to settling that article.

With respect to salary – HSD proposed last night to increase our salary schedule by 1.5%, 1.75% and 2% over the next three years, starting in 2018-19. For insurance, HSD proposed no increase to the \$1150 cap for 2018-19, \$1175 for 2019-20 and \$1225 for 2020-21. HEA's latest salary proposal to HSD was 3.25% for two years and we have proposed a \$50 increase to the insurance cap for this year, with the next year being subject to rate increases.

HEA Counter Proposals

Articles 4 (Work Day/ Work Year) and "X" (the un-numbered new Workload Article).

Article 4 - We asked to clarify the pro-ration of work hours for part timers and that summer school is paid at the contractual rate for teaching. We proposed to add another grading day for elementary staff and to have elementary work from home for the fall work/conference prep day.

HEA is proposing to put in the contract that Teacher Directed Academic Seminar be limited to one (1) hour in length. We codified in the contract the "No Meetings" week for the last week of each quarter (exception is IEP and Evaluation related meetings). HEA proposed to increase elementary prep time to 420 minutes per 5-day week (from 385). HEA has also proposed specific supports for Split classroom teachers.

HEA Proposals Continued....

Article X - We opened this article asking for the District to ensure that if new work is put on your plate, something else will be removed. We asked for class size controls for kindergarten and 1st grade classes and for a limit to counselor caseloads. HEA continues to propose that elementary specialists get “adequate” transition time between classes – the district thinks that this will cost too much. To support general ed teachers with many high needs students, HEA has asked for staff to be paid or provided with release time to attend more than 4 IEP, pre-referral, TAG or behavior meetings in a month. We have asked for better support from Student Services for those SpEd teachers who have students transitioning either into HSD or from one grade level to another. We are saying “No” to the district proposal to increase secondary student contact minutes to 300 from 288. HEA has proposed extra time/pay for Dual teachers to conference with parents of both their classes or assess in two languages.

Next Session

The teams will convene again on Monday, November 19 at the HEA office from 12-7 p.m. We hope to see you there after school!

Your HEA Bargaining Team

Lisa Tanedo, Bargaining Chair, Evergreen Middle School - LisaTanedoHEA@gmail.com

Jill Golay, HEA President - HillsboroEA@oregoned.org

Sarah Moskoff, OEA Consultant - Sarah.Moskoff@oregoned.org

Mike Dunn, Century HS

Christine Estep, Ladd Acres

Matt Leslie, Brown Middle School

Elizabeth Nahl, McKinney Elementary

Jessica Ramirez, Reedville Elementary

Joe Vermeire, Miller Education Center

