



Improving the future through
quality education today.

January 31, 2019

Bargaining Brief

We reached a Tentative Agreement on January 29th!!!

We are so proud of our members that came to support the bargaining team and the process.

Thanks to all of you! (see back)

We will be providing a detailed summary of all the Article changes in a Ratification document to be published next week, but have included a brief summary of key points below. We will also be announcing two Contract Agreement information meetings before a Ratification vote planned in buildings on February 15th.

Salary: 2018-19= 2% on schedule, plus \$500 for any licensed 10 year+ HSD employee at top of their column;
2019-20=2.5%, plus \$500 for any licensed 10 year+ HSD employee at top of their column;
2020-21= split 2.5%/3% for the year, paid at the average of 2.75% per month, ending the year with 3% on schedule. \$500 additional payment for any licensed 10 year+ HSD employee who is retiring and gives notice by March 1 of that year.

Insurance: 2018-19=\$25 addition to cap applied to the pool for this year to stabilize it; 2019-20=\$25 addition to employee cap; 2020-21=\$50 addition to cap.

Highlights of language gains:

- No additional student contact time for secondary teachers
- Clearer complaint process; enhanced rights and clarity for due process
- Professional and student growth goals will “originate with the educator”
- Evaluator notes shared with a reasonable period of up to five working days
- Involuntary transfers into new building or assignment will receive *at least* 1 day of pay or sub
- HEA will now have formalized input into PD and instructional decisions affecting district initiatives
- Significant gains in and clarity in student discipline language – for their and YOUR safety!
- Improved language that guarantees staffs’ input into Building Discipline Plan changes each year
- Added language requiring safety trainings as needed for various positions (science, machinery, etc.)
- No meeting week at the end of each quarter – codified in contract
- Elementary prep time increased to 400 min per week
- Dual supports are specified when conferencing with two set of parents
- Specific supports are specified for classroom teachers assigned to a split classroom (pay, subs)
- All Principal directed Academic Seminars will be limited to 1 hour in length
- Elementary music/PE specialists will have no more than three consecutive sections w/out a 5 min break
- Classroom teachers can access pay or release time if more than 4 IEP meetings in a month
- Use of two (2) sick leave days for personal use.
- Added a bereavement day to be used for family members other than immediate family
- Counselors to be paid for covering other members’ absences
- Stipends for SLP’s, School Psychologists, and Bilingual Dual Language program teachers beginning next year

Your Contract Action Team!

Abby Jones
 Adam Reese
 Adrienne Smith
 Alex Panagopoulos
 Amber Young
 Amy Prichard
 Angela Adzima
 Anna Woodard
 Bonnie Marsh
 Bonnie Wakeman
 Chris Sherwood
 Christina Morgan
 Cindy Honma
 Dale Roberts
 David Reiter
 Dawnmarie Bronson
 Haley Steinbach
 Jami Rider
 Jason Phipps
 Jenny Underhill
 JoAnn Conroy
 Kathy Newman
 Kevin Soon
 Lindsay Clinebell
 Linnea Thompson
 Lyndsey Sherman
 Melanie Winters
 Michele Powers
 Mindy Striplin
 Richard Pitt
 Robert Bizjak
 Sami Hayden
 Tim Kasper
 Trina Vorderbueggen
 Una Maher

Your Colleagues that showed up to bargaining – Thank You!!

Abby Neville	Deanna Blem	Kelsey Casey	Ninon Anker
Abigail Sykes	Deb Luther	Kelsey Grossen	Noelani Gurske
Alan Foster	Deb Ward	Kelsey Lemons	Patrick Birkle
Alason Hill	Deborah Delplanche	Keona Rogers	Patty Smith
Alesha Brock	Dee Moore	Keri Imada	Patty Zielka
Alex Hauter	Denice Smith	Kim Batchelor	Rachelle Carnes
Ali Velasco	Denise Ready	Kim Harrington	Rebecca Clark
Alice Zysett	Diane Appert	Kim Laws	Rebecca Parris
Aliceson Brandt	Donna Dikeman	Kim Lewis	Rhonda Vandenberg
Allen Kopp	Elias Adam	Kirstin Meyer	Richard Linnell
Alley Pollock	Elizabeth Annis	Korin Galgano	Richard Shearing
Allyson Bice	Emily Davenport	Kristi Moe	Richard Stanley
Amanda Middleton	Emily Staat	Kristin Ferguson	Robin Ng
Amy Haberman	Erin Hanson	Kristin Hickey	Roger Fink
Amy Sheldon	Erin VanDyke	Kristin Volk	Roger Pinder
Andrew Englen	Eugene Gill	Kristina Godfrey	Russell Jordan
Andy Bunting	Evan Cumpston	Kristina Grogan	Ruth Elison
Angela Bruhl	Fernando Colondres	Lacy Gonzalez	Ryan Scheafer
Angela Walsh	Gabby Castro	Laura Conty	Sabrina Waining
Ann Hargraves	Gabrielle Kugherz	Laura McBroom	Sally Reyes
Ann Schott	Geoffrey Fotland	Laura Meeuwson	Sara Blair
Anna Rikli	Gloria Hernandez	Laura Nicholas	Sara Stollberg
Aprille Taylor	Gwen Hullinger	Lauren Hill	Sarah Armitage
Audrey Davis	Hannah Hardt	Laurie Cameron	Sarah Cox
Barbara Furstenberg	Heather Shumaker	Laurie Fosmark	Sarah Coyle
Barbara Nasewytewa	Heidi Clayton	Laurie Howard	Sarah Curl
Barbara Rich	Helen Gutierrez	Laurie Marshall	Scott Davis
Barbara Scott	Helen Hale	LeAndre Butler	Scott Harrington
Becky Brauer	Holly Flores	Leigh Church	Scott Jackson
Beth Morgan	Irina Malinov	Libbey Wood	Shannon Feudenthal
Beth Russell	Irma Ramirez	Lilly Broyles	Shannon Jones
Beverlee Byers	Isabel Flores	Linda Wolf	Shannon Schwartz
Brett Trosclair	Jacqui Hallquist	Lindsay Crowell	Shari Carlson
Brianna Phelps	Janelle Del Castillo	Lisa Cairns	Sharma Smith
Brooke Mowry	Jason Dortch	Lisa Rainey	Shellie DeWhitt
Carmen Stuve	Jason Harless	Lori Cronan	Sherie Anderson
Carol Guamond	Jason Jones	Lorrie McKedy	Stephanie Gerig
Carol Liebertz	Jason Lenahan	Lynette Thompson	Sue Peters
Cary Davis	Jayna Blanchard	Mabel Key	Susan Penrod
Cary Martin	Jeanine Elzie	Marcos Alvarez	Susan Reardon
Cassie Scoble	Jeff F. Harris	Margaret Canga	Suzanne Kirkpatrick
Catherine East	Jeff Johnston	Maria Ramirez Florian	Sylvia Wear
Catherine Jager	Jeff Meeuwson	Mariah Goemmel	Tamara Glem
Cecilia Dean	Jem Wong	Marika Hartfeil	Tambra Danley
Celeena Silva	Jennie Hall	Mark McDowall	Tami Biddington
Celina Keane	Jennifer Bailey	Mark Striplin	Tammie Buck
Cheryl Burnor	Jennifer Dawson	Marty Butler	Tammy Cole
Chris Caputo	Jennifer Hershberger	Mary Kay Babcock	Teresa Portinga
Chris Hagerty	Jennifer Meeuwson	Mary Shores	Terri Bean
Chris Heath	Jennifer Morgan	Mayra Martinak	Therman Rich
Christie Hammer	Jennifer Robbins	Melinda Callahan	Tia Semmelroth
Christin Peterson	Jennifer Strand	Melinda Olson	Tim Kramer
Christine Robbins	Jessie Rohrig	Melissa Emmorey	Tina Feldhaus
Christopher Flores	John Gibbs	Michaelene Myers	Tonya Rohwer
Christopher Gabriel	Jon Mizuta	Michelle Buyas	Tori Scoles
Cynthia Adair	Jonna Phipps	Michelle Ericksen	Tracy Evers-Selleck
Claire Becker	Joseph Wilson	Michelle Gray	Usha Ramchandar
Claudia Barcenas	Ju Hee Lee	Michelle Vick	Viri Negrete Almana
Colleen O'Halloran	Julie Olivas	Mike Futter	Wayne Bohm
Corinne Jaspas	Julie Tramelli	Miranda Kessler	Wendy Post
Courtney Webster	June Gerst	Molly Bromley	Wendy Saxton
Crystal Ferrente	Justin Keeth	Molly Smith	Wendy Sunday
Dan Jones	Justine Kang	Montserrat Garcia Ruiz	Whitney Sahlfeld
Daniel Bauman	Karen Lawson	Naomi Sunagawa	Wilfred Matias
Daniel Bosshardt	Karri Ali	Nardy Laporte	Yelena Sukhareva

