

BARGAINING BRIEF

September 23, 2021

Full Contract Bargaining Update

The HSD and HEA teams reconvened after a “summer break” on Tuesday, September 21 for the second joint bargaining session last Wednesday. Each team shared their list of interests and articles to open.

HSD proposed language for articles 6 (Workload) 7 (Safety and Student Discipline) and 13 (Reduction in Force)

Article 6: Workload (THIS IS HSD’S 1ST PROPOSAL ON THIS ISSUE - HEA WILL COUNTER)

HSD is proposing to have language which would allow them to change the 288 student contact minutes limit for secondary staff at any time, and then they would bargain the impact with HEA. For years, HSD has wanted more flexibility with this provision of our contract. HEA has always maintained that we would entertain changes and could help with a contract waiver in a building, but that we want a specific plan and want to know members are on board.

Article 7: Safety and Student Discipline (THIS IS HSD’S 1ST PROPOSAL ON THIS ISSUE - HEA WILL COUNTER)

HSD wants to change wording about disruptive behavior to “excluding from class”. They also proposed to specify the exact process when a student is “excluded”. This process includes the teacher telling the student why they are being removed and giving the student an opportunity to explain themselves. HEA questions how this can happen during a class, each time, and when a student might be very heightened.

Article 13: Reduction in Force (THIS IS HSD’S 1ST PROPOSAL ON THIS ISSUE - HEA WILL COUNTER)

HSD is proposing to change layoff language to reflect a new law passed by the state legislature this spring. The law adds the wording “**cultural and linguistic experience**,” as defined in ORS 342.934, as a factor that must be considered along with seniority, licensure, and recent experience in the subject matter (last 5 years). There are also some wording changes that HSD states are reflective of current Oregon law.

HEA brought articles 5 (Workday/Workyear) and 12 (Vacancies and Transfers) as proposals

Article 5: Workday/Work Year (THIS IS HEA’S 1ST PROPOSAL AND HSD WILL COUNTER)

- Added TOSAs and School Psychologists to the group who can mutually agree to work extra days or different days than the published calendar;
- Adds one non-student day for all levels for grading and other related professional work to the current three (3) that each group has. Would effectively add a grading day to the end of the year;

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HEA Bargaining Brief

(Article 5, HEA Proposal Continued)

- Added .5 day to = 2 days total for beginning of year setup and planning activities;
- No administrator called voluntary meetings during “no meetings week”;
- Elementary prep increased to 460 minutes with 30 minutes guaranteed during student day and 20 minutes prior to student arrival;
- Clarified the boundaries for elementary resource specialists, ELL and SLP during their .5 day of case management
- Secondary master schedule deadline of June 1 to help counselors avoid being on call during summer and all staff knowing assignments;
- Extended contract and supports for secondary teachers having to award credit beyond the class semester/year

Article 12: Vacancies and Transfers (THIS IS HEA’S 1ST PROPOSAL AND HSD WILL COUNTER)

- Positing of all known vacancies for following year before the internal transfer process begins;
- Internal candidates can apply after March 1 and before May 1 external postings, through expedited process, with internal transfers candidates being given priority;
- All internal transfer candidates candidates get a phone screening before decisions are made;
- When interviewing for an external posting, 30% of those interviewed must be qualified internal candidates if available.
- Clear definitions for voluntary transfer and for involuntary transfer
- Clarified and added days provided for involuntary transfers to move and prepare for new positions.

Our next session will take place from 3:30 -7:00 pm on Tuesday, October 5th. It will be streamed at www.OEAHEA.org/livestream for those that want to watch! Thanks to our fabulous CAT Communicators for showing up, sharing valuable insight with the team, and getting the word out in your buildings. You are wonderful!

Sincerely-

Your HEA Bargaining Team

- Lisa Tanedo (Chair) - SS, Evergreen MS
- Jill Golay - HEA President
- Sarah Moskoff - OEA Uniserv Consultant
- Elizabeth Nahl - Counselor, McKinney ES
- Christine Estep - $\frac{2}{3}$ Split Grade, Ladd Acres ES
- Abby Jones - 3rd Grade, Witch Hazel ES
- Robert Justiano, Resource Specialist, Free Orchards ES
- David Juster - ELA, Hillsboro HS
- Olsen Miller, 5th Grade, Witch Hazel ES