

BARGAINING BRIEF

October 26, 2021

The HSD and HEA teams met again last Tuesday, October 19. We are still introducing new articles and also have begun to present counter-proposals.

HEA brought Articles 3 (Member Rights and Responsibilities), 6 (Workload), and 11 (Leaves). All three served as both our initial proposals and counters to what HSD had previously presented.

Article 3 (Member Rights)

- HSD had proposed defining and limiting political activity. The HEA bargaining team did not accept this language, stating that it was broad and possibly violated a Constitutional standard for free speech. We also noted that we agreed with anti-hate and anti-racism policies at the board level.
- HEA proposed language in the complaint process that better lays out an informal step, as well as other rights to information and representation.
- HEA proposed language to limit Working Files from traveling with a member or staying in a building after the administrator leaves.
- HEA proposed language to limit additional workload with possible new HSD grading policies.

Article 6 (Workload)

HEA proposed many items to relieve a variety of workload needs. We also said no to increasing the number of classes elementary specialists have between 5 minute breaks; they currently get one after three classes - HSD wanted four. HEA also said “no” to language that would allow HSD to increase student contact time at the secondary level at will and then bargain over it. We said we would talk about secondary student contact time when there was a proposed schedule to discuss.

Following is a summary list of the HEA proposed workload items:

- Enhanced language for DLP classroom teachers so that 4 hours of extended contract for both self-contained and side-by-side teachers would be available when they give assessments regardless of administrator “mandate”;
- Split classroom teachers would receive time each month for planning and collaborating or extended contract at their discretion;
- When conferences exceed the time allotted, the district will offer extended contract.
- Caseload caps for Resource Specialists and Speech-Language Pathologists and language about case management, transparency, and staff input in decision-making;
- Transparency with a formula for determining class size and caseloads;
- Limit on secondary preps;
- LSS hours be continued into the fall unless shown with data that a plan is no longer necessary;
- 24 hours notice for a new student and assurance of needed furniture and materials;
- Extended contract for committee leadership roles

(continued from page 1)

Article 11 (Leaves)

HEA proposed that we be allowed to use our five personal days consecutively. We also defined the leave year as fixed beginning July 1 (a current practice we wished to memorialize in the contract). We said no to eliminating the sabbatical language, even though it has not been used or granted in over 18 years. HEA proposed to enhance the Sick Bank by allowing donations of both personal and sick leave days, whereas currently, we can donate only personal days. We also proposed to strike the requirement that personal days be exhausted before members can take emergency leave.

HSD Proposals

HEA's proposals took the entire three-hour session to present. The bargaining team wanted to take the time to describe your/our stories and answer questions from the admin and your HSD board member, Erika Lopez. Therefore, HSD did not present their Article 5 initial/counter.

Our next session will take place from 2:30 -6:00 pm on Tuesday, November 9th. The session will be live-streamed at www.OEAHEA.org/livestream for those that want to watch! Thanks as always to our fabulous CAT Communicators for showing up, sharing valuable insight with the team, and getting the word out in your buildings. You are appreciated!

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 Justiniano, Resource Specialist, Free Orchards ES
- David Juster - ELA, Hillsboro HS
- Olsen Miller, 5th Grade, Witch Hazel ES