

BARGAINING BRIEF

April 25, 2022

Inching Forward

Although the full day of bargaining last Tuesday did not result in a settlement, we did make slow and steady progress towards that ultimate goal. HEA brought proposals on eight different articles, and HSD brought two. After some back and forth, we were able to come to tentative agreement on three, and come closer on the others - see below for details. **We will meet again on May 3rd from 8:00 AM - 5:00 PM and the session will be streamed via www.OEAHEA.org/livestream. Tune in to show HSD you support your team!**

Summary of Tentative Agreements

TA - Article 3: Member Rights & Responsibilities

HSD's last proposal allowed for grade changes whenever a student completes work after the grading period. HEA has continued to argue that policy would create an increase in workload and should be limited to those changes required by ODE. In the end, the side agreed to revert to current contract language regarding grade changes.

TA - Article 10: Professional Development

- HEA pushed the District to allow members that no longer need credit to move over on the pay scale (in Column VI) to use the \$600 they can use for conferences to also cover related travel and lodging expenses.
- They also agreed to allow members a 'look back' of two years for their tuition reimbursement in addition to the 'borrowing ahead' already guaranteed.

TA - Article 11 - Leaves

- Increased the hours members can use sick leave for personal reasons from eight hours to 16
- Broadened the unpaid *Rest and Recuperation* leave so it can be requested for any reason and by anyone who has been with the district for three years (previously six). Members can request a second year.

Financials

HEA's financial proposals (including need to keep pace with inflation, costly workload relief and stipend changes) resulted in a financial difference remaining between us of over \$800k. While HSD has increased their initial offer by a significant amount, HEA believes we still have some essential needs of members to fulfill before we can accept what's on the table. Here are the latest proposals.

Articles 15 & 16: (Salary & Benefits)

	HEA Proposal				HSD Proposal		
	Year One (Current)	Year Two	Year Three		Year One (Current)	Year Two	Year Three
COLA	3%	3%	3%		3%	3%	3%
Longevity	Additional step (4.2%)	\$250	\$500		Additional step (4.2%)	\$0	\$500
Insurance Cap	+ \$40 = \$1290	+ \$40 = \$1330	+ \$40 = \$1370		+ \$40 = \$1290	+ \$40 = \$1330	+ \$40 = \$1370
Insurance Opt-Out	\$0	\$0	+ \$50 = \$350		\$0	\$0	+ \$50 = \$350

Article 20: Extra Duty

Both sides agree to raise the rate for extra duty positions by the agreed to COLA. HEA also proposed the following stipends:

- Five days paid at per diem for Activities Coordinators
- BIPOC building mentors offered to any BIPOC licensed staff new to the profession; mentors receive \$500 stipend
- \$145 per day for Outdoor School
- New elementary stipends for SSP Facilitators, Resource Coordinators, English Plus and Split Classroom Teachers
- New K-12 stipends for Support Specialist/ASD Consultant and Nurses
- Increasing the SLP stipend to equal other program teachers
- Bilingual stipend for anyone proficient in a non-english language that does not already qualify for a DLP stipend

Other Open Contract Language

Movement was made throughout the day, but there are still some sticking points on the following articles. Here is what HEA continues to fight for.

HEA Counter - Article 5: Member Work Year/Work Day

- Allowing all members to work off site for teacher workdays and grading days
- A June 1st deadline for secondary Master Schedules
- Clarifying the roles of elementary and middle school teachers at Groner K-8 school
- An optional paid work day for classroom teachers to provide workload relief
- Pay for additional assessment and grading activities related to the extended credit recovery window

HEA Counter - Article 6: Member Workload

- Both sides have agreed to a Student Services Workload Committee to review caseloads as well as address workload needs and potential solutions. HEA wants to assure it is a joint HEA/HSD committee.
- When talking about conference support for members with large classes, HEA wants to clarify that a typical slot is 20 minutes to ensure no family's conference is cut short in order to fit them into the conference window.

HEA Counter - Article 9: Evaluation

- Initial and continued PD around the evaluation tool for both administrators and members
- Codify standards and procedures for when members may be put on cycle for a second year
- Receiving evaluation documents 24 hours before the eval meeting

HEA Counter - Article 12: Vacancies and Transfers

- Paid time for any elementary teacher given an involuntary change of grade level - not just those that have been moved three times in five years.
- Notification of an involuntary change of assignment occur after the student contact day
- Preventing the transfer of a BIPOC member if it decrease the building's percentage of BIPOC teachers to less than the student BIPOC percentage in the building.

NEXT SESSION

The teams will meet again for a full day session on May 3rd from 8:00 AM - 5:00 PM. The teams will be meeting in person, and the sessions will continue to be live-streamed at www.OEAHEA.org/livestream. Thanks for all your support - especially to those that showed up in the parking lot to cheer us on! ***The District needs to know you want us to continue to fight for these last items - so please attend the next "Tailgate Party" on the 3rd!***

Sincerely,

Your HEA Bargaining Team

Lisa Tanedo (Chair) - Social Studies, Evergreen MS ■ Jill Golay - HEA President ■ Sarah Moskoff - OEA Uniserv Consultant
Elizabeth Nahl - Counselor, McKinney ES ■ Christine Estep - 2/3 Split, Ladd Acres ES ■ Abby Jones - 5th Grade, Witch Hazel ES
Robert Justiniano, Resource Specialist, Free Orchards ES ■ Olson Miller, 4th Grade, Witch Hazel ES ■ David Juster - ELA,
Hillsboro HS