

BARGAINING BRIEF

February 1st, 2024

The HEA and HSD teams met for their second joint bargaining session last week. Each team shared their first set of initial proposals. You are welcome to view the recording of the session at HEAOEA.ORG.

HEA made proposals on two Articles as well as some of our Equity Supports Proposals.

Equity Support Proposals

#1 - Joint Preamble to Contract: Hillsboro Education Association and Hillsboro School District commit to placing the student in the center of our circle. We commit to using district resources responsibly and equitably to: reduce the disparity of outcomes for students of color, students with disabilities, and other underserved students; provide safe learning environments, and support meaningful, equitable, and highly effective instruction so that all students thrive academically, socially, and emotionally. We believe there is a correlation between the education of our students and the empowerment of the staff entrusted with the responsibility for their learning. Therefore, this Agreement commits both parties to build a collaborative partnership based on mutual respect and trust.

#2 - The District will ensure that anyone who is hired or assigned to a trainer/facilitator role in equity work will be provided with relevant training, professional development, and ongoing coaching to ensure that they are culturally and otherwise competent. The District will provide intensive equity workshops to administrators.

#3 - The District and the Association will form a committee consisting of BIPOC and LGBTQ2SIA+ Educators who will develop protocols to address incidents of racism and other discrimination in the buildings. These protocols will include reporting mechanisms and resolution options.

#4 - The District will expand training opportunities for BIPOC/LGBTQ2SIA+ staff to attain TOSA and Administrative positions. The District and the Association will discuss the progress of these training opportunities at least once per semester during Labor Management meetings.

#5 - The District will include in Safe Schools training a mandatory review of appropriate language on race and identity as well as protocols to address racist or discriminatory incidents.

Article 1: Recognition

- HEA proposed that Building Based Substitutes become members of our bargaining unit.
- Currently under the CBA, positions hired after August 15 are automatically temps. HEA proposed that this language be eliminated.

Article 8: License Staff Substituting

HEA proposed that “When TOSAs, coaches and other licensed staff are called after the contractual day has started, they will be compensated 1 hour at per-diem for prep and planning” and that TOSAs not be on call while being required to lead professional development. HSD countered with paying TOSAs, coaches and other licensed staff for the time they are asked to sub. HEA accepted this language.

HSD proposed 4 articles, Article 1, Article 3, Article 12, and Article 14

Article 1: Recognition. HSD proposed that any positions hired after August 1st be temporary.

Article 3: Academic Freedom. HSD would like to ensure that educator Academic Freedom is exercised within the “District’s policies and guidelines related to grading and curriculum”.

Student Grades. HSD proposed to remove inconsistent language. HEA accepted this proposal.

Just Cause and Due Process. HSD would like to clarify some language.

Article 12: Involuntary Transfer. HSD would like to address time allocated to educators who are involuntarily transferred by proposing the following language: **When only a portion of a member’s FTE is involuntarily transferred, the two days shall be prorated to reflect the involuntarily transferred portion.**

Article 14: Grievance Procedure. HSD would like to remove language for “Non-Contract” Grievances as well as some changes to the Level Two step of the Grievance Procedure

Next Session

We meet again on Friday, February 9th, 2024 from 9-3pm. HEA will be presenting Initial proposals to Article 9-(Evaluation), Article 10-(Professional Development), Article 3 Initial/Counter-Proposal-(Rights and Responsibilities), and counter proposals to Article 8-(Absences), and Article 14-(Grievance).

HSD will be presenting Initial proposals to Article 4 (Association Rights) and Article 11 (Leaves) and counter proposals to Article 12 (Vacancies and Transfers) and review and clean up Article 13 (Reduction in Force).

The session will be live-streamed at www.OEAHEA.org/livestream. We encourage members to join us for any or all of the sessions to see how we are advocating for you. Thank you to the schools that showed support by wearing **blue**. We appreciate your continued support and solidarity during this process. Thanks to CAT for showing up and giving the team great information throughout the session! And thanks Wakeman for the HEA treat boxes. We loved the cookies!

Sincerely-

Your HEA Bargaining Team

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Jill Golay, (Chair) 4th Grade ES
Angela Adzima, TOSA OSP
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