

BARGAINING BRIEF

April 3, 2024

The HSD and HEA bargaining teams met for our seventh bargaining session today. HEA presented counter proposals on **Article 6** (Unit Member Workload) and **Article 10** (Professional Development). HSD shared counter proposals on **Article 1** (Recognition), **Article 3** (Unit Member Rights and Responsibilities, **Article 11** (Leaves), and an initial proposal on **Article 7** (Safety and Student Discipline). Please read below for details on today's session.

You can view the recording of today's session at HEAOEA.ORG and please visit Facebook.com/HillsboroEA.

Shout out to all our members for "Rockin' their Bargaining Blues," to support our Bargaining Team!

HEA Counter Proposal (Morning)

Article 6 - Unit Member Workload

- HEA did not accept the District's proposal to change the secondary teaching load from 288 to 320 student contact minutes.
- HEA did not accept the District's proposal stating the duration of specials' sections shall be determined annually by the building administrator. We proposed language that would give elementary specialists a five minute break between sections, except with the mutual agreement of the specialists and administrator.
- HEA added language that would give educators 24 hour notice before receiving a new student.
- HEA added language that would add a half-time Learning Interventionist in every elementary building to help with training to deliver interventions, progress monitoring, assessment, identification and instruction.
- HEA proposed class size caps for Pre-K - 6th, student load caps for MS and HS and caseload limits for Counselors, School Psychologists, Nurses, SpEd Educators, School Psychologists and Speech Language Pathologists (SLP).
- HEA proposed that secondary schools shall not have more than three (3) preps unless agreed upon by the member.
- HEA proposed increasing the number of relief days from two (2) to five (5) for SpEd Educators, SLPs, and ELL educators to provide relief with large numbers of IEPs or re-evaluations.
- HEA proposed that IEP meetings that occur during the workday, a designated space be provided to accommodate the need for confidentiality and/or at the option of the unit member and agreement of the family, IEP meetings may be held virtually.
- HEA proposed that no unit member be required to fill out paperwork for Medicaid billing and that school psychologists have a reserved private space to test students in all buildings where they are required to work.
- HEA proposed that unit members who teach split classes have additional support after collaborating with their administrators and Counselors and Specialists and other non-classroom educators not have a disproportionate amount of duty.



- HEA proposed the role of the SSP Coordinator and/or 504 Case Manager be voluntary for counselors.
- HEA recognizes that the workload of counselors has increased and proposed that the District and Association shall collaborate in Labor Management to modify counselors' job description and create an evaluation unique to their position. We also proposed to develop solutions for workload and caseload concerns and that secondary have dedicated meetings every two months with their building administration teams.
- HEA proposed any school utilizing the Neighborhood School Model receive staffing supports, additional planning time, extended contract and dedicated collaboration time between SpEd and general education educators. That schools in the first year of implementation keep any existing programs intact for students that were in the program the previous year and remain so for the duration of the students' attendance and that every student with a disability be given an appropriate placement.

HSD Proposals/Counters (Morning)

Article 1 - Recognition

- The District retained current language requiring educators hired after August 15th to be temporary.

Article 3 - Unit Member Rights and Responsibilities

- The District reiterated their proposals which include changes to Academic Freedom that would align with District policies and guidelines. In addition, they also proposed modifications to Just Cause and Due Process.

Article 7 - Safety and Student Discipline

- HSD proposed renaming Safety and Student Discipline to Support Plan, site-based to building level, teachers-to educators and omitted Climate and Culture and/or PBIS. HSD added language addressing steps taken if a student threatens or harasses **"an educator and details how elementary students are returned to the classroom."**

Article 11 - Leaves

- The District proposed that "Secondary counselors may be required to work up to ten (10) additional days".
- The District also proposed that up to one hour be used for principal directed professional development during work days that are otherwise member directed.
- Finally, the district proposed that PLC groups and locations be designated by the administrator and that this happen during teacher directed Academic Seminar.

HEA/HSD Counters (Afternoon)

Article 1 - Recognition-TA'd

- HEA accepted current language requiring educators to be temporary if hired after August 15th

Article 10: Professional Development

- HEA countered professional development language to read, "If a unit member is required to attend professional development or academic seminar, every effort will be made to share topics in writing at least one week in advance. Members may request an explanation of how professional development/academic seminar is relevant to their job assignment or be excused."
- HEA countered tuition reimbursement to read, "The district shall provide \$600,000 annually for activities described under this article. **This fund will increase proportionately to Portland State University's graduation tuition rate.**"

Article 10: Professional Development

- HSD countered our tuition reimbursement language with \$600,000 for 2024-25, \$610,000 for 2025-2026 and (\$620,000) for 2026-2027.

NEXT SESSION/HSD will present Financials! Tune in to hear their initial proposals on Article 15, 16 and 20.

HEA will counter Article 3, 7, 10 and 11. We are still hoping to settle by the end of the school year!

We Bargain again on Wednesday, April 17th from 9:00 - 5:00 p.m. at the Admin Office. The session will be live-streamed at www.OEAHEA.org/livestream. Your dedication to tuning in and wearing blue on bargaining days shows solidarity. If you have read this far, please email Mary Kay Babock for your free union swag prize!

In Solidarity,

Your HEA Bargaining Team