

# BARGAINING BRIEF

**November 21, 2024**



Thank you to everyone who attended the Blue Wave for Stronger Schools Rally at the District Admin Center today. We are grateful for our members, community, and families that support our bargaining efforts. Special thanks to **Hillsboro Mayor-elect Beach Pace** for speaking in support of our members. Please mark your calendars for our next bargaining session on **December 11th**. To view the entire day, check out Bargaining Session #18 at [HEAOEA.ORG](https://HEAOEA.ORG). For upcoming events please visit [Facebook.com/HillsboroEA](https://Facebook.com/HillsboroEA).

HSD and HEA picked up bargaining with our eighteenth bargaining session today. HEA presented proposals on Article 6 (Unit Member Workload), Article 15 (Salary), Article 16 (Employee Benefits) and article 20 (Extra Duty). HSD presented on Article 7 (Safety and Student Discipline).

In our afternoon session, HEA presented on Article 5 (Unit Member Work Year/Work Day) and HSD informed us that they are ready to TA Article 11 (Leaves).

## **HEA Proposals**

### **Article 6 - Unit member Workload**

HEA Continues to propose specific class size ratios and caseload limits which trigger supports/remedies, rather than HSD's proposed *reasonable amounts* that initiate similar measures. The Association also continues to fight for three paperwork days for SpEd educators. We also continue to advocate for support for Neighborhood Schools, as our members and students deserve a safe workplace.

### **Article 15 - Salary**

HEA's latest proposal is for a COLA of 4.25%, 5% and 5% for the three years of the proposal, with triggers for additional increases if the legislature increases funding for education more than 5% in years two and three of the proposed agreement.

### **Article 16 - Employee Benefits**

The Association proposed no increase to the District's insurance contribution for year one of the contract so the money could instead go to increase salary. In years two and three, we proposed a \$50 increase to the District contribution.

### **Article 20 - Extra Duty**

Both sides agree conceptually to adding a Elementary After School Activity Lead stipend, and codifying the STEAM Coach stipend in the contract from a memorandum of agreement. The sides are also in agreement on splitting the TAG coordinator stipends by level - elementary and secondary - but HEA is advocating for a larger stipend for elementary than HSD's latest proposal. Along the same lines, while both sides' proposals increase the amount of the stipend for nurses, HEA proposes a larger increase. We know how valuable our nurses are, and recognize they could be making more working in the private sector.

### **HSD Proposals**

#### **Article 7 - Safety and Student Discipline**

We are in conceptual agreement on many concepts in this article, but there are a few outstanding issues.

- HSD proposes to provide the Association a draft of any changes to the Standards of Student Conduct and allow for input. HEA's latest proposal called for a joint committee to approve any such changes and for those changes to be shared with staff during inservice week.
- Both sides are in conceptual agreement to make student disciplinary records available to all educators assigned to provide services to a student, with HEA's proposal further specifying it be available through the student information system (currently Synergy).

### **POST CAUCUS/AFTERNOON**

### **HEA Proposals**

#### **Article 5 - Unit Member Work Year/Work Day**

HEA continues to advocate for the following:

- Teacher Directed Academic Seminar actually be teacher directed, fighting back HSD's attempt to make that time be PLCs dictated by administrators in the location of their choosing.
- New educators to be paid for the 3 additional days inservice beyond the standard 191 day contract.
- Counselors have a voice regarding when and where they perform work during the summer.
- A regular passing time before and after lunch in secondary schools to allow our members their full 30-minute duty-free lunch.

## **HSD Proposals**

### **Article 11 - Leaves**

HSD and HEA are in conceptual agreement on Article 11. Improvements to this article include:

- Changed family member definition for leaves to be more inclusive.
- Added Paid Leave Oregon (PLO) to relevant sections of the contract.
- Unit members shall now receive three (3) days per year of paid leave. In exchange, under a new contract members will no longer be able to convert sixteen (16) hours of sick leave for personal reasons.
- Under the TA'd language members will be able to have up to five (5) days of bereavement for pregnancy loss.
- When a member is absent due to injury as a result of physical assault by a student and has an accepted Workers' Compensation claim, they will receive compensation for up to three (3) days of pay at the per diem rate.
- Under the TA'd language, the District can now grant leave for members who are physically assaulted or experience a serious threat of violence at the workplace.

**Session 19 will be Thursday, December 11th from 12:00 p.m. (Noon) to 6:00 p.m. at the HEA Office!**

**We want to see you continuing to take action!** Connect with your Contract Action Team (CAT) Organizer(s) and show your support by wearing your "Stronger Together" buttons daily, sporting blue on bargaining days, and tuning in to the live stream at [www.OEAHEA.org/livestream](http://www.OEAHEA.org/livestream). If you've made it this far AND you took action to support bargaining this week, email HEA President, Mary Kay Babcock, for a chance to win some awesome union swag! Every action—whether it's wearing your button, showing up in blue, or joining us in bargaining—demonstrates our solidarity in getting a strong contract.

**In Solidarity,**

**Your HEA Bargaining Team**

**Mary Kay Babcock**, HEA President

**Mu Son Chi**, OEA UniServ Consultant

**Lisa Tanedo**, (Bargaining Chair) 8th Grade Evergreen MS

**Angela Adzima**, HEA Vice-President, TOSA OSP

**Sally Reyes**, STEM, Liberty HS

**Michele McCourt**, SLP, Free Orchards ES

**Sylvia Weir**, Spanish, Liberty HS

**Alicia Glasscock**, 4th Grade Imlay ES