



Negotiations Update

The latest news on labor negotiations

April 21, 2017

On April 20 teams from the Gresham-Barlow School District (GBSD) and the Gresham-Barlow Education Association (GBEA) began bargaining a new teachers' contract. The school district focuses on its Labor Negotiations Guiding Principles as it negotiates its contract with the teachers union. These principles can be found on the district website <http://www.gresham.k12.or.us>.

At this first negotiations session, both sides presented their initial proposals. Below is a summary of some of GBSD's proposed changes to language. In the future, updates on negotiations sessions will be shared with staff by email and posted on the district website in the "Negotiations Update" section.

April 20 Negotiations Session at a Glance

- A proposal on salary and insurance was not included in the district's initial proposal. The District is currently putting together its proposed budget for 2017-18. The proposed budget will be presented to the District's Budget Committee on May 11 and emailed to all district staff. The District will review its financials (financial situation) at the next bargaining session scheduled for May 1.
- Since neither group brought forward changes on 13 articles, it is expected that they will be tentatively agreed on at the May 1 session. Those articles are: 2, 5, 9, 12, 16, 17, 21, 22, 26, 27, 28, 32, and 36.

Highlights from the District's proposal:

PROVISION	PROPOSAL
Paid Leaves Article 14 and Sick Leave Article 13	<ul style="list-style-type: none">• Allows for additional bereavement leave in the event of an immediate family member's death. Proposal states additional bereavement shall be available in accordance with Oregon law. State statutes allow for sick leave time to be used as bereavement leave.• Provides greater flexibility in the use of sick leave based on Oregon's sick time statute.
Hours and Workload Article 24	<ul style="list-style-type: none">• Proposal moves toward equity in the use of professional development time at all three levels to enhance school improvement efforts and opportunities for collaboration.

<p>Memorandum of Understanding: Classroom relocations due to bond construction/West Gresham Elementary closure</p>	<ul style="list-style-type: none"> • Members relocated by construction for bond projects will be granted one (1) day of release from their regular assignment for relocation work. • When West Gresham Elementary School is closed in 2020, members at the school will be granted one (1) day of release from their regular assignment for school closure work.
<p>Memorandum of Understanding: Transfer of West Gresham Elementary School licensed staff upon closure of school</p>	<ul style="list-style-type: none"> • States when West Gresham Elementary School closes in the spring of 2020, WGES staff will be given priority in filling the vacancies within the District.
<p>Safe Working Conditions Article 18</p>	<ul style="list-style-type: none"> • Equalizes representation on the District's Student Discipline and Safety Committee by adding five members appointed by the Oregon School Employees Association (OSEA). Committee would be comprised of up to five (5) members appointed by the GBEA, up to five (5) members from the District, and up to five (5) members appointed by the OSEA.

The above chart is a summary of some of the proposed changes in the District's initial proposal. The District's initial proposal will be posted on the district website in the Negotiations section the week of April 24.

Calendar of upcoming negotiations sessions

All sessions are held at the Oregon Education Association located at 501 NE Hood Avenue, Suite 340, Gresham, OR 97030.

They are open to the public.

- May 1 9:30 to 4
- May 17 9 to 3
- May 30 9:30 to 4
- June 15 9:30 to 4

Questions?

You can email your questions to: negotiations@gresham.k12.or.us