



Negotiations Update

The latest news on labor negotiations

October 23, 2017

Bargaining teams from the Gresham-Barlow School District (GBSD) and the Gresham-Barlow Education Association (GBEA) met on October 17, 2017.

The GBSD presented a package proposal containing all remaining articles still on the table. After a caucus, the GBEA shared a counter package proposal featuring all remaining articles.

Summary of District's October 17 Package Proposal

Financials:

The District doubled its salary proposal, proposing a 1% increase in the first two years of the contract. The District's salary increase proposal of 1% in the third year would remain the same.

The District's insurance proposal remained the same, proposing an increase in the insurance cap of \$25 a month in years 2 and 3 of the contract.

Changes proposed by the District to Article 24-Hours and Workload:

- The District agreed to provide association members with the ability to flex their schedules by starting their day at the beginning of student contact time as opposed to starting their day at the start of a staff member's prep time.
- The District withdrew its proposal to designate the third late-start Wednesday at the high school level for directed teacher collaboration and professional learning.
- The District proposed allowing Section 504 case managers (counselors) the option of requesting release time to complete case management responsibilities.
- The District agreed to move the head cheer advisor and head dance advisor positions from pay class C to pay class B.

Summary of Association's October 17 Package Proposal

In response to the District's package proposal, the Association presented a counter package proposal that included:

- Class size limits and financial compensation for teachers whose class sizes exceed those limits
- A salary increase of 2.5% in year one and 2% in years two and three of the contract for a total cost of \$5,404,591
- An increase to the insurance cap of \$40 a month during each year of the proposed three year contract for a total cost of \$1,654,203
- A \$400 per year contribution to each association member's Section 125 Account for a total cost of more than \$229,000 per year or approximately \$690,00 over the life of the contract
- A proposal to extend the timeline for early retirement which would result in an additional 229 members becoming eligible for early retirement at an additional cost of over \$318,000 in the next three years alone

The total cost of the Association's proposal over the next three years would be approximately \$10,035,720

While the District is continually working toward providing a fair employee compensation package, these are difficult financial times as pension costs are expected to rise significantly in the next few years. The Association's proposal would likely result in some combination of district staff layoffs, reductions to the student instructional year, and other extreme budget cuts.

The District will continue to work with the Association to reach an agreement that contains an employee compensation package that falls within the limits of available district resources.

Part-Time MOU

A small group made up of representatives from the Association and the District presented a proposal on the part-time MOU. Discussion will continue on this proposal at a subsequent meeting.

Update: List of articles tentatively agreed upon so far

- 1-Recognition
- 2-Negotiations Procedure
- 3-GBEA/ECBC Rights
- 4-Rights of Members
- 5-Personal and Academic Freedom
- 6-Grievance
- 9-Evaluation
- 10-Positions, Transfers, and Vacancies
- 12-License for Conditional Assignment (LCA)
- 13-Sick Leave
- 14-Paid Leave
- 15-Unpaid Leaves
- 16-Site Council
- 17-Management Rights
- 18-Safe Working Conditions
- 19-Required Workshops
- 20-Tuition Reimbursement/Professional Development
- 21-Travel
- 22-Mentor Program
- 26-Salary Checks
- 27-Dues/Payroll
- 28-Fair Share
- 32-No Strike Clause
- 36-Distance Learning/Technology

A look ahead to the November 6 session

The GBSD will bring forward a response to the Association’s counter package proposal and the proposed part-time MOU.

Calendar of upcoming negotiations sessions

Sessions are open to the public.

Date	Time	Location
November 6	4 – 8 pm	Gresham High School Media Center
November 13	4 – 8 pm	Sam Barlow High School Media Center

Questions?

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