



November 9, 2017

Bargaining teams from the Gresham-Barlow School District (GBSD) and the Gresham-Barlow Education Association (GBEA) met on November 6, 2017

The GBSD presented a package proposal containing all remaining articles still on the table.

Summary of the District's November 6 Package Proposal

Financials:

The District increased its salary proposal, proposing a 1.5% increase in each of the first two years of the contract. The salary increase proposal of 1% in the third year would remain the same. Previously, the District had proposed a 1% increase in each of the three years.

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. Because of the insurance pool, this year GBEA members pay an average of \$81 out of pocket for their monthly insurance premium.

The difference in cost between the district's last salary and insurance proposal and this new proposal is \$1,363,520.

Changes proposed by the District to Article 23-Work Year

The District's proposal allows for members to be assigned up to 5 paid days of work beyond the established 191/192 day work year at their daily rate of pay provided notice is given by March 15 of the preceding school year. Members with prior scheduled commitments would be accommodated.

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

The District withdrew its proposal to allow District scheduled meetings on Friday afternoons.

The District agreed to the Association's proposal that would limit the scheduling of two district-directed days in a row on late start Wednesdays, but added language that would allow for this to occur if the building leadership team approves.

The District continues to reject the Association's proposal on limits to class sizes, which would establish hard caps on class size and would require the District to pay teachers additional salary if their class size exceeded those caps. The District is committed to lower class sizes to the degree possible given insufficient state funding. However, given that class size issues are a result of insufficient funding, the District does not agree that creating an economic consequence for higher class sizes makes sense.

After the District presented its package proposal, both sides caucused.

It was then determined that the GBEA would present a counter package proposal at the next negotiations session on November 13.

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 13 session

The GBEA will bring forward a response to the District's November 6 package proposal.

Calendar of upcoming negotiations sessions

Sessions are open to the public.

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

Questions?

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