



Negotiations Update

The latest news on labor negotiations

September 15, 2017

Bargaining teams from the Gresham-Barlow School District (GBSD) and the Gresham-Barlow Education Association (GBEA) met on September 13, 2017.

Article 24-Hours and Workload Discussion

The negotiations session started with a robust conversation on Article 24-Hours and Workload. The two groups discussed the use of time during late-start Wednesdays. The Association is proposing that if there is an odd number of late-starts over the course of a school year, the additional late-start should be led by association members. The District is requesting more flexibility when it comes to the third late-start Wednesday at the high school level. Currently at the high school level, there is only 2.5 hours a month for professional development. This time is made up of two 60-minute late start Wednesdays and a thirty minute staff meeting. At the middle school level 3.5 hours is available each month for professional development and at the elementary level 3 hours is available. In order to meet the needs of all students at the high school level, the District is proposing utilizing an additional late start Wednesday for directed teacher collaboration and professional learning for teachers. This change would make professional development more equitable at all three levels and provide more opportunity for collaboration.

A discussion on the District's new Teacher Mentor Grant occurred. The grant will pay for time outside of the eight-hour workday for professional development for new teachers.

The two groups also talked about the District's proposal to establish a curriculum rate, which under the district's proposal would be bachelor's degree, step one. Teachers would receive this pay when doing curriculum work outside of their contracted hours. The curriculum rate would provide the district the opportunity to sponsor more time for teachers to work on curriculum without having the need for them to miss instructional time with students.

Counter proposals presented

The District presented a counter proposal to Article 10-Positions, Transfers and Vacancies. The District also shared a counter proposal to Article 33-Miscellaneous Provisions which contained current contract language.

The GBEA presented a counter proposal to Article 4-Rights of Members. Included in the counter proposal would be full just cause rights for probationary teachers. This would give the same job protections to probationary teachers as contracted teachers now have.

Update: List of articles tentatively agreed upon so far

- 1-Recognition
- 2-Negotiations Procedure
- 3-GBEA/ECBC Rights
- 5-Personal and Academic Freedom
- 6-Grievance
- 9-Evaluation
- 12-License for Conditional Assignment (LCA)
- 13-Sick Leave
- 14-Paid Leave
- 15-Unpaid Leaves
- 16-Site Council
- 17-Management Rights
- 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 September 19 session

Further discussion will take place on Article 24-Hours and Workload. The District will bring back a counter proposal to the part-time MOU and Article 4-Rights of Members. The District will also refine and clarify language in Article 10-Positions, Transfers, and Vacancies based on information shared by both groups. There will also be a discussion on salary and insurance.

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.

September 19	9 am – 3:30 pm
October 3	9 am – 1 pm
October 17	9 am – 3:30 pm

Questions?

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