



# Negotiations Update

The latest news on labor negotiations

May 18, 2017

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

Both teams exchanged initial economic proposals for Article 25-Salary and Article 29-Insurance.

## **District proposes salary increase in spite of bleak financial outlook**

The school district's financial outlook for next year is dependent on how much the state legislature allocates for K-12 schools for the 2017-19 biennium. If the legislature allocates \$8.1 billion, the district faces a \$3.5 million shortfall for 2017-18. Despite the anticipated shortfall, the district proposed salary increases for each year of the agreement.

### **GBSD Article 25-Salary Proposal**

- Year 1: One-half percent increase
- Year 2: One-half percent increase
- Year 3: One percent increase

To View the District's Initial Proposal: Article 25-Salary, visit the negotiations section of the district website: [www.gresham.k12.or.us](http://www.gresham.k12.or.us).

## **District considers impact of insurance pool in determining proposal on insurance**

The average out-of-pocket health insurance cost for members of the association is \$18.44 per month. This is because the district offers an insurance pool for association members. The insurance pool and its benefit to members played a factor in the district's proposal on insurance.

### **GBSD Article 29-Insurance**

- Year 1: No increase in insurance cap  
(Current monthly insurance cap of \$1200)
- Year 2: \$25 increase (Monthly insurance cap of \$1225)
- Year 3: \$25 increase (Monthly insurance cap of \$1250)

To View the District's Initial Proposal: Article 29-Insurance, visit the negotiations section of the district website: [www.gresham.k12.or.us](http://www.gresham.k12.or.us).

The GBEA also presented its economic proposal at the bargaining session.

### **GBEA Article 25-Salary Proposal**

Year 1: Two percent plus CPI  
Year 2: CPI or Two percent, whichever is greater  
Year 3: CPI or Two percent, whichever is greater

### **Consumer Price Index (CPI)**

Note: One of the key factors used in determining a settlement is the Consumer Price Index (CPI). The CPI is a measure of the average change in prices over time for goods and services people buy for day-to-day living. The CPI is often used as a benchmark for salary increases in collective bargaining.

The GBEA also proposed a hiring and retention incentive for special education teachers in years one, two, and three of their employment.

To View the GBEA's Initial Proposal: Article 25-Salary, visit the negotiations section of the district website: [www.gresham.k12.or.us](http://www.gresham.k12.or.us).

### **GBEA Article 29-Insurance Proposal**

Year 1: \$60 increase in insurance cap (Monthly insurance cap of \$1260)  
Year 2: \$60 increase (Monthly insurance cap of \$1320)  
Year 3: \$60 increase (Monthly insurance cap of \$1380)

In addition, the GBEA proposes an annual contribution of \$400 to the Section 125 medical benefit account of each eligible member.

To View the GBEA's Initial Proposal: Article 29-Insurance, visit the negotiations section of the district website: [www.gresham.k12.or.us](http://www.gresham.k12.or.us).

In addition to discussing economics, the District presented a counter proposal on Article 7-Complaint Procedure and Article 20-Tuition Reimbursement /Professional Development.

The District's proposed changes to Article 7 clarifies the process to be used in the event of a complaint. The proposed change to Article 20 would provide compensation for members who are recalled to their regular assignment from professional development.

The two teams also had extensive discussions on Article 8-Classroom Discipline and Article 18-Safe Working Conditions.

### **A look ahead to the May 30 session**

The GBSD will bring counter proposals on Article 8-Classroom Discipline and Article 18-Safe Working Conditions. The GBEA will bring counter proposals on

Article 7-Complaint Procedure and Article 20-Tuition Reimbursement/Professional Development. Discussions are scheduled for Articles 10, 11, 31, and on a Memorandum of Understanding that pertains to working conditions of part-time employees.

**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 30	9:30 a.m. to 4:30 p.m.
June 15	9:30 a.m. to 4:30 p.m.

**Questions?**

You can email your questions to: [negotiations@gresham.k12.or.us](mailto:negotiations@gresham.k12.or.us)