

Gresham-Barlow



School District

## BOARD OF EDUCATION

Board Work Session

### **AGENDA**

December 7, 2017

BOARD OF EDUCATION  
December 7, 2017

Regular Board Meeting / Work Session – 6 p.m.

**Large Conference Room  
Public Safety and Schools Building  
1331 NW Eastman Parkway, Gresham, OR**

I. CALL TO ORDER

II. ROLL CALL

_____	Kris Howatt, Chair	_____	Kathy Ruthruff, Director
_____	Sharon Garner, Vice-Chair	_____	Blake Petersen, Director
_____	Carla Piluso, Director		
_____	John Hartsock, Director		
_____	Matt O’Connell, Director	_____	A. Katrise Perera, Superintendent

III. APPROVE MEETING AGENDA

IV. DISCUSSION ITEMS

1. Legislative Update ..... Perera

V. RECESS INTO EXECUTIVE SESSION

The Gresham-Barlow School District Board of Directors will now meet in executive session for the purpose of discussing

*Negotiations ORS 192.660 (2)(d)*  
*Personnel ORS 192.660 (2)(b)*

Executive sessions are closed to the public. Representatives of the news media shall not be allowed to attend. As provided by statute, only designated staff shall be allowed to attend during the discussion about negotiations. All other members of the audience are asked to leave the room. No decision may be made in executive session.

2. Negotiations and Personnel Update ..... Hiu

RECONVENE INTO REGULAR WORK SESSION

VI. ANNOUNCEMENTS

Dec. 7, 2017: Regular Board Meeting - 7 p.m.  
Council Chambers  
Public Safety and Schools Building

VII. ADJOURN

**GRESHAM-BARLOW SCHOOL DISTRICT**  
**1331 NW Eastman Parkway**  
**Gresham, OR 97030-3825**

TO: Board of Directors  
FROM: A. Katrise Perera  
DATE: December 7, 2017  
RE: No. 1 – Legislative Update

EXPLANATION: The Oregon School Boards Association (OSBA) and the Confederation of Oregon School Administrators jointly prepared a report that describes the bills enacted by the 2017 Oregon Legislative Assembly. Below is a list of bills that COSA/OSBA have selected for priority focus:

- Funding
- Modified diploma
- Open enrollment (1 year extension)
- Class size bargaining
- Mandatory reporting law
- SLP Pension
- Ballot Measure 101
- Budget shortfall
- Sexual harassment complaints
- Early Childhood SpEd

The board will further narrow this list down for areas of focus in the district.

Additional information on bills affecting public schools can be found in the 2017 OSBA/COSA Legislative Report online at:

[http://www.osba.org/-/media/Files/Resources/Legislative/2017\\_OSBA-COSA\\_Legislative\\_Report-v2.pdf?la=en](http://www.osba.org/-/media/Files/Resources/Legislative/2017_OSBA-COSA_Legislative_Report-v2.pdf?la=en)

PRESENTER: A. Katrise Perera

SUPPLEMENTARY MATERIALS: None

RECOMMENDATION: This report is being provided as information only.

REQUESTED ACTION: No action is required at this time.

:sa

**GRESHAM-BARLOW SCHOOL DISTRICT**  
**1331 NW Eastman Parkway**  
**Gresham, OR 97030-3825**

**Executive Session**  
**Negotiations ORS 192.660 (2)(d)**  
**Personnel ORS 192.660 (2)(b)**

TO: Board of Directors

FROM: A. Katrise Perera  
James Hiu

DATE: December 2, 2017

RE: No. 2 – Negotiations and Personnel Update

EXPLANATION: Time has been reserved on this evening's agenda to hold an executive session of the board. During this time Brian Hungerford, lead negotiator for the district and members of the district's negotiations team (Sharon Garner, Teresa Ketelsen, and James Hiu) will update the board regarding the current status of contract negotiations with the Gresham-Barlow Education Association.

James Hiu will also provide a personnel update to the board.

PRESENTER: James Hiu

SUPPLEMENTARY  
MATERIALS: None

RECOMMENDATION: This summary is being provided as information only.

REQUESTED ACTION: No action is required. (No decision may be made in executive session.)

:sa



## GBSD/GBEA Negotiations Tentative Agreements Overview

December 7, 2017

# BARGAINING TEAMS

## GBSD Team

- ❖ Randy Bryant – Retired, Executive Director Human Resources
- ❖ Sharon Garner – GBSD Board Member
- ❖ James Hiu – Deputy Superintendent
- ❖ Brian Hungerford – GBSD Attorney
- ❖ Teresa Ketelsen – Deputy Superintendent
- ❖ John Koch – Executive Director Student Support Services
- ❖ James Milliken – Principal/East Orient Elementary School
- ❖ Bruce Schmidt – Principal/Sam Barlow High School

## GBEA Team

- ❖ Ken Allen – Teacher/Clear Creek Middle School
- ❖ Catherine Alexander – Uniserv Consultant
- ❖ Cyrus Harshfield – Teacher/Gresham High School/Bargaining Chair
- ❖ Mark Kim – Grant Coordinator/Grievance Chair
- ❖ Jay Lehr – Teacher/Gresham High School
- ❖ Eric Neiwert – Teacher/Gordon Russell Middle School
- ❖ Anna Powers – Teacher/North Gresham Elementary School

PRESENTATION

# TA'D ARTICLES – PRIOR TO 12/4/2017

ARTICLES	TITLE	ARTICLES	TITLE
Article 1	Recognition	Article 18	Safe Working Conditions
Article 2	Negotiations Procedure	Article 19	Required Workshops
Article 3	GBEA/ECBC Rights	Article 20	Tuition Reimbursement / Professional Development
Article 4	Rights of Members	Article 21	Travel
Article 5	Personal and Academic Freedom	Article 22	Mentor Program
Article 6	Grievance	Article 26	Salary Checks
Article 7	Complaint Procedure	Article 27	Dues/Payroll
Article 8	Classroom Discipline	Article 28	Fair Share
Article 9	Evaluation	Article 32	No Strike Clause
Article 10	Positions, Transfers, and Vacancies	Article 36	Distance Learning/Technology
Article 12	License for Conditional Assignment		
Article 13	Sick Leave		
Article 14	Paid Leaves		
Article 15	Unpaid Leaves		
Article 16	Site Council		
Article 17	Management Rights		

# ARTICLES TA'D ON 12/4/2017

ARTICLES	TITLE
Article 11	Reduction in Force
Article 23	Work Year
Article 24	Hours and Workload
Article 25	Salary
Article 29	Insurance
Article 30	Early Retirement
Article 31	Extra-Duty Compensation
Article 33	Miscellaneous Provisions
Article 34	Term of Agreement
Article 35	Professional Services



# GBSD/GBEA ARTICLE SUMMARIES

## **Article 11 – Reduction in Force**

- Maintained current contract language

## **Article 23 – Work Year**

- Members may be assigned up to two days of work beyond the established 191/192 day work year. Members also may voluntarily agree to work additional days.
- The District will make accommodations for any member assigned to work days beyond the established work year who has scheduled a prior commitment that conflicts with the additional days before being informed of the extended work year
- If March 15 falls on a non-work day, notice shall be provided on the work day directly preceding
- If the Board requires students to make up instructional hours lost due to inclement weather, the District and the Association will meet and confer on modifications to the calendar.

## **Article 24 – Hours and Workload**

- District-directed days are for the purposes of professional learning and training or collaborative planning, preparation, and assessment. This schedule/calendar will be determined by the school principal with no more than two (2) District directed days being scheduled consecutively unless otherwise scheduled by the building leadership team. In years with an odd number of early release/late arrival days, the extra day will be District directed.
- Elementary members (K-5) will receive eight (8) hours of substitute time for assessment purposes each year.
- Members in their first or second year with the District may be required to attend up to seven (7) events related to and established mentor program (separate from Article 22) and shall be compensated for attendance at their hourly rate.
- Members who perform pre-approved curriculum work that is not part of their regular assignment shall be compensated at an hourly rate equal to the BA, Step 1 of the salary schedule. In order for the curriculum rate to apply, curriculum work must be identified as such, offered on a voluntary basis and must be outside the regular work day. The curriculum rate shall apply to District-level development of prioritized learning standards, curriculum adoptions, unit plans, and assessments.

# GBSD/GBEA SUMMARIES CONT'D

- Idea Meeting Compensation – Any work performed outside the eight (8) hour day will be compensated at their hourly rate.
- Section 504 case managers may request accommodations from their administrator such as release time or additions to time worked for the purpose of completing case management responsibilities.
- Class Size **Committee** : The Association president shall be provided with a District print-out of class size by school and by **individual** class by the end of the third full week of school and by the end of the third full week of the second semester of each school year.

## Article 25 – Salary

- 2016-17 salary schedule shall be increased by one and a half percent (1.5%) for the 2017-18 salary year. The 2017-18 salary schedule shall be increased by one and a half percent (1.5%) for the 2018-19 salary year. The 2018-19 salary schedule shall be increased by one percent (1%) for the 2019-20 salary year.
- Previous Teaching/**Experience** Credit – The District may grant additional steps for initial salary placement based on a member's relevant industry or non-teaching employment experience. The Association shall be notified if any new member is placed on a step higher than his/her corresponding years of teaching or relevant experience.
- Step Advancement:
  - Step Advancement will be granted to those employees who have provided at least ninety (90) working days of service in the preceding school year. FMLA, OFLA, contractual, and other legally protected leaves will count towards the 90 working days.
  - Step advancement on the salary schedule may be withheld by the District for major deficiencies or where a member on a plan of assistance has been determined by the District to be making insufficient progress.
- National Board Certification: A member who fails to maintain National Board Certification shall be returned to the column reflecting their actual level of educational attainment, effective the pay period following the expiration of Certification (For a teacher who does not have a master degree, the lowest possible placement will be BA+45 column with the addition of 18 credits for the NBPTS process; for a teacher with a Master's degree, placement will be Masters plus actual number of credits earned, including 18 credits for NBPTS)

# GBSD/GBEA SUMMARIES CONT'D

- **Public Employees Retirement System (PERS):** It is recognized by the District and the Association that the salary schedules have been reduced to reflect the district's annual contribution to the Public Employees Retirement System on behalf of each teacher. It shall be understood that at such time as it is no longer legal for the District to make such contributions, or at such time as the District and the Association agree to discontinue the PERS "pick-up", the salary schedule will be increased by six percent minus associated payroll costs.

## Article 29 – Insurance

- Insurance:
  - The District's contribution for member insurance benefits shall be one thousand two hundred dollars (\$1200) per month for 2017-18. The District's contribution for member insurance benefits shall be one thousand two hundred twenty-five dollars (\$1225) per month per eligible employee for 2018-2019. The District's contribution for member insurance benefits shall be one thousand two hundred fifty dollars (\$1250) per month per eligible employee for 2019-20.
  - In addition to the premium contributions stated above, the District will make an annual contribution of one hundred dollars (\$100) to the qualified Section 125 account of each member who establishes a qualified account during open enrollment. The contribution will be made by October 1 of each year and will not be subject to the proration specified in Article 29, Section E. The member may draw on this account as reimbursement for any qualifying medical expense. Any of the District contributed unspent funds remaining in a member's Section 125 account shall revert to the District in accordance with the Section 125 rules/regulations.

## Article 30 – Early Retirement

- Slight change in language: "early retirement payments" shall be terminated as of the end of the calendar month in which the retired member dies, **first** qualifies for Social Security benefits

## Article 31 – Extra-Duty Compensation

- Department Chair Compensation:
  - Department chairpersons who do curriculum work on curriculum renewal after the regular contract day will be paid **the curriculum rate**

# GBSD/GBEA SUMMARIES CONT'D

- High School Department Chairpersons, other than the counseling chairpersons, will receive forty (40) hours of extended contract time at their hourly rate by submitting additions to time worked. An additional forty (40) hours shall be granted with prior administrative approval. Hours beyond the initial eighty (80) hours may be granted with prior administrative approval.
- Activity directors will receive up to ten (10) extended contracts days during the summer at mutually agreeable times prior administrative approval.
- Department chairpersons will be assigned to a preparation period in addition to their regular contractual preparation period.
- Other duties not otherwise specified elsewhere in the contract (Moved from Article 24, Section C3)

## **Article 33 – Miscellaneous Provisions**

- Maintained current contract language

## **Article 34 – Terms of Agreement**

- Upon ratification, this agreement shall be retroactive to July 1, 2017 and shall be binding upon the Board, the Council, and their members, and shall remain in full force and effect through June 30, 2020.

## **Article 35 – Professional Services**

- Maintained current language deleting references to curriculum work

# NEXT STEPS

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- Ratification by GBEA Members – January, 2018
- Ratification by East County Bargaining Council (ECBC) –  
January, 2018
- GBSD Board Approval – February 1, 2018 Business Meeting

**QUESTIONS?**

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