



# Hillsboro School District 1J

February 12, 2019  
Board Meeting

## Board of Directors

Lisa Allen • Martin Granum • Erika Lopez • Yadira Martinez • Jaci Spross • Kim Strelchun • Mark Watson

## Student Representatives to the Board of Directors

Jessica Jose-Nickerson • Samanta Vega Contreras

**HILLSBORO SCHOOL DISTRICT 1J BOARD OF DIRECTORS**  
Administration Center, 3083 NE 49<sup>th</sup> Place, Hillsboro, OR

**Board Meeting Agenda**  
**February 12, 2019**  
**5:15 PM**

Please note that the estimated times listed below for specific agenda items are subject to change; if audience members wish to be present for specific agenda items, they are encouraged to arrive at least 15 minutes prior to the estimated time.

**1. 5:15 PM - Work Session**

- A. Hillsboro School District Board of Directors' Discussion with North Plains City Officials 4  
Time: 5:15 PM, 45 minutes
  - 1. Introductions
  - 2. School Bond Projects Update
    - a. Highlights, priorities, benefits, and impact to the community:  
North Plains Elementary School, Evergreen Middle School, and Glencoe High School  
Presenter: Adam Stewart
    - b. Overview of boundary adjustment timelines and guiding principles  
Presenter: Mike Scott
  - 3. Overview of North Plains Elementary School Programs and Activities  
Presenter: Becky Smith
  - 4. Brainstorm Regarding Future Partnership and Collaboration Opportunities  
(Athletic fields, other....)  
Presenter: Lisa Allen / Mike Scott / Teri Lenahan
- B. Recess Meeting  
Time: 6:00 PM
- C. Break  
Time: 10 minutes
- D. Reconvene Meeting  
Time: 6:10 PM
- E. Discuss Facilities Naming Process 5  
Presenter: Mike Scott  
Time: 6:10 PM, 15 minutes
- F. NWRESD Local Service Plan Discussion 6  
Presenter: Mike Scott  
Time: 6:25 PM, 5 minutes
- G. Talented and Gifted (TAG) Update 14  
Presenter: Dayle Spitzer / Brooke Vilante  
Time: 6:30 PM, 20 minutes
- H. Safety Update 15  
Presenter: Mike Scott / Casey Waletich  
Time: 6:50 PM, 15 minutes
- I. Discuss Student Representative Positions and Planning 19

Presenter: Mike Scott / Lisa Allen

Time: 7:05 PM, 20 minutes

1. Selection Process / Timeline
2. Feedback from Student Representatives

J. Discussion Time

Time: 7:25 PM, 15 minutes

K. Recess Board Meeting

Time: 7:40 PM

L. Break

Time: 5 minutes

M. Reconvene Board Meeting

Time: 7:45 PM

2. **Executive Session**

A. ORS 192.660(2)(d)—Labor Negotiator Consultation

Time: 7:45 PM, 10 minutes

3. **Work Session**

A. **ACTION**: Ratify Agreement with Hillsboro Education Association

20

Presenter: Kona Lew-Williams / Michelle Morrison

Time: 7:55 PM, 5 minutes

B. Update Regarding Compensation for Non-Union Employees

22

Presenter: Kona Lew-Williams / Michelle Morrison

Time: 8:00 PM, 5 minutes

4. Adjourn

Time: 8:05 PM

5. Next Meetings of the Board of Directors:

- February 26, 2019 - Regular Session

- March 12, 2019 - Regular Session

The complete Board meeting packet may be downloaded from the District website at: <https://www.hsd.k12.or.us/board>.

**HILLSBORO SCHOOL DISTRICT 1J**  
**February 12, 2019**  
**HILLSBORO SCHOOL DISTRICT BOARD OF DIRECTORS'**  
**DISCUSSION WITH NORTH PLAINS CITY OFFICIALS**

**SITUATION**

The Hillsboro School District Board of Directors will meet with North Plains city officials to discuss matters of mutual interest. Discussion topics will include an update on bond projects at North Plains Elementary School, Evergreen Middle School, and Glencoe High School (highlights, priorities, benefits, and potential impact to the community); an overview of programs and activities at North Plains Elementary School; and brainstorming regarding future partnership opportunities.

**RECOMMENDATION**

The Superintendent recommends that the Board of Directors participate in a discussion with North Plains City officials on topics of mutual interest.

**HILLSBORO SCHOOL DISTRICT 1J  
February 12, 2019  
DISCUSS FACILITIES NAMING PROCESS**

**SITUATION**

This evening, the Board will discuss the District's process for naming facilities.

**RECOMMENDATION**

The Superintendent recommends that the Board of Directors discuss the District's process for naming facilities.

**HILLSBORO SCHOOL DISTRICT 1J**  
**February 12, 2019**  
**NORTHWEST REGIONAL EDUCATION SERVICE DISTRICT (NWRES D)**  
**LOCAL SERVICE PLAN DISCUSSION**

**SITUATION**

In accordance with ORS 334.175, local school districts must approve their education service district's Local Service Plan for the following school year prior to March 1 of the current year. In order for the local service plan to take effect for the 2019-20 school year, it must be approved by at least two-thirds of the component school districts representing over 50 percent of all regional students.

The Northwest Regional Education Service District (NWRES D), in concert with regional superintendents, developed the attached Local Service Plan to bring to the region's 20 school districts; and local school districts' boards of directors are now reviewing the plan. The Hillsboro School District Board of Directors is scheduled to adopt a resolution approving the NWRES D Local Service Plan for the 2019-20 school year during their February 26, 2019, Board meeting.

**RECOMMENDATION**

The Superintendent recommends that the Board of Directors review the NWRES D Local Service Plan and ask any questions they may have.



# Northwest Regional ESD

## 2019-20 Local Service Plan



5825 NE Ray Circle | Hillsboro, OR 97124-6436

T: 503-614-1428 F: 503-614-1440 Toll-Free: 1-800-990-7500

[www.nwresd.org](http://www.nwresd.org)

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## Northwest Regional Education Service District

[Rob Saxton](#), Superintendent

### Washington Service Center

5825 NE Ray Circle Hillsboro, OR  
97124  
Phone: 503-614-1428  
Toll-Free in Oregon: 1-888-990-7500

### Clatsop Service Center

[Elizabeth Friedman](#), Administrator  
3194 Marine Drive Astoria, OR 97103  
Phone: 503-325-2862

### Columbia Service Center

[Cynthia Jaeger](#), Administrator  
800 Port Avenue St. Helens, OR 97051  
Phone: 503-366-4100

### Tillamook Service Center

[Kim Lyon](#), Administrator  
2515 3rd Street Tillamook, OR 97051  
Phone: 503-842-8423

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## NWRESD Board of Directors

### CHAIR

Bruce, Renee | Social Services  
Beaverton, OR

### VICE CHAIR

Cunningham, Karen | Zone 5  
Portland, OR

Riley, Christine | Zone 1  
Gaston, OR

Erickson, Tony | Zone 4  
Scappoose, OR

Tomlin, Ross | Higher Ed TBCC  
Tillamook, OR

Hollandsworth, Dave | Zone 2  
Tillamook, OR

McGlasson, Marilyn | At-Large  
Hillsboro, OR

Poehlitz, Lisa | Zone 3.  
Sherwood OR

Vacant | Business

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## Board Zones

- 1: School Districts: Gaston, Sherwood and Tigard-Tualatin
- 2: School Districts: Astoria, Jewell, Knappa, Seaside, Warrenton-Hammond, Neah-Kah-Nie, Nestucca Valley, Tillamook, Banks and Forest Grove
- 3: School District: Hillsboro
- 4: School District: Beaverton, Clatskanie, Rainier, Scappoose, St. Helens, and Vernonia
- 5: School District: Beaverton (Attendance areas: Aloha, Southridge and Westview High Schools)



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# Northwest Regional Education Service District

## Local Service Plan

Each ESD's component school districts are to pass the Local Service Plan following these guidelines: It must be passed by 2/3 of the districts representing more than 50% of the student population. The Local Service Plan must contain, and every ESD must provide, the following services:

- Programs for children with special needs, including but not limited to special education services, services for at-risk students and professional development for employees who provide those services.
- Technology support for component school districts and the individual technology plans of those districts, including but not limited to technology infrastructure services, data services, instructional technology services, distance learning and professional development for employees who provide those services.
- School improvement services for component school districts, including but not limited to services designed to support component school districts in meeting the requirements of state and federal law, services designed to allow the education service district to participate in and facilitate a review of the state and federal standards related to the provision of a quality education by component school districts, services designed to support and facilitate continuous school improvement planning, services designed to address school wide behavior and climate issues and professional technical education and professional development for employees who provide those services.
- Administrative and support services for component school districts, including but not limited to services designed to consolidate component school district business functions, liaison services between the Department of Education and component school districts and registration of children being taught by private teachers, parents or legal guardians pursuant to ORS 339.035.
- Other services that an education service district is required to provide by state or federal law, including but not limited to services required under ORS 339.005 to 339.090.

**Estimated NWRESD 2019-20 Local Service Plan: Service Credits**

	<b>2019-20 Projected \$9.0b</b>	<b>2018-19 (Budgeted)</b>
Estimated SSF Allocation (based on 6/29/17 SSF estimate)	\$ 48,310,767	\$ 45,324,276
ESD Operations @ 10%	4,831,077	4,532,428
Resolution Plan @ 90%	43,479,690	40,791,848
Less: Beaverton (39.14%)	17,018,410	15,917,841
Less: Hillsboro (20.25%)	8,799,195	8,314,825
Amount Available for 18 Districts	17,662,085	16,559,182
CORE Services - 25% of Plan	4,415,521	4,139,796
Service Credits - 75% of Plan	<b>\$ 13,246,564</b>	<b>\$ 12,419,387</b>



County	District	ODE Report	ODE Report	Growth	Local Service Plan	% of Total	Estimated	Amount	Original	Difference
		5/7/2018	4/30/2018						Service Credit	
		2016-17	2017-18		ADMw		2019-20	per ADMw	2018-19	
		Ex. ADMw	Ex. ADMw		w/ Growth		Allocation		Allocation	
<b>Clatsop</b>	Astoria	2,198.32	2,225.85	27.5	2,253.4	4.45%	\$ 590,066	\$ 261.86	\$ 537,569	\$ 52,497
	Jewell	267.61	280.10	12.5	292.6	0.58%	76,617	261.86	73,588	3,029
	Knappa	631.17	659.28	28.1	687.4	1.36%	179,999	261.86	156,109	23,890
	Seaside	1,927.94	1,927.94	-	1,927.9	3.81%	504,847	261.86	478,183	26,664
	Warrenton-Hammond	1,254.79	1,247.28	(7.5)	1,247.3	2.47%	326,611	261.86	310,925	15,686
<b>10 Columbia</b>	Clatskanie	942.87	942.87	-	942.9	1.86%	246,898	261.86	236,088	10,810
	Rainier	1,103.67	1,103.67	-	1,103.7	2.18%	289,005	261.86	267,476	21,529
	Scappoose	2,809.42	2,800.90	(8.5)	2,800.9	5.54%	733,439	261.86	691,568	41,871
	St. Helens	3,530.31	3,528.22	(2.1)	3,528.2	6.97%	923,894	261.86	862,905	60,989
	Vernonia	770.31	745.36	(24.9)	745.4	1.47%	195,179	261.86	188,369	6,810
<b>Tillamook</b>	Neah-Kah-Nie	1,020.39	1,020.39	-	1,020.4	2.02%	267,198	261.86	248,361	18,837
	Nestucca Valley	686.05	668.07	(18.0)	668.1	1.32%	174,940	261.86	167,764	7,176
	Tillamook	2,518.76	2,592.74	74.0	2,666.7	5.27%	698,303	261.86	622,012	76,291
<b>Washington</b>	Banks	1,355.60	1,355.60	-	1,355.6	2.68%	354,975	261.86	356,649	(1,674)
	Forest Grove	7,727.57	7,630.95	(96.6)	7,631.0	15.08%	1,998,228	261.86	1,889,671	108,557
	Gaston	747.70	738.71	(9.0)	738.7	1.46%	193,437	261.86	182,840	10,597
	Sherwood	6,010.26	5,995.64	(14.6)	5,995.6	11.85%	1,570,009	261.86	1,469,726	100,283
	Tigard-Tualatin	15,047.19	14,981.07	(66.1)	14,981.1	29.61%	3,922,920	261.86	3,679,584	243,336
<b>TOTAL</b>		<b>50,549.93</b>	<b>50,444.64</b>	<b>(105.3)</b>	<b>50,586.8</b>	<b>100.00%</b>	<b>\$ 13,246,564</b>		<b>\$ 12,419,387</b>	<b>\$ 827,177</b>

Assumptions: \$9.0b in SSF Formula. No change in net carve-outs. Enrollment stable.

**Projected NWRESD 2019-20 Local Service Plan: County Allocations**

Total Available for Allocation		\$	1,497,082
Base per County =	\$	125,000	x 4 = 500,000
Available by ADMw			997,082

County	District	Resolution Plan ADMw w/ Growth	County Base	Allocation Outside of Base	Total 2019-20 Allocation Per County	Total 2018-19 Allocation Per County	Difference
Clatsop	Astoria	2,225.9					
	Jewell	280.1					
	Knappa	659.3					
	Seaside	1,927.9					
	Warrenton-Hammond	1,247.3					
	<b>Total Clatsop County</b>	<b>6,340.5</b>	<b>\$ 125,000</b>	<b>\$ 125,324</b>	<b>\$ 250,324</b>	<b>\$ 247,453</b>	<b>\$ 2,871</b>
Columbia	Clatskanie	942.9					
	Rainier	1,103.7					
	Scappoose	2,800.9					
	St. Helens	3,528.2					
	Vernonia	745.4					
	<b>Total Columbia County</b>	<b>9,121.0</b>	<b>125,000</b>	<b>180,285</b>	<b>305,285</b>	<b>303,873</b>	<b>1,412</b>
Tillamook	Neah-Kah-Nie	1,020.4					
	Nestucca Valley	668.1					
	Tillamook	2,592.7					
	<b>Total Tillamook County</b>	<b>4,281.2</b>	<b>125,000</b>	<b>84,622</b>	<b>209,622</b>	<b>207,705</b>	<b>1,917</b>
Washington	Banks	1,355.6					
	Forest Grove	7,631.0					
	Gaston	738.7					
	Sherwood	5,995.6					
	Tigard-Tualatin	14,981.1					
	<b>Total Washington County</b>	<b>30,702.0</b>	<b>125,000</b>	<b>606,851</b>	<b>731,851</b>	<b>730,811</b>	<b>1,040</b>
<b>TOTAL</b>		<b>50,444.6</b>	<b>\$ 500,000</b>	<b>\$ 997,082</b>	<b>\$ 1,497,082</b>	<b>\$ 1,489,842</b>	<b>\$ 7,240</b>

## Proposed NWRESD 2019-20 Local Service Plan: Core Services Budget

<u>Program</u>	<u>2018-19 Adopted Budget</u>	<u>2019-20 Projected Budget</u>
<b>Professional Learning Services</b>		
Professional Development Strands	878,375	1,055,875
<b>Professional Learning Services</b>	<b>\$ 878,375</b>	<b>\$ 1,055,875</b>
<b>Regional Innovations Fund</b>	<b>550,000</b>	<b>550,000</b>
<b>Technology</b>		
Network Services	314,189	326,757
Help Desk	107,030	111,311
Application Support/Development	488,382	507,917
Technical Engineering Coop	407,218	423,507
Student Information System	827,121	860,206
Library Services	156,231	162,480
<b>Total Technology Services</b>	<b>2,300,171</b>	<b>2,392,178</b>
<b>Miscellaneous Services</b>		
Home School	14,280	15,000
Emergency Closure Network	10,500	10,500
County Allocations	1,489,589	1,497,082
<b>Total Miscellaneous Services</b>	<b>1,514,369</b>	<b>1,522,582</b>
<b>Total Core Services</b>	<b>\$ 5,242,915</b>	<b>\$ 5,520,635</b>
Amount Available for Core Services:		
Core Allocation	4,137,801	4,415,521
Beaverton and Hillsboro and District	849,424	849,424
Surplus/(Deficit)	<b>\$ 255,690</b>	<b>\$ 255,690</b>

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**RESOLUTION AUTHORIZING  
NWRES D LOCAL SERVICE PLAN FOR 2019-20**

BE IT RESOLVED by the Board of Directors of \_\_\_\_\_ School District in \_\_\_\_\_ County, Oregon, that for the nature and extent of Core Services, Service Credits, and the County Allocation Fund described in the proposed local service plan and in compliance with the provisions of ORS 334.175, the school board of said school district hereby approves the Northwest Regional Education Service District Local Service Plan for the 2019-20 school year.

ADOPTED this \_\_\_\_\_ day of \_\_\_\_\_ 2019.

ATTEST:

\_\_\_\_\_  
Board Chair

\_\_\_\_\_  
Superintendent

**Please email or mail the signed document by March 1, 2019 to:**

Lauren Slyh O’Driscoll  
[lslyh@nwresd.k12.or.us](mailto:lslyh@nwresd.k12.or.us)  
Northwest Regional Education Service District  
5825 NE Ray Circle  
Hillsboro, Oregon 97124

**HILLSBORO SCHOOL DISTRICT 1J**  
**February 12, 2019**  
**TALENTED AND GIFTED (TAG) UPDATE**

**SITUATION**

Students who have been identified as Talented and Gifted (TAG) have unique instructional, academic, and social needs. Tonight's update will include information regarding districtwide events, individual supports, and teacher training that supports District TAG students and their parents.

**RECOMMENDATION**

The Superintendent recommends that the Board of Directors listen to this report and ask any questions they may have.

**HILLSBORO SCHOOL DISTRICT 1J**  
**February 12, 2019**  
**SAFETY UPDATE**

**SITUATION**

Throughout the year, the Board will receive updates regarding work that is being accomplished across the District to improve the safety and security of students, and staff. This evening's report will include information regarding the safety and security projects that are included in the bond program.

**RECOMMENDATION**

The Superintendent recommends that the Board of Directors listen to this report and ask any questions they may have.





## **2017 HILLSBORO SCHOOL DISTRICT BOND PROGRAM**

### **SAFETY & SECURITY**

#### **BOND PROGRAM OVERVIEW**

The 2017 Hillsboro School District Bond was approved by District voters in November 2017 by a margin of 67 percent to 33 percent. The Bond program focused on four major categories: Improving Safety and Security; Building for the Future; Enhancing Existing Infrastructure; and Providing a Modern Educational Experience for all students. Included in the Improving Safety and Security component of the bond is approximately \$11.5 million for safety and security enhancements at our existing schools and on buses. We are undertaking these projects because the safety of our students and staff is a foremost priority and we know they perform better when they feel safe. The purpose of this document is to provide detailed information about these safety and security projects.

#### **BACKGROUND**

The Hillsboro School District includes 25 elementary schools, four middle schools, four comprehensive high schools, two alternative schools, and five support campuses. The oldest of these buildings was constructed in 1922 (Reedville Elementary) and the newest in 2009 (South Meadows Middle School). Over this 87-year period, our awareness and application of safety and security measures have evolved; the result is that we currently have varying, but still significant, levels of security at our campuses.

The purpose of the bond's safety and security enhancements is to ensure that all schools and facilities, regardless of age, have a uniform level of security with the same safety measures in place. Much of this work involves limiting access into schools during school hours, improving communications within buildings, and monitoring more closely our school facilities.

#### **SAFETY & SECURITY MEASURES**

Distributed Antenna System – Particularly in our newest schools, the amount of concrete and steel creates reception gaps that prevent first responder radios from working properly in at least a portion of the building. The Distributed Antenna System, also known as DAS, will eliminate these gaps in our District buildings. The DAS will

ensure that radio communications by first responders are fully operational in the event of an emergency, regardless of their location in the building.

Entry Vestibule/Line of Sight Improvements – A key to increasing the safety of our students and staff is limiting access into our school buildings via more secure entry vestibules and ensuring that school staff can see all visitors entering the building (line of sight). The physical implementation of the improvements will vary by school, but in each case, all visitors will be required to check in through the main office before they are allowed to proceed into the building, once the school day begins.

Access Control – All exterior school doors, including the main entry, will be locked after the start of the school day. Entry to the school building can only be accomplished by using an electronic key card or by checking in through the main office. The access control system will also allow building staff to lock all exterior doors remotely at any time in the event of an emergency.

Door Alarms for Exterior Doors – Door alarms will alert building staff when an exterior door has been propped opened.

Security Cameras – Security cameras will allow building staff to view the interior of school buildings (building entry, main corridors, and commons areas), as well as the exterior (access points, parking lots, covered play areas, and play fields).

Security Fencing – Additional fencing will improve student supervision during the school day and assist in directing visitors to the main office, while creating a visual deterrent.

In-Building Communication – All schools will be supplied with new radios to ensure that staff are able to communicate throughout the school building and when outdoors on playgrounds and play fields.

Public Address System – All public address (PA) systems will be tested to ensure that they are functional in all areas of the school building.

Alarms and Visual Warnings – Inside and Outside of the Building – All school buildings are equipped with audio alarms for fire protection. These alarms will be upgraded to include visual warnings so that students and staff are alerted in the event of an emergency in areas where audio warnings are difficult to hear.

Interior Door Locks – All interior classroom doors will have the ability to be locked from the inside. This will eliminate the need for staff to enter the corridor to lock a classroom in the event of an emergency.

Security Film – A protective film will be placed over windows and glass in various areas to enhance glass strength.

School Buses – All school buses are equipped with new five-camera monitoring systems, as well as GPS tracking systems that allow their locations to be known at all times.

### **ONGOING SAFETY DRILLS**

It is important to remember that these safety and security enhancements will provide much safer facilities for our students and staff; however, they will not eliminate the need for ongoing safety drills. Drills help staff and students know how to react in the event of a safety or security event. For more information regarding safety please visit the [Safety](#) page of our District website.

**HILLSBORO SCHOOL DISTRICT 1J**  
**February 12, 2019**  
**DISCUSS STUDENT REPRESENTATIVE POSITIONS AND PLANNING**

**SITUATION**

Because the Board values the input of students on matters that are important to them, Board members established a position of “Student Representative to the Board,” beginning with the 2018-19 school year.

It was determined that up to three students would be appointed each year, to serve from September through June, and no school would be represented by more than one position. The opportunity to serve as a student representative would rotate between schools on an annual basis, with students from Liberty High School, Century High School, and the Hillsboro Online Academy having the opportunity to participate in 2018-19; and students from Glencoe High School, Hillsboro High School, and the Miller Education Center having the opportunity to participate the following year.

During this evening’s work session, Board members will discuss the timeline and process for selecting Student Representatives to serve during the 2019-20 school year, and will receive feedback from the current Student Representatives regarding their experiences in the position.

**RECOMMENDATION**

The Superintendent recommends that the Board of Directors and Student Representatives discuss the timeline and process for selecting Student Representatives to serve during the 2019-20 school year.

**HILLSBORO SCHOOL DISTRICT 1J**  
**February 12, 2019**  
**RATIFY AGREEMENT WITH HILLSBORO EDUCATION ASSOCIATION**

**SITUATION**

On February 5, 2018, the District began negotiating the Licensed Collective Bargaining Agreement with Hillsboro Education Association (HEA). On January 29, 2019, the District bargaining team reached a tentative agreement with HEA for a new three-year contract, July 1, 2018, to June 30, 2021. An overview of the key points of the tentative agreement is provided below:

**SALARY**

- All employees receive a step during each year that they are eligible
- COLA added to the salary schedule
  - 2018-19: 2%
  - 2019-20: 2.5%
  - 2020-21:
    - 2.5% COLA for the first six paychecks
    - 3% COLA for the last six paychecks
- Beginning in the 2018-19 school year: COLA increase added each year to extra duty stipends and hourly amounts, aligning with the COLA increase added to the salary schedule
- 2018-19 and 2019-20: One-time longevity stipend of \$500 for employees who have been at the top step of the salary schedule for more than one year, and have ten or more years of licensed experience in the District
- Beginning in 2018-19: Equitable alignment of comparable stipends for Volleyball, Dance, and Cheer Teams
- Beginning in the 2019-20 school year:
  - Addition of speech language pathologist and school psychologist stipends
  - Additional tiers added to the ELL case manager stipend range
  - Additional tier added to the 504 case manager paid release day range
  - Access to extended contract funds for bilingual dual language program teachers to translate and develop Spanish curriculum
- 2020-21: Retirement stipend of \$500 for employees at the top step of the salary schedule who submit retirement notification by March 1, 2021

## INSURANCE

- 2018-19: \$25.00 increase to the insurance cap to \$1,175
- 2019-20: \$25.00 increase to the insurance cap to \$1,200
- 2020-21: \$50.00 increase to the insurance cap to \$1,250

## LEAVE:

- In 2018-19, employees may use up to 8 hours of accumulated sick leave (prorated for part-time members) for personal reasons
- Beginning in 2019-20, employees may use up to 16 hours of accumulated sick leave (prorated for part-time members) for personal reasons

## ADDITIONAL CHANGES OF NOTE

- Elementary preparation time has increased to 400 minutes per five-day week
- Counselors will receive the extended contract hourly teaching rate for covering classroom absences of 30 minutes or more
- The safety and building discipline plans have been updated
- Professional development fund changes for speech-language pathologists, school psychologists, nurses and employees who are placed on Column VI of the salary schedule

## **RECOMMENDATION**

The Superintendent recommends that the Board of Directors take action on the following motion:

*I move that the Board of Directors approve the three-year collective bargaining agreement with Hillsboro Education Association, effective July 1, 2018, through June 30, 2021, as tentatively agreed to by the District bargaining team.*

**HILLSBORO SCHOOL DISTRICT 1J**  
**February 12, 2019**  
**UPDATE REGARDING COMPENSATION FOR NON-UNION EMPLOYEES**

**SITUATION**

On June 26, 2018, the Board approved a three-year agreement with executive management, administrators, confidential and supervisory-technical employees, to align with the timelines of the agreements reached with the licensed employee group. In addition to work calendar changes for specific positions, the Board approved the following compensation package for non-union employees, to be aligned with the compensation increases that would be approved for licensed staff, upon the completion of the bargaining process.

- All employees receive a step during each year that they are eligible
- Cost of living adjustment equivalent to negotiated licensed staff increase
- Insurance increase equivalent to negotiated licensed staff increase

On January 29, 2019, the District bargaining team reached a tentative agreement with HEA for a new three-year contract, July 1, 2018 to June 30, 2021. The tentative agreement is being presented to the Board for approval this evening. This agreement includes the following compensation increases that apply to non-union staff:

**SALARY**

- COLA added to the salary schedule
  - 2018-19: 2%
  - 2019-20: 2.5%
  - 2020-21:
    - 2.5% COLA for the first six paychecks
    - 3% COLA added for the last six paychecks

**INSURANCE**

- 2018-19: \$25.00 increase to the insurance cap to \$1,175
- 2019-20: \$25.00 increase to the insurance cap to \$1,200
- 2020-21: \$50.00 increase to the insurance cap to \$1,250

Following the Board's approval of the agreement with the licensed employee group, steps will be taken to implement the compensation package that the Board previously approved for non-union employees.

**RECOMMENDATION**

The Superintendent recommends that the Board of Directors listen to this report and ask any questions they may have.