

HILLSBORO SCHOOL DISTRICT 1J BOARD OF DIRECTORS
Administration Center, 3083 NE 49th Place, Hillsboro, OR 97124

VIRTUAL SESSION

Board Meeting Agenda
Thursday, December 19, 2024
12:00 PM - VIRTUAL SESSION

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

1. **12:00 PM - Special Session - Virtual**
 - A. Call to Order Special Session
Presenter: Ivette Pantoja
Time: 12:00 PM
 - B. Ratify Agreement with Hillsboro Education Association 2
Presenter: Ivette Pantoja
Time: 12:00 PM, 30 minutes
SAMPLE MOTION: *I move that the Board of Directors approve the three-year collective bargaining agreement with Hillsboro Education Association, effective July 1, 2024, through June 30, 2027, as tentatively agreed to by the District bargaining team.*
 - C. Approve Memorandum of Agreement for Non-Union Employees 4
Presenter: Brian Haats
Time: 12:30 PM
SAMPLE MOTION: *I move that the Board of Directors approve the 2024-27 individual contracts with non-union employees including the recommended MOA revisions, and GSI and health benefit contributions in alignment with the licensed bargain agreement.*
 - D. Adjourn Special Session
Presenter: Ivette Pantoja
Time: 12:30 PM

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

HILLSBORO SCHOOL DISTRICT 1J
December 19, 2024
RATIFY AGREEMENT WITH HILLSBORO EDUCATION ASSOCIATION

SITUATION

On January 17, 2024, the District began negotiating the Licensed Collective Bargaining Agreement with Hillsboro Education Association (HEA). On December 11, 2024, the District bargaining team reached a tentative agreement with HEA for a new three-year contract, July 1, 2024, to June 30, 2027. 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
- General Salary Increase (GSI) added to the salary schedule
 - 3.5% for 2024-25 (Retroactive to July 1, 2024)
 - 4.75% for 2025-26
 - 4.25% for 2026-27
- GSI increase added each year to extra duty stipends and hourly amounts, aligning with the GSI increase added to the salary schedule
- Stipend Adjustments and Additions
 - District Nurse Increased to \$4,279
 - New - Elementary After School Lead - \$1,815

INSURANCE

The maximum District contribution toward employee medical, vision and dental insurance is:

- \$1,370 for 2024-25
- \$1,420 for 2025-26
- \$1,470 for 2026-27

LEAVES

- Sabbatical Leave removed from the contract
- Unit members shall receive 3 days per year of paid leave for personal reasons.
- Leave Resulting From Physical Attack - An employee absent from work due to injury that is the result of a physical assault by a student will receive compensation for up to 3 days of pay. In order to qualify for such compensation, the employee must have an accepted Workers' Compensation claim associated with that injury.

ADDITIONAL CHANGES OF NOTE

- Establishes \$700,000 Class Size/Caseload Relief Fund for both the 2025-26 and 2026-27 school years.
- Unit members shall be eligible to receive up to 6 quarter hours per year until funds (\$600,000 for 24-25) have been exhausted.

RECOMMENDATION

The Superintendent recommends that the Board of Directors approve the three-year collective bargaining agreement with Hillsboro Education Association, effective July 1, 2024, through June 30, 2027, as tentatively agreed to by the District bargaining team.

I move that the Board of Directors approve the three-year collective bargaining agreement with Hillsboro Education Association, effective July 1, 2024, through June 30, 2027, as tentatively agreed to by the District bargaining team.

HILLSBORO SCHOOL DISTRICT 1J
December 19, 2024
APPROVE MEMORANDUM OF AGREEMENT FOR NON-UNION EMPLOYEES

SITUATION

The executive management staff, administrators, confidential, and supervisory-technical employees are not included in a bargaining unit. Annually, the Board authorizes their compensation after receiving recommendations from the Superintendent. Per state public meeting laws (42 Op Atty Gen 362 [1982]), salaries for non-union employees may not be discussed in executive session. The Board is scheduled to take action regarding compensation for non-union employees during today's special session.

The compensation for these employee groups mirrors Licensed Bargaining Agreement.

SALARY - General Salary Increase (GSI) added to the salary schedule:

- 3.5% for 2024-25 (Retroactive to July 1, 2024)
- 4.75% for 2025-26
- 4.25% for 2026-27

INSURANCE - The maximum District contribution toward employee medical, vision and dental insurance is:

- \$1,370 for 2024-25 (unchanged from last year)
- \$1,420 for 2025-26
- \$1,470 for 2026-27

This language will also be added: "The monthly premium cost to employees participating in the "Preferred Plan" options of medical, dental, and vision plans will align with those of the Licensed Bargaining Agreement."

All other components of the Memorandum of Agreement shall remain unchanged.

RECOMMENDATION

The Superintendent recommends that the Board of Directors approve the 2024-27 individual contracts with non-union employees including the recommended MOA revisions, and GSI and health benefit contributions in alignment with the licensed bargain agreement.

I move that the Board of Directors approve the 2024-27 individual contracts with non-union employees including the recommended MOA revisions, and GSI and health benefit contributions in alignment with the licensed bargain agreement.