

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

VIRTUAL SESSION

Board Meeting Agenda
Monday, March 17, 2025
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. A livestream link can be found at the top of the hsd website: <https://www.hsd.k12.or.us/> on the morning of the meeting.

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 Classified United 2
Presenter: Ivette Pantoja
Time: 12:00 PM, 20 minutes
SAMPLE MOTION: *I move that the Board of Directors approve the three-year collective bargaining agreement with Hillsboro Classified United, effective July 1, 2024, through June 30, 2027, as tentatively agreed to by the District bargaining team.*
 - C. Approve Personal Leave Compensation for Non-Represented Staff 4
Presenter: Kona Lew-Williams
Time: 12:20 PM, 5 minutes
SAMPLE MOTION: *I move that the Board of Directors approve the Personal Leave compensation for non-union employees as designated in the MOA revision in alignment with the licensed bargain agreement.*
 - D. Discussion Time
Presenter: Ivette Pantoja
Time: 12:25 PM, 5 minutes
 1. Student Representatives' Time
 2. Superintendent's Time
 3. Board of Directors' Time
 - E. Adjourn Special Session
Presenter: Ivette Pantoja
Time: 12:30 PM

The Board meeting packet may be found on the District website: <https://www.hsd.k12.or.us/board>.

This meeting will be held in English along with Spanish interpretation. If you need interpretation services in another language, please contact our Language Liaisons Department by email at language liaisons@hsd.k12.or.us or by calling 503-844-1429, at least 48 hours before the meeting.

HILLSBORO SCHOOL DISTRICT 1J
March 17, 2025
RATIFY AGREEMENT WITH HILLSBORO CLASSIFIED UNITED

SITUATION

On January 30, 2024, the District began negotiating the Classified Collective Bargaining Agreement with Hillsboro Classified United (HCU). On March 4, 2025, the District bargaining team reached a tentative agreement with HCU 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

- General Salary Increase (GSI) added to the salary schedule
 - 3.5% for 2024-25 (Retroactive to July 1, 2024, or the first day of employees' contract in 2024-25)
 - 4.75% for 2025-26
 - 5.0% for 2026-27
- Stipend Adjustments and Additions
 - Essential Employees - \$150
 - Retention Stipend to Top Step - \$500
- Prior to the 2025-26 contract year, the District will conduct a comprehensive pay equity study for all employees who are not on the top step of the salary schedule. The purpose is to ensure appropriate salary placement according to new criteria.
- Normal step increases for eligible employees will take place in all three years.

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

- 2024-25: \$0 increase to the insurance cap (\$1,375 for 1.0 FTE)
- 2025-26: \$75 increase per month to the insurance cap (\$1,450 for 1.0 FTE)
- 2026-27: \$50 increase per month to insurance cap (\$1,500 for 1.0 FTE)

LEAVES:

- 12-month employees will have access to vacation days earlier in their initial hire period. The accrual schedule was revised for clarity and advancement for employees with a new maximum accrual of 22 days based on years of service.
- The number of sick days are based on the total of months worked for the school year.
- Personal leave days will be two per year, and any employees who do not have access to vacation can convert one sick day into one personal day for the school year.
- Leave Resulting From Physical Assault - An employee absent from work due to injury that is the result of a physical assault by a student while working in their capacity as an employee for the District will receive compensation for up to 3 days of pay at their regular hourly rate. In order to qualify for such compensation, the

employee must have an accepted Workers' Compensation claim associated with that injury.

ADDITIONAL CHANGES OF NOTE

- The District shall establish a Professional Improvement Fund of \$60,000. Any unused funds will roll to the subsequent year for a maximum fund of \$100,000.
 - Employees may initially apply for \$2,000 and after June 1, they may request additional funds up to \$500 if the professional improvements funds are available.
- Updated language for Juneteenth will be considered a paid holiday for less than 12-month employees who are still on contract.
- Inclement Weather was changed to Emergency Closure to better align with the license contract.
- All unopened articles will continue as current contract language.

RECOMMENDATION

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

HILLSBORO SCHOOL DISTRICT 1J
March 17, 2025
APPROVE PERSONAL LEAVE COMPENSATION FOR NON-REPRESENTED
STAFF

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. On December 19, 2024, the Board took action regarding compensation for non-union employees. During today's open session, the Board will take additional action regarding non-union employees' available personal days.

The compensation for these employee groups mirrors the Licensed Bargaining Agreement.

PERSONAL LEAVE

Administrators and Supervisory Technical staff shall be entitled to three (3) days per year of paid leave for personal reasons. Staff in these classifications hired after March 15th shall have their personal leave prorated to one (1) day of personal leave for the year in which they are hired. Personal leave cannot be accumulated.

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

RECOMMENDATION

The Superintendent recommends that the Board of Directors approve the Personal Leave compensation for non-union employees as designated in the MOA revision in alignment with the licensed bargaining agreement.

I move that the Board of Directors approve the Personal Leave compensation for non-union employees as designated in the MOA revision in alignment with the licensed bargain agreement.