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

Board Meeting Agenda
Wednesday, March 4, 2026
12:00 PM

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 **online** 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**
   A. Call to Order Special Session
      Presenter: Ivette Pantoja
      Time: 12:00 PM
   B. Approve Memorandum of Understanding with Hillsboro Education Association 2
      Presenter: Kona Lew-Williams
      Time: 12:00 PM, 25 minutes
      SAMPLE MOTION: ***I move that the Board of Directors approve the MOU for the Licensed Retirement/Separation Incentive Benefit Program with Hillsboro Education Association, as tentatively agreed to by the District bargaining team.***
   C. Discussion Time
      Presenter: Ivette Pantoja
      Time: 12:25 PM, 5 minutes
      1. Superintendent's Time
      2. Board of Directors' Time
   D. Adjourn Special Session
      Presenter: Ivette Pantoja
      Time: 12:30 PM
   E. Next Meetings of the Board of Directors
      • March 10, 2026, Work / Regular Session
      • April 14, 2026, Work Session

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. If you need interpretation services in another language, please contact our Language Liaisons Department by email at languageliaisons@hsd.k12.or.us or by calling 503-844-1429, at least 48 hours before the meeting.

HILLSBORO SCHOOL DISTRICT 1J
March 4, 2026
APPROVE MEMORANDUM OF UNDERSTANDING WITH HILLSBORO EDUCATION ASSOCIATION

SITUATION

The District has been negotiating with Hillsboro Education Association (HEA) and the scope of bargaining has been focused on an early retirement/separation incentive benefit program. This negotiation is to address that the District is facing significant challenges as we plan and develop our budget and staffing needs for the 2026-2027 school year. Due to continuing enrollment decline and increasing costs, we may be faced with potential staffing reductions. It is the District's desire to keep potential Reductions in Force (RIF) to a minimum through attrition by means of voluntary retirements and separations.

On February 24, 2026, our District bargaining team reached a tentative agreement with HEA for this MOU and they will ratify the MOU on the evening of March 2, 2026. The main points of the tentative agreement are as follows:

- Eligible licensed staff must have completed ten (10) consecutive years as licensed staff with Hillsboro School District by the end of the 2025-26 school year, and be currently placed at Step O on Column IV, V, VI or Step N on Column VI on the Licensed Salary Schedule.
- Option 1: Lump Sum Payout:
    - A one-time, taxable payment of $23,000.
    - Payment will occur on July 20, 2026.
- Option 2: Additionally, we are offering health insurance and enrollment in a group health insurance plan (medical, dental, and vision) equivalent to their current coverage in the 2025-26 school year.
    - Enrollment would be effective through September 30, 2027.
- Early Retirement/Separation Benefit will be prorated based on employee’s regular FTE at the time of
  their retirement/separation; and will be applied in the same manner as Article 16 Section 3 of the Collective Bargaining Agreement.
- This offer will be capped at the first 60 licensed eligible employees who submit their retirement or
  separation using the electronic form provided via Hillsboro School District email.
    - The District has the discretion to increase the cap by no more than 10 additional eligible employees.
- Licensed staff who accept the agreement would be ineligible for hire for three school years.

RECOMMENDATION

The Superintendent recommends that the Board of Directors approve the MOU for the Licensed Retirement/Separation Incentive Benefit Program with Hillsboro Education Association, as tentatively agreed to by the District bargaining team.

> *I move that the Board of Directors approve the MOU for the Licensed Retirement/Separation Incentive Benefit Program with Hillsboro Education Association, as tentatively agreed to by the District bargaining team.*