



Negotiations Update

The latest news on labor negotiations

October 22, 2021

Bargaining teams from the Gresham-Barlow School District and the Gresham-Barlow Education Association met on October 20, 2021.

Tentative agreements were reached on all articles opened by neither party, or 18 of the 36 articles in the contract.

Those are:

- Article 1 Recognition
- Article 2 Negotiations Procedure
- Article 3 GBEA/ECBC Rights
- Article 6 Grievance
- Article 9 Evaluation
- Article 12 License for Conditional Assignment
- Article 16 Site Council
- Article 17 Management Rights
- Article 19 Required Workshops
- Article 21 Travel
- Article 22 Mentor Program
- Article 26 Salary Checks
- Article 27 Dues/Payroll
- Article 28 Placeholder
- Article 32 No Strike Clause
- Article 33 Miscellaneous Provisions
- Article 35 Professional Services
- Article 36 Distance Learning/Technology
- Appendix B Part Time Staff

The District presented counter proposals for Article 10-Positions, Transfers and Vacancies, Article 13-Sick Leave, and Article 15-Unpaid Leaves.

The District's counter proposal for Article 15-Unpaid Leaves would extend FMLA/OFLA coverage to new members who would otherwise not be eligible for this leave, absent the insurance component of the FMLA. Under this proposed language, members who were new to the District would be entitled to protected leave even though they did not legally qualify for it.

The District's counter proposal for Article 13-Sick Leave would allow members to contribute up to eight hours of sick leave to the sick leave bank. Currently, the contract states members can only contribute four hours. The District's counter proposal would also increase the amount of sick leave the sick leave bank could accrue. Currently, the contract states annual contributions are limited to eight hours per member, the District is proposing increasing that limit to 12 hours per member. Taken together, these changes would allow the sick leave bank to accumulate a greater amount of leave to have available for members in need.

The GBEA's negotiations team brought counter proposals to Article 4-Rights of Members, Article 11-Reduction in Force, and Article-20 Tuition Reimbursement/Professional Development.

Next session November 1

The next session will take place November 1, 2021 from 4:15 to 8 pm at Sam Barlow High School. You can watch the session online via Zoom. The link to the negotiations session live stream will be posted on the [GBSD Negotiations Webpage](#) the day before the session.

The District's team will bring to the table counter proposals on Article 4-Rights of Members, Article 5-Personal and Academic Freedom, Article 18-Safe Working Conditions, and Article 20-Tuition Reimbursement/Professional Development. The GBEA's team will bring counter proposals on Article 13-Sick Leave and Article 15-Unpaid Leaves.

Keeping you informed

Throughout the bargaining process, the District will communicate with members in an effort to provide an accurate and transparent account for members who cannot be in attendance or watch the livestream. Updates on negotiations sessions will be shared by email and posted on the [Negotiations Webpage](#), which can be found in the Human Resources Department section of the district website

Questions?

You can email your questions to: negotiations@gresham.k12.or.us