



Negotiations Update

The latest news on labor negotiations

November 4, 2021

Bargaining teams from the Gresham-Barlow School District and the Gresham-Barlow Education Association met on November 1, 2021.

Tentative agreement reached on Article 15-Unpaid Leave

The two teams tentatively agreed to Article 15-Unpaid Leave. The agreed-upon contract language will extend FMLA/OFLA coverage to new members who would otherwise not be eligible for this leave, absent the insurance component of the FMLA. Members who are new to the District will be entitled to protected leave even though they did not legally qualify for it. The members will continue to receive district insurance contributions as long as they are on paid status, accessing their own sick leave or the sick leave bank.

Tentative Agreement:

[Article 15-Unpaid Leaves \(pdf\)](#)

Coupled with the articles that were tentatively agreed to at the October 20 session, tentative agreements have now been reached on 19 of the 36 articles in the contract.

The GBSD team brought counter proposals for 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 brought counter proposals for Article 10-Positions, Transfer and Vacancies, Article 13-Sick Leave, and Article 15-Unpaid Leaves.

Both teams agreed to have discussions away from the bargaining table to reach a common understanding of the costing of both proposals.

Next session December 6

The next session will take place December 6, 2021 from 8:30 am to 4 pm at the former West Gresham Elementary School building. 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.

At the session, the GBSD Team will bring counter proposals for Article 7-Complaint Procedure, Article 8-Classroom Discipline, Article 10-Positions, Transfers and Vacancies, and Article 13-Sick Leave.

The GBEA Team will bring counter proposals for Article 24-Hours and Workload, Article 4-Rights of Members, and Article 5-Personal and Academic Freedom.

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