



# Negotiations Update

The latest news on labor negotiations

March 3, 2022

Bargaining teams from the Gresham-Barlow School District (GBSD) and the Gresham-Barlow Education Association (GBEA) met on February 28, 2022.

During the session, the teams reached tentative agreements on two articles: [Article 4-Rights of Members](#) and [Article 14-Paid Leave](#).

Changes to Article 4-Rights of Members bring greater clarity around video surveillance. The two teams agreed to have the evaluation handbook committee develop language on the use of video in the teacher evaluation process.

In the changes to Article 14-Paid Leave, the two teams agreed to continue to provide staff with two personal leave days per year and including an option for members to have unused personal leave compensated at the substitute teacher rate per day.

Tentative agreements have now been reached on 26 of the 36 articles in the contract.

During the session, the GBEA also brought proposals for Article 11-Reduction in Force and Article 23-Work Year. The GBSD brought proposals for Article 8-Classroom Discipline and Article 18-Safe Working Conditions. Time spent reviewing these proposals included continued conversation to get a better understanding of student and staff safety.

Throughout the process, the District's goal is to work with the GBEA to identify common ground using the [District's Negotiations Guiding Principles](#) so that a mutually acceptable agreement can be reached.

Many thanks to the staff members (licensed, classified, and administrative) who work to stay updated on the process by watching the negotiations session online.

## **Next session**

The next session will take place on March 14 from 4:30 to 8:30 pm. You will be able to 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.

## **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](mailto:negotiations@gresham.k12.or.us)