



# Negotiations Update

The latest news on labor negotiations

May 2, 2022

Bargaining teams from the Gresham-Barlow School District (GBSD) and the Gresham-Barlow Education Association (GBEA) met on April 27, 2022.

The GBEA brought a counter proposal of the nine remaining articles that included Article-11 Reduction in Force, Article 18-Safe Working Conditions, Article 23-Work year, Article 24-Hours and Workload, Article 25-Salary, Article 29-Insurance, Article 30-Retirement, Article 31-Extra-Duty Compensation, and Article 34-Term of Agreement. The economic proposals brought by the Association remained unchanged from the GBEA's initial proposal presented September 22, 2022.

## **GBSD's April 27 Counter Proposal:**

The GBSD responded with a counter proposal on all nine articles including on economics.

### **Salary-Article 25**

Cost of Living Increase (COLA)

- 21-22: 5.0%
- 22-23: 3.5%
- 23-24: 3.5%

In addition:

The District continues to propose the removal of Step one on the salary schedule to increase the entry-level salaries for new teachers which would elevate the entry-level salary for new teachers by up to \$4,450, depending on level of education.

The District also proposed the following to recruit and retain high quality teachers and to recognize their hard work:

- 5% stipend for certified special education educators (\$2,151.43 in 2021-22 for each qualifying employee)
- 5% stipend for all elementary Dual Language Immersion Program educators (\$2,151.43 in 2021-22 for each qualifying employee)
- Proposed one additional step placement for all teachers that have cultural or linguistic expertise as defined by law

## **Insurance-Article 29**

- 21-22: \$1,375 per month (Increase of \$110 per month)
- 22-23: \$1,425 per month (Increase of \$50 per month)
- 23-24: \$1,475 per month (Increase of \$50 per month)

The District's economic proposal represents a \$28,719,289 increased investment over the three-year contract, assuming the same number of positions remain filled.

### **Upcoming sessions**

Below is the list of upcoming negotiation sessions. You can watch the session online via Zoom or attend the session in person. The link to the negotiations session livestream will be posted on the [GBSD Negotiations Webpage](#) the day before the session. All sessions are held at the former West Gresham Elementary School Building located at 330 Powell Boulevard in Gresham.

May 4: 4:30 pm to 8:30 pm

May 17: 8:30 am to 4:30 pm

### **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)