



# Negotiations Update

The latest news on labor negotiations

May 5, 2022

## **UPDATE 5.9.22:**

### **Staff:**

**We have an update for you on the Negotiations Update for May 4, 2022. The communication did not reflect the year (2022-23) for the initiation of the proposed additional step placement for teachers with cultural or linguistic expertise. This was an inadvertent omission and we apologize for any inconvenience.**

**If you have any questions or need additional clarification please email [negotiations@gresham.k12.or.us](mailto:negotiations@gresham.k12.or.us).**

**Sincerely,  
Gresham-Barlow School District**

Bargaining teams from the Gresham-Barlow School District (GBSD) and the Gresham-Barlow Education Association (GBEA) met on May 4, 2022.

The GBEA brought a package proposal on Articles 23, 24, 25, and 29. The GBEA's proposal made no movement on salary—their proposal remained unchanged from their initial proposal presented September 22, 2022.

While the GBEA made no movement on salary, the GBSD came back with a counter proposal that did include an increase on salary in an effort to be comparable with other Metro districts.

### **GBSD's May 4 Counter Proposal:**

#### **Salary-Article 25**

Cost of Living Increase (COLA)

- 21-22: 6 % (Retroactive to the beginning of the school year)
- 22-23: 4 %
- 23-24: 4 %

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 \$5,230, 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 (\$2,172 in 2021-22 for each qualifying employee)
- 5% stipend for all elementary Dual Language Immersion Program educators (\$2,172 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

The following are examples of the impact of the District's salary proposal on bargaining unit members:

For the 2021-2022 School Year:

- A new teacher hired at step one (1), column BA on the salary schedule would have a salary increase of \$4,599.
- A teacher at step seven (7), column MA on the salary schedule would have a salary increase of \$3,711.
- A teacher at the top of the salary schedule step 13, column MA+23/BA+105 would have a salary increase of \$4,909.
- A special education or a DLI teacher at step seven (7), column MA on the salary schedule would have a salary increase of \$5,862 which includes an annual stipend (\$2,151).
- A teacher at step one (1), column MA who has a cultural or linguistic expertise as defined by law would have a salary increase of \$7,190 which includes an additional step on the salary schedule.

The GBSD's counter proposal included an increase in insurance which the GBEA accepted.

### **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)

### **Work Year-Article 23**

The District's proposal continues to provide increased instructional time by adding an additional student learning day to the calendar. This increase in instructional time is especially important because of the unfinished learning resulting from the COVID-19 pandemic that must be addressed.

### **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 17: 8:30 am to 4:30 pm

June 1: 4:30 to 8:30 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)