



# Negotiations Update

The latest news on labor negotiations

May 23, 2022

Bargaining teams from the Gresham-Barlow School District (GBSD) and the Gresham-Barlow Education Association (GBEA) met on May 17, 2022.

The GBSD presented a package proposal containing Article 11-Reduction in Force and Article 18-Safe Working Conditions.

After a caucus, the GBEA brought back a counter proposal on Articles 11 and 18. They also presented a counter proposal with Articles 23, 24, 25, 29, 30, and 31.

The GBSD then brought a counter proposal on Articles 11 and 18 and a counter proposal with Articles 23, 24, 25, 29, 30, and 31.

The GBEA continues to make no movement on the cost of living increases to salary—their proposal remains unchanged from their initial proposal presented September 22, 2021. This lack of movement comes despite the fact that the District team has presented a salary proposal that would increase teacher salaries by 14% over the three-year term of the contract.

## **GBSD Movement on Salary Proposal during Negotiations**

Salary-Article 25

Cost of Living Increase (COLA)

<b>GBSD October 6 Proposal (Initial)</b>	<b>GBSD May 4 Proposal</b>
2021-22: 3%	2021-22: 6%
2022-23: 2%	2022-23: 4%
2023-2024: 2%	2023:24: 4%

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.

## **Projected District Salary Rankings Compared to School Districts within the Metro 14 (With May 4 GBSD Proposal)**

BA Step 1:                      Ranked #4  
MA Step 1:                      Ranked #2  
Max Column/Max Step:      Ranked #7

### **Working to bring negotiations process to a resolution**

The District and GBEA will meet in a sidebar discussion prior to the June 1 negotiations session to seek a shared understanding on financials as we work to bring this negotiations process to a resolution.

### **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.

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)