



Negotiations Update

The latest news on labor negotiations

June 2, 2022

Bargaining teams from the Gresham-Barlow School District (GBSD) and the Gresham-Barlow Education Association (GBEA) met on June 1, 2022.

The GBEA presented a counter proposal with Articles 23, 24, 25, 29, 30, 31, and 34.

The GBSD presented a counter proposal with Articles 11 and 18.

After a caucus, the GBSD presented a package proposal with Articles 23, 24, 25, 29, 30, 31, 34.

In its package proposal, the GBSD withdrew adding an additional instructional day but maintained its proposal on COLA, resulting in an additional .5% increase in year two and three of the contract. The GBSD also proposed increasing the year one COLA to 7%, providing a significantly larger retro payment to teachers and creating an increased compounding effect which raises the value of the proposal.

The GBSD's package proposal also continued to include a \$110 per month increase to the insurance cap. This represents more than an 8% increase to the District's contribution, which is double the amount of the actual premium increases.

The GBSD continues to propose an adjustment to language on late start Wednesdays to provide consistent opportunities for staff to collaborate in order to best meet the needs of students.

The District's salary proposal of June 1 would increase teacher salaries by 14% over the three-year term of the contract. This will accomplish the GBSD's goal of making teacher salaries more competitive with other districts in the metro area, particularly at the entry level when the COLA is combined with the removal of Step One.

GBSD Salary Proposal for June 1

Salary-Article 25

Cost of Living Increase (COLA)

GBSD June 1 Proposal
2021-22: 7%
2022:23: 4%
2023:24: 3%

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.

Upcoming sessions

Negotiations will continue on June 7 when a small group of three members from each team will meet in a closed 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