

**HOUSE COMMITTEE ON EDUCATION**

**February 28, 1997 Hearing Room E**

**08:15 A.M. Tapes 44 - 46**

**MEMBERS PRESENT:**

**Rep. Dennis Luke, Chair**

**Rep. Terry Thompson, Vice-Chair**

**Rep. Roger Beyer**

**Rep. Ron Sunseri**

**Rep. Charles Starr**

**Rep. Bob Jenson**

**Rep. Ryan Deckert**

**MEMBER EXCUSED:**

**STAFF PRESENT:**

**Bryan Boehringer, Administrator**

**Shirley Spendal, Administrative Support**

**MEASURE/ISSUES HEARD:**

**Informational Meeting**

**Text Books Overview**

**Teacher's Collective Bargaining Process**

**Lorin Hollander, Pianist and former advisor to US Department of Health, Education, Welfare**

**These minutes are in compliance with Senate and House Rules. Only text enclosed in quotation marks reports a speaker's exact words. For complete contents, please refer to the tapes.**

<b>Tape/#</b>	<b>Speaker</b>	<b>Comments</b>
<b>TAPE 44, A</b>		
005	Chair Luke	Opens hearing at 8:16 a.m.

008	Ozzie Rose	Confederation of Oregon School Administrators. Introduces Superintendent of Centennial Schools, Keith Robinson.
016	Ron Wilson	Director of Labor Relations, Oregon School Board Association. Submits <b>(EXHIBIT A)</b> .
		Teacher bargaining under ORS 243. Modified by SB 750 (1995). Discusses bargaining process, deadlines. Discusses mediation process, impasse, factfinding.
052	Wilson	Discusses procedure for mid-term bargaining. SB 750 (1995) dropped communications bar. Change in public meetings law which allowed either party to declare negotiation sessions open. Discusses other aspects of SB 750 (1995), permissive and mandatory subjects.
078	Keith Robinson	Superintendent at Centennial Schools.
		( gives perspective of superintendent
		( main job trying to run district, provide leadership
		( discusses what he hears from parents, teachers, others
		( discusses negotiation process, history
		( used to seek money after program developed - now we get money and then fit program to money
130	Keith Robinson	( biggest concern deals with balance of power - involves pressures unions can impose
		( no parallel in public sector as safety valve
147	Chair Luke	Asks how school board, administrators prepare for contract negotiations.
157	Robinson	Discusses bargaining process, deadlines. Bargaining begins, both parties expected to meet regularly to try to resolve issues. Discusses communications bar being lifted, time lines. Looking to solve issues in that period of time - difficult as many issues, limitations on dollars.
182	Chair Luke	Asks who sits at table.
183	Robinson	Has negotiating team, consisting of administrators from each level. Have paid negotiator. Other side is teacher team, half dozen to dozen, have teacher representative as negotiator. No moderator.
195	Rep. Starr	Discusses his observation of process. Asks if administrators at the table are active participants or working outside of process.
210	Robinson	Answers they are in background. They are there to put their perspective into solving problems.
219	Chair Luke	Do negotiations start after budget process?
220	Robinson	Discusses putting together budget and thinking about negotiation.
		Discusses bargaining under HB 2263. A medium to large size district would have professional spokesperson for teacher bargaining team.

234	Jim Chambers	Smaller district would use a teacher from district. Discusses process - survey members, ask for evaluation, set priorities. Select team of half-dozen teachers, most are appointed. They prepare proposals based on surveys, experience. Produce newsletters. Occasionally meet, go into school buildings to get feedback. Ultimately reach agreement or go through process.
274	Chambers	Discusses elimination of mandatory factfinding will make it less likely to get agreements. Defines factfinding.
<b>TAPE 45 A</b>		
001	Chambers	Discusses factfinding process. Serves to narrow issues. Costs each side \$2,000 or so - may limit. Discusses communication bar.
050	Chambers	Discusses opportunity to bargain in public - believes not conducive to getting agreements.
064	Chair Luke	Asks if negotiators participate in more than one place.
069	Chambers	Discusses his history as negotiator - OEA stays within geographical area. Management goes all over the state.
077	Wilson	School boards go all over the state. Operates as chief spokesperson for the school board, district or in some cases there for consultation.
083	Chair Luke	Asks to address mandatory, discretionary subjects in bargaining.
086	Chambers	Discusses negotiating class size.
096	Wilson	Discusses identification of limitations on mandatory subjects as definite benefit for management.
106	Robinson	Once something gets in contracts, difficult to get out.
116	Chair Luke	Asks what is balancing test.
117	Wilson	Colloquial term about how Employment Relations Board makes determination if particular subject mandatory or permissive. Discusses balance of rights, management, employees.
126	Chair Luke	Discusses press in bargaining sessions.
136	Rep. Jensen	Discusses open bargaining process.
147	Chambers	Comments why he thinks public bargaining not a good idea.
160	Wilson	Discusses open bargaining process.
173	Chair Luke	Discusses hearing resentment the negotiations are closed.
178	Wilson	Discusses Corvallis opening up upcoming negotiations - entire process, including preparations - seeing changes in process.
183	Robinson	Comment on being good for student.
	Wendy	Mediator. Work with State Conciliation Service, a division of

199	Greenwald	Employment Relations Board. Submits ( <b>EXHIBIT B</b> ).
		( outlines Employment Relations Board responsibilities
		( outlines her personal training and experience
		( points out flow chart in exhibit, page 8
		( generally become involved after 150 days of negotiating
		( generally walk into session not knowing a lot about issues
250	Greenwald	( sit down with parties, explain role as mediator
		( create safe environment; get issues, background
		( normally meet separately with parties, go back and forth, present proposals - become communication tools for parties
		( spend time listening - presents one parties' proposal to other side, make people problem solve, find alternatives
<b>TAPE 44, B</b>		
003	Greenwald	( bring options to groups that other parties have used, get parties to look at reality of situation, look at alternatives
		( mediators can come into process at any time
		( can bring parties together but cannot force to agree
		( discusses statistics on school cases
068	Chair Luke	Asks who pays for services.
069	Greenwald	Fee based, part comes from per capita charge on state. Continues discussing statistics.
080	Chair Luke	Questions concerning binding arbitration.
084	Greenwald	Mediator could not do an arbitration. Groups not strike prohibitive do not go to binding arbitration. Small percentage of groups go to binding arbitration. Mediators basically do problem solving; arbitrators and factfinders tell parties what to do.
118	Rep. Jensen	Question.
119	Rep. Beyer	Questions regarding arbitrator's decision.
155	Chair Luke	Question regarding last mediation. Closes overview and opens text books overview.
<b>TEXT BOOKS OVERVIEW</b>		
169	Chair Luke	Discusses bill coming before committee allowing school districts in limited cases to charge for textbooks.
171	Joanne Flint	Oregon Department of Education, Office of Curriculum, Instruction and Field Services. Submits ( <b>EXHIBIT C</b> ).

		( Oregon one of 26 states with textbooks adoption process - 11 viewing sites in state
		( process reduces volume, matches materials with specified criteria
		( discusses present law
222	Flint	( discusses adoption process
		( discusses selection process
248	Flint	( outlines selection process
<b>TAPE 45, B</b>		
001	Flint	Continues outlining selection process.
011	Chair Luke	Discusses bill being introduced. Asks if can use textbook money to buy software.
024	Flint	Adoption list including more software. Many options for flexibility within the system. Discusses charging students.
048	Rep. Thompson	Asks about computer system price range.
052	Flint	Gives recommendations. Discusses SB 180. Discusses streamlining process. Have completed audit of process.
081	Chair Luke	Questions how many books each district buys a year, if each student needs a book.
105	Chair Luke	Asks if law needs to be changed to make waiver process easier.
115	Jim Green	Oregon School Boards Association.
118	Chair Luke	Asks if any concerns on textbooks.
119	Green	Discusses working with Dept. of Education to make adoption process more in hands of local school board. School districts concerned with costs. Most use committee process to select books. Discusses cost of CD Rom and CD Rom hardware.
144	Mike Wolfe	Social Studies teacher at Cottage Grove High School introduces his group of 25 students.
159	John Marshall	Oregon School Boards Association. Submits ( <b>EXHIBIT D</b> ). Talks about Lorin Hollander; introduces Mike Fox.
174	Mike Fox	Member of Eugene School Board, Eugene Symphony Board. Introduces Lorin Hollander as advocate for arts, spiritual values. Purpose of education creation of whole person.
194	Lorin Hollander	Pianist, Advocate of Arts.
		Discusses society, suicides of children, inability of people to break through own boundaries, political walls, discovering inner wound.
246	Hollander	Discusses outcomes. Discusses art as central reality of human soul.
296	Hollander	Discusses relationship of art, music to education.

<b>TAPE 46 A</b>		
002	Hollander	( vibrations in music form spiral - see throughout nature - outlines numerical mathematical equivalence
		( music contains creative essence of all life
051	Hollander	( discusses society being morally bankrupt
		( discusses math scores, those who study music have 35% higher ability in math
096	Hollander	( discusses how do we nurture creativity
		( every problem can be solved through education
		( every society ever studied placed arts as priority except ours
140	Hollander	( discusses pie chart - what we don't know, we don't know
		( teacher training is answer to embrace creation of mentors
175	Hollander	( need refocus on education, arts, healing
190	Chair Luke	Discusses equalization lawsuit in Deschutes County. Adjourns hearing at 10:32 a.m.

Submitted By, Reviewed By,

Shirley Spendal, Bryan Boehringer,

Administrative Support Administrator

**EXHIBIT SUMMARY**

**A - Collective Bargaining, Testimony, Ron Wilson, 12 pg.**

**B - Collective Bargaining, Handout, Wendy Greenwald, 29 pg.**

**C - Text Books Overview, Testimony, Handout, Joanne Flint, 13 pg.**

**D - Lorin Hollander, handout, 4 pg.**