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December 18, 2018

Bargaining Brief

Our most recent bargaining session took place December 12th at the HEA office. Due to the District's scheduling limitations, we could only meet from 8 AM – 3PM. We missed seeing and feeling the support from members in the audience, but the signs you made and the pictures of staffs in blue posted to social media inspired us to keep working hard for you!

Package Proposals

As bargaining teams move closer to agreement, remaining articles are often 'packaged' in order to leave room to give and take across topics. Most of the remaining open articles were discussed on Wednesday (and will be going forward) as part of a package deal. As we continue the process, some articles will continue to have outstanding issues, while the teams may be in conceptual agreement on others. None of the agreements on these will be official until all parts of the package are complete.

The articles included in the package are as follows:

- **Article 4 - Member Work Year/Work Day:** The HEA team finally got the District to agree that principal directed academic seminars will be limited to one hour. HEA continues to ask that elementary specialist receive prep time during the student day equivalent to classroom teachers unless facilities (the infamous cafe-gym-atoriums) prevent it and that counselors be able to work away from the worksite on grading days.
- **Article 5 – Member Absences:** HEA dropped its ask that the first two snow days not be made up, knowing that when there ARE multiple snow days, it has been common practice for HSD to not make up 1 or 2 days - further we only did so as part of our package proposal which includes an extra personal day. The outstanding issue in this article is HEA's ask that specialists (such as ELL, coaches, etc) and counselors be paid when they cover for absent members.
- **Article 7 – Educational Program Improvement and Professional Development:** No outstanding issues.
- **Article 8 - Leaves:** HEA continues to ask for an additional personal day.
- **Article 12 – Salary:** HEA asked for a 1.5% longevity stipend for those at the top of the salary schedule, and a 2.5% increase to the overall schedule for 2018-19 and 2019-20 each. We asked for a financial reopener for 2019-20 if the legislature comes through with an improved budget for the next biennium, and we proposed a straight up financial reopener for 2020-21.

Package proposal continued...

- **Article 13 – Benefits:** HEA asked for an additional \$35 per member to go to the insurance pool for 2018-19, then an increase to the cap of \$50 to \$1200 for 2019-20, and a reopener for 2020-21.
- **Article 19 – Extra Duty:** District to bring an initial proposal to next bargaining session.
- **Article X/20 – New Workload Article:** HEA is asking for a formalized commitment to using additional state funding to reduce class size and caseload, knowing that the District does not feel it can responsibly commit to specific class size or caseload numbers this early in the state budget process. We did get HSD to agree that specialists will have no more than 3 back-to-back sections without a break of 5 minutes in between. The District has agreed that classroom teachers with 4 or more IEP's in a month may request support (extended contract or release time), but HEA continues to ask that primary teachers be allowed the same support with pre-referral meetings. The District also continues push for an increase in secondary students contact minutes if 75% of members agree; HEA insists any such change in the contract be vetted through the contract waiver process that already exists.

Next Steps

Our next session takes place on January 11th from 10-6 p.m. at the AC. We are getting closer to a settlement and need to make sure we bring this home – please join us and show your support at 4 p.m. Either way, please remember to wear blue on that day to show your support for the bargaining team.

Thank you for all your support – it is inspirational and keeps us going to see so many members show up and support us. Thank you.

Sincerely,

Your Bargaining Team

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