

BARGAINING BRIEF

February 9th, 2024

HEA and HSD teams met from 9am-3pm for our third joint bargaining session today. Each team shared proposals and counter-proposals. HEA made four additional Equity Supports Proposals for a current total of nine and we will finish presenting this package on February 21st when we meet for our fourth session. You are welcome to view the recording of today's session at HEAOEA.ORG.

Equity Support Proposals for BIPOC and LGBTQ2SIA+:

- The District's New Hire Orientation will include equity training that covers institutional racism, District policies protecting BIPOC/LGBTQ2SIA+, introduction to relevant terms and other resources.
- The District will offer ongoing professional development to address anti-racist/anti-bias issues and create a joint committee with HEA.
- Newly hired BIPOC Educators shall be offered BIPOC-Mentors who will be trained during the workday to ensure that the support given to newly hired educators is uniformly offered across the district.
- BIPOC Educators will not be asked to serve on multiple committees/affinity groups. Exceptions can be made at the discretion of the educator.

Article 3: Unit Member Rights and Responsibilities

- HEA proposed alternative solutions be sought when it is absolutely necessary to place unit members on Paid Administrative Leave.

Article 9: Evaluation

- HEA proposed that the Evaluation Handbook be made available within the contract as a hyperlink for members and the Association to have easier access.

Article 10: Professional Development

- HEA proposed that members should only have to attend professional development or academic seminars when it is relevant to their jobs.
- HEA advocated for all members regardless of how long they have been in the district to have access to 6 credits of tuition reimbursement for courses related to their position. These credits could be graduate or undergraduate level courses.

Article 8: Absences

- HEA previously proposed:
 - "When TOSAs, coaches and other licensed staff are called after the contractual day has started, they will be compensated 1 hour at per-diem for prep and planning", and TOSAs not be on call while being required to lead professional development or if they have a central PD role.
 - TOSA's should not be on call to sub while being required to lead professional development or if they have a central role.

- HSD previously counter-proposed to pay TOSAs, coaches and other licensed staff for the time they are asked to sub and dropped the language requiring TOSAs to lead professional development.
- In today's counter, HEA again proposed language that TOSA's should not be on call to sub when responsible to lead professional development or if they have a central role.

Article 14: Grievance Procedure

- HEA counter-proposed language that gives the Superintendent more time to meet with a member who has filed a grievance. This would occur after level one, informal and formal meetings with the principal.

HSD shared proposals on 3 articles as well as one counter-proposal

Article 4: Association Rights

- HSD proposed changes to the right for the HEA President to address staff during the All Staff Kickoff. HSD would like this to happen "immediately following" the Kickoff.
- HSD proposed that Association Leaves be moved from Article 11 to Article 4.

Article 11: Leaves

- HSD made numerous proposals to update language on OFLA/FMLA and Paid Family Medical Leave (PFML). HEA needs more time to review this article.

Article 12: Vacancies and Transfer

- HSD made a counter-proposal that would change the amount of time granted to 0.4 FTE members for involuntary transfers between buildings. HEA countered by maintaining the current language of 2 days.

HEA provided counter-proposals for the following:

- **Article 4: Association Rights.** HEA proposed that the Association have time to address all staff at the all-staff kickoff.
- **Article 12: Vacancies and Transfers.** HEA re-proposed our counter from February 1st.
- **Article 13: Reduction in Force.** HEA accepted all updates to use gender-neutral pronouns.

HSD provided counter-proposal for the following:

- **Article 9: Evaluation.** HSD accepted our proposal to make the Evaluation Handbook available on a hyperlink accessible to all unit members and the Association.
- **Article 14: Grievance Procedure.** HSD proposed changing "Non-Contract Grievance" to "Non-Contract Concerns" as well as changes to Level One of the grievance procedure. HEA will counter on February 21st.

Next Session

We meet again on Friday, February 21st, 2024 from 9-5pm. HEA will be presenting additional proposals on Equity supports and on Article 12 (Vacancies and Transfers) and submit counter-proposals on Article 1 (Recognition) and Article 11 (Leaves). HSD will be presenting proposals to Article 3 (Member Rights and Responsibilities), Article 4 (Association Rights), Article 8 (Absences), Article 14 (Grievance Procedure), and Article 6 (Workload).

The session will be live-streamed at www.OEAHEA.org/livestream. We encourage members to join us for any or all of the sessions to see how we are advocating for you. Thank you to the schools that showed support by wearing **blue**. We appreciate your continued support and solidarity during this process.

In Solidarity,

Jill Golay, Mary Kay Babcock, Angela Adzima, Kathy Newman, Lisa Tanedo, Sally Reyes, Michelle McCourt, Elizabeth Nahl, Sylvia Weir, and Mu Son Chi, **-Your HEA Bargaining Team**