

BARGAINING BRIEF

March 1, 2024

The HSD and HEA teams met on Friday, March 1st, and started our day with the HSD Budget presentation by CFO, Michelle Morrison. We had great collaborative momentum and reached a tentative agreement on five (5) Articles including accepting HSD's initial proposal on Article 13 and TAd on our PREAMBLE too!

HEA presented our Preamble for Equity Supports, 11 (Leaves), 12 (Vacancies and Transfers) 14 (Grievance Procedures), and 19 (Miscellaneous Provisions). HSD shared counter proposals on Article 4 (Association Rights), 9 (Unit Member Evaluation), and 10 (Educational Program Improvement and Professional Development) and presented Article 6 (Workload).

We meet again on March 20th and in the meantime encourage you to view the recording of today's session at [HEAOEA.ORG](https://heaoea.org).

HSD shared three (3) counter-proposals as well as one (1) initial proposal

Article 4: Association Rights (TAd-SEE BELOW)

Article 9: Unit Member Evaluation

- Changed language from teacher to educator where applicable, and did not accept our language asking for unit members to be evaluated by trained and calibrated principals/administrators stating that this is already occurring.

Article 10: Unit Member Absences

- Shall provide \$600,000 annually for ALL unit members to be eligible to receive up to six (6) quarter hours and can take graduate or undergraduate classes related to employment with the district.

Article 6 INITIAL PROPOSAL: Unit Member Workload

- HSD proposed language to increase secondary student contact time from 288 to 320 to create more flexible High School schedules.
- They also proposed that "the duration of specials' sections shall be determined annually by the building administrator with the caveat that they do not want to reduce specials' time, but rather increase if needed.

HEA Proposals/Counters

Article 11: Leaves

- HEA proposed language to define "Family Member," more broadly and inclusively to capture close family members such as an aunt, uncle, niece, nephew, and any individual related by blood or affinity whose close association with a unit member is the equivalent of a family relationship.
- An employee retiring under PERS may elect to cash in accumulated sick leave/personal days, up to a maximum of 200 days, at a payment of one-half of the monetary value per day.
- Increase personal days from one day to three days annually.
- HEA proposed numerous improvements to personal leave and bereavement including leave for pregnancy loss.
- Proposed new Religious leave language of up to three days to observe religious holiday(s).
- Proposed three days of leave for an educator who has been physically assaulted or has experienced a serious threat of violence at the workplace.

Article 12: Vacancies and Transfers (TAd SEE BELOW)

Article 13: Reduction in Force (TAd SEE BELOW)

Article 14: Grievance Procedure (TAd SEE BELOW)

Article 19: Miscellaneous (TAd SEE BELOW)

Summary of Tentative Agreement

TA: PREAMBLE

- Added language to our preamble that commits HEA and HSD to equity, anti-racism, and anti-bias with a focus on providing a comprehensive education for all students, addressing holistic health and safety needs, and recruiting and retaining a diverse staff.

TA: Article 4 - Association Rights

- HEA wanted to clean up the right to speak at meetings, especially after this past fall when our president was not given appropriate time to address unit members at the all-school kick-off. The new agreed-upon language gives the Association president or designee the right to have five (5) minutes to introduce the Association during the all-staff kickoff.

TA: Article 12-Vacancies and Transfers

- Added language to address the need for an extra day (total of two days) with district moving supports if there is a change of a unit member's assignment or classroom occurring on or after the last day of in-service. Three days with moving support will be granted if a unit member is asked to move buildings on or after the last day of in-service.

TA: Article 13-Reductions in Force

- The only changes to Article 13 were pronoun changes. However, we wanted to wait on reaching a tentative agreement until after we heard HSD's Budget Presentation as well as hearing from HSD that they were not looking at a reduction in force for the 2024-2025 school year.

TA: Article 14-Grievance Procedure

- Made pronoun changes and retained current language defining the contract and non-contract grievance. After agreeing that we wanted to collaborate and problem-solve at the lowest level, we agreed upon procedural language when meeting with our principals to resolve matters both at the informal and formal levels.

TA: Article 19-Miscellaneous Provisions

- Deleted language with dates that were relevant to the last bargaining agreement and cleaned up language under - negotiation of a successor agreement. The district did not accept our language limiting the number of building-based subs to the current 2023-2024 building(s) level. However, they did state that they do not want to supplant building-based substitutes into current positions, temporary or established. After hearing this, HEA felt comfortable reaching a tentative agreement.

NEXT SESSION

We Bargain again on Wednesday, March 20th from 9:00 - 5:00 p.m. HEA will be countering Article 10 (Educational Program Improvement and Professional Development), and Article 9 (Unit Member Evaluation). HSD will bring initial proposals on Article 3 (Unit Members Rights and Responsibilities), Article 5 (Unit Member Work/Year/Work Day), and give us an equity update. The teams will meet at the HSD Office, and the session will continue to be live-streamed at www.OEAHEA.org/livestream. Your dedication to tuning in and wearing blue on bargaining days is valued and appreciated. Your engagement helps us keep strong momentum and continue making progress together for our union!

Your HEA Bargaining Team,

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Mu Son Chi, OEA UniServ Consultant
Jill Golay, (Chair) 4th Grade ES
Angela Adzima, TOSA OSP
Sally Reyes, STEM, Liberty HS

Lisa Tanedo, SS Evergreen MS
Kathy Newman, Instructional Coach Brookwood ES
Elizabeth Nahl, Counselor, McKinney ES
Michele McCourt, SLP, Free Orchards ES
Sylvia Weir, Spanish, R.A. Brown