

BARGAINING BRIEF

March 20, 2024

The HSD and HEA teams met for our sixth bargaining session today. In the morning, HEA presented our counter-proposals on **Article 9** (Unit Member Evaluation) and **Article 10** (Professional Development). HSD shared counter proposals on **Article 1** (Recognition), **Article 3** (Unit Member Rights and Responsibilities), **Article 5** (Unit Member Work Year/Work Day), and an update on their Equity Work. Please read below for details on our afternoon session.

We meet again after Spring Break on April 3rd. In the meantime we encourage you to view the recording of today's session at HEAOEA.ORG. Please also visit us at Facebook.com/HillsboroEA.

Shout out to all our members for "Rockin' their Bargaining Blues," to support our Bargaining Team!



HEA Proposals/Counters (Morning)

Article 9: Unit Member Evaluation

- HEA dropped language that would have required a principal/administrator to be trained and regularly calibrated on the evaluation process. Although these aspects are important to us, we will address them and other evaluation issues in the Evaluation Committee outlined under section E in this article.

Article 10: Professional Development

- HEA modified our previous proposal language on professional development/academic seminars to ensure that members receive academic seminar topics in writing at least one week in advance. Members would be able to request an explanation of how professional development/academic seminar is relevant to their job assignment or be excused.
- We accepted language from the District on Tuition Reimbursement including language that provides \$600,000 annually for tuition reimbursement. HEA proposed to have remaining funds rollover to the following year.
- The District previously proposed that proof of completion must be submitted within 30 days. HEA proposed that there be greater flexibility if the member is having trouble receiving proper documentation.

HSD Proposals/Counters (Morning)

Article 1 - Recognition

- The District dropped their proposal that would require educators to be temporary if hired after August 1st.

Article 3 - Unit Member Rights and Responsibilities

- The District reiterated their proposals from February 1st, which includes changes to Academic Freedom that would align with District policies and guidelines. In addition, they also proposed modifications to Just Cause and Due Process.

Article 5 - Unit Member Work Year/Work Day

- The District proposed that “Secondary counselors may be required to work up to ten (10) additional days”.
- The District also proposed that up to one hour be used for principal directed professional development during work days that are otherwise member directed.
- Finally, the district proposed that PLC groups and locations be designated by the administrator and that this happen during teacher directed Academic Seminar.

HSD Proposals/Counters (Afternoon)

Article 10: Professional Development

- The District countered our language to require admin to share topics for required professional development at least a week in advance by adding “every effort will be made”.
- The District countered on Tuition Reimbursement by striking language that would allow additional funds to roll over to the following year. Our language proposed that \$600,000 annually and the district added back their original language to read “up to \$600,000”. In discussions with the District, they expressed their willingness to remove the words, “up to”.
- The District countered our language to provide flexibility for members having trouble receiving documentation. The District proposed that “Human Resources may approve an extension for extenuating circumstances”.

Article 9 - Unit Member Evaluation

- The District Tentatively Agreed (TA’d) our proposal.

Equity Work Update

- The district provided responses and information on HEA’s equity proposals.

HEA Proposals/Counters (Afternoon)

Article 1 - Recognition

- HEA proposed to make temporary positions consistent with state guidelines. HEA retained language to eliminate language that requires educators to be temporary if hired after August 15th.

Article 3 - Unit Member Rights and Responsibilities

- HEA dropped our language that proposed to explore alternatives to Paid Administrative Leave. We expressed the desire for the District to specifically drop their proposals on Academic Freedom and Just Cause and Due Process.

NEXT SESSION

We Bargain again on Wednesday, April 3rd from 9:00 - 3:00 p.m.

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! If you have read this far, please email Mary Kay Babock for your free union swag prize!

Your HEA Bargaining Team,

Mary Kay Babcock, HEA President
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