

BARGAINING BRIEF

April 17, 2024

The HSD and HEA bargaining teams met for our eighth bargaining session today. HEA presented counter proposals on **Article 7** (Safety and Student Discipline), **Article 3** (Unit Member Rights and Responsibilities), and **Article 11** (Leaves).

HSD shared proposals on **Article 15** (Salary), **Article 16** (Employee Benefits), and **Article 20** (Extra-Duty). Please read below for details on today's session.

You can view the recording of today's session at HEAOEA.ORG and please visit Facebook.com/HillsboroEA.



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

HEA Counter Proposal (Morning)

Article 7 - Safety and Student Discipline

- HEA changed all references from "Student Discipline" to "Student Support and Discipline".
- Proposals under *Building Support and Discipline*
 - HEA rewrote the beginning of section A to reflect our current priorities.
 - HEA changed the June 1st date for input into the building support and discipline plan to May 1st. Unit members would then meet by June 1st for discussion and decision making about the staff's suggested revisions. HEA proposed new language that would involve review and adjusting the plan at the mid-year point of the school year.
- Proposals under *Procedures for Physical or Threatening Student Behavior*
 - HEA proposed that both physical and emotional safety of staff be considered under this section.
 - HEA proposed that students should have "written" behavior expectations and "district supports" before being readmitted to class after physical or threatening behavior.
- Proposals under *Administrative Support*
 - HEA proposed language recognizing that referrals are not punitive but instead are intended to provide support for all students.
 - HEA proposed language that ensures that unit members have the right to file referrals and incident reports without discouragement or reprisal from admin.
- Proposals under *Safety*
 - HEA proposed that Safety committees for each building will review records for room clears and incident reports each month.
 - HEA proposed that buildings must have functional HVAC systems that are actively being utilized when unit members are required to be in buildings.

Article 11 - Leaves

- HEA simplified our previous proposal on family definition to be in alignment with state law.
- HEA reduced our previous proposal to provide payment at retirement for accumulated sick and/or personal leave days from a maximum of 200 days to 100 days.
- In exchange for increasing personal leave days to three (3) days per year, HEA accepted the district's proposal to remove language that provides unit members up to sixteen (16) hours of sick leave for personal reasons.
 - HEA also proposed that unit members be given the option to either receive a payout at the substitute rate for any banked personal leave days or convert them to sick days.
- HEA retained our previous proposal language for Safety and Wellness Leave.

Article 3 - Unit Member Rights and Responsibilities

- HEA did not accept previous HSD proposals and carried forward our previous proposals from March 20th

HSD Proposals/Counters (Morning)

Article 15 - Salary

- HSD proposed 3% salary increases for 3 years, and the elimination of longevity stipend payments.
- HSD proposed language that would offer experience credit for Building Based Subs for those who have 135 teachers days or more per year.
- HSD proposed that requests for travel reimbursement take place within 30 days of travel.

Article 16 - Employee Benefits

- HSD proposed increases to the maximum District contribution toward employee medical, vision and dental insurance of \$50 each year for three years.
- Currently, the CBA states that if a unit member's employment is terminated prior to the end of the school year, the District's *payment of premiums shall continue until the District has paid a share of the 12 monthly premiums equal to the proportion of the contract year worked.* HSD proposed that the District's *contribution to insurance will continue through the month following the termination date.*
- The District proposed that *contribution to insurance will continue through the month following the date that any unit member goes on approved but unprotected unpaid leave of absence.*
- The District proposed that language be removed under section C.2. that references Section 125 accounts. The District reasoned that unit members will continue to have a right to use these accounts but the language is not necessary.

Article 20 - Extra-Duty

- HSD proposed increases based on salary increases for certain stipends.

NEXT SESSION HSD will present counter-proposals on Article 7, 11 and 3. HEA will counter Article 5.

Session #9 will be Wednesday, May 8th from 9:00 - 6:00 p.m. at the HEA Office! Also, ask CAT how to get your solidarity buttons to wear in May and June to help show your support when we bargain.

We want to see you at our next bargaining session too! Your CAT will be connecting with you to invite you to attend our next session. We are hoping to have attendance from every building!

The session will be live-streamed at www.OEAHEA.org/livestream. Your dedication to tuning in and wearing blue on bargaining days shows solidarity. If you have read this far, please email Mary Kay Babock for your free union swag prize!

In Solidarity,

Your HEA Bargaining Team