

# BARGAINING BRIEF

May 17, 2024

The HSD and HEA met for our tenth bargaining session today. HEA presented counter proposals on **Article 16** (Employee Benefits) and **Article 20** (Extra-Duty). HSD shared proposals on **Article 6** (Unit Member Workload), **Article 7** (Safety and Discipline), provided information clarification for **Article 15** (Salary), and responded to our **Equity Proposals**. Details on today's session below.

Thank you for coming to the HEA Office and supporting us! To view the entire day, check out session #10 at [HEAOEA.ORG](https://HEAOEA.ORG) and visit [Facebook.com/HillsboroEA](https://Facebook.com/HillsboroEA).



Shout out for “Rockin’ Bargaining Blues,” to support our Bargaining Team!

## HEA Proposals/Counters

### **Article 16 - Employee Benefits**

- HEA proposed increases of \$60 to the District contribution towards health insurance for each year of the contract.
- HEA proposed that full-time unit members who opt out of insurance will receive \$400 per month. Currently this is \$300.

### **Article 20 - Extra-Duty**

- HEA proposed clarification for Mentor Teacher language.
- HEA Proposed the following under Extra-Duty stipends
  - Addition of Site Testing Coordinator stipend
  - Change the Site Technology Coordinator to EdTech (ESC)
  - Differentiate TAG Coordinator for Elementary and Secondary
  - Addition of Bilingual Stipend to the Extra-Duty stipend section so that it will increase according to the Salary Schedule
- HEA Proposed changes to the compensation for Section 504 Case Managers. Compensation under the Association’s proposal will increase in a more linear and sensible way based on the number of students. We also proposed a cap of 25 students.

- HEA proposed that Elementary and Middle School after-school activities/intramural sports will be paid at the teaching rate for time with students and non-teaching time for prep time.

## HSD Proposals/Counters

### **Article 7 - Safety and Discipline**

- HSD withdrew their proposal to remove the term “Discipline” from Article 7
- HSD proposed to change the term “Building Support and Discipline” to “Building Student Support and Discipline”.
- HSD did not accept HEA’s proposal to review Safety Plans mid-year. Instead, they proposed that “If needed, adjustments will be made and communicated to staff throughout the year.”
- HSD did not accept HEA’s proposal that sought to protect members from members from reprisal due to filing of referrals. The District proposal states that “Unit members have the right to submit referrals and incident reports”. This would be done as outlines in the student code of conduct and building discipline plan.
- In response to HEA’s last proposal, HSD proposed that “Safety committees for each building will review incident reports and records for room clears when an injury has occurred each month.”

### **Information Clarification for Article 15 - Salary**

- HSD CFO, Michelle Morrison, presented information about their financial proposal. For more information, please watch the live stream.

### **Equity Language Response**

- Francesca Sinapi, HSD Equity, Access and Engagement Officer responded to HEA’s Equity Proposals to support BIPOC and LGBTQ2SIA+ Educators.
- HSD counter-proposed language under Article 10 that included training on equity, access and engagement.

### **Article 6 - Unit Member Workload**

- HSD did not accept our language asking for 24 hours notice when receiving a new student.
- HSD did not accept our language proposal for a half-time Learning Interventionist in every primary building.
- HSD did not accept our class size caps/caseload limits because they are reluctant to do caps and gave us an example of districts that offer compensation for class size.
- HEA had previously proposed that secondary educators have no more than three (3) preps unless agreed upon by the member. HSD did not accept this proposal.
- HSD countered with three (3) of our five (5) days substitute or equivalent amount requests for Student Services Staff to provide relief with a large number of IEPs.
- HSD did not accept our proposal that states that no unit member be required to fill out Medicaid billing.
- In our response to workload issues with the Neighborhood School Initiative that we proposed in **Article #6**, HSD countered with a MOU that would consider support for the first year of implementation and dropped our language stating all educators would receive additional supports.

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**Session #11 will be Wednesday, May 29th from 9:00 - 6:00 p.m. at the HSD Office! HEA will present counter-proposals on Articles 6, 7 and 10. HSD will package and present Articles 15, 16 and 20.**

**We want to see you at our next bargaining session too!** The session will be live-streamed at [www.OEAHEA.org/livestream](http://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!