

# BARGAINING BRIEF

May 8, 2024

The HSD and HEA met for our ninth bargaining session today. HSD shared proposals on **Article 7**, **Article 11** and **Article 3**. HEA presented counter proposals on **Article 5** and **Article 15**. 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 #9 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!



## HSD Proposals/Counters

### **Article 3 - Unit Members Rights and Responsibilities**

- Academic Freedom - retained their proposed language that adds "*district policies*" to basic ethical responsibilities of the teaching profession.
- Continue to strike "**including the following**" under Just Cause and Due Process which we believe would negatively impact our unit members.

### **Article 11 - Leaves**

- Accepted proposed *Family Member Definition*
- Deleted language where a unit member may charge accumulated sick leave for an absence due to childbirth or a period of disability relating to pregnancy.
- Accepted deleting language allowing unit members to access up to 16 hours of their accumulated sick leave for personal reasons as a trade to increase unit members' days from one to three days.
- Countered allowing 1 personal day to be converted to a sick day rather than the 3 days. HEA proposed accumulated days be converted to either to a sick day(s) or a monetary buyout.

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

- Proposed changing language from **Safety and Student Support and Discipline** to **Student Support and Conduct**
- Proposed to omit the word **discipline** throughout the article and add **student support**.
- Accepted collaborative mission statement requiring the mutual effort of unit members and building administrators that will align the provisions of **The Standard of Student Conduct** and **Building Support and Discipline Plan**.
- Retained current May 1st date for unit members to have input into building support and discipline plan.
- Proposed language similar to HEA's proposal that allows adjustments to plan if needed, however, not mid-year but throughout the year.
- Accepted language under Procedures for Disruptive Student Behavior that will indicate in the student support plan how all students are returned to the classroom.
- Accepted language similar to HEA's that requires safety committees for each building to review incident reports every month.

## HEA Proposals/Counters

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

- Retained **Safety and Student Discipline** for article title and the word, *discipline* throughout the article
- Building Support and Discipline Plan conversation occurs during a Principal-Directed Academic Seminar before the end of the school year.
- HSD provides the Association with each building's support and discipline plan before the first student day.
- Language that requires clear and identifiable behavior expectations for students in writing to all unit members responsible for teaching or supporting the student.
- Unit members have the right to file referrals and incident reports *without discouragement or reprisal from admin* rather than unit members have the right to file referrals and incident reports *as outlined in the student code of conduct and the building student support plan*.
- Added Safety Committees in each building will review monthly records for room clears along with incident reports and will be included in meeting minute notes.

#### **Article 5 - Work Year/Work Day**

- Proposals under **CALENDAR**
  - HEA proposed that the district provide copies of the calendar to HEA 30+ days before the first school board calendar work session.
  - HEA proposed that new hires be paid for the three days of New Hire Orientation before the beginning of the 191-day school year rather than credit toward salary schedule movement.
  - HEA proposed that if summer work is necessary, counselors determine when their work will be performed and that the work be allowed to occur remotely.
  - HEA proposed that Martin Luther King Jr. Day be a paid holiday.
  - HEA proposed an additional grading day at the end of the school year.
  - In exchange for the additional day at the primary and secondary level, HEA proposed that the 1 ½ day at the end of the year for closing activities be reduced to 1 day.
  - HEA proposed that unit members not be required to work in the building when other unit members are not required to be in a building due to non-student contact days.
  - HEA proposed that the last five days of student contact for each quarter be free from mandatory meetings.
- Proposals under **WORK DAY/PREPARATION TIME**
  - HEA proposed that preparation time for elementary schools increase to 430 from 400.
  - HEA proposed that educators have scheduled collaboration time with IAs at least monthly.
  - HEA proposed a regular passing period before and after lunch at the secondary level.
  - HEA proposed that the district implement recommendations of the joint committee working to discuss the impact of the 7-period day.
- Additional proposals
  - HEA proposed that members be notified of the specific teaching assignment by May 15th (currently June 15th) and that a draft of the secondary master schedule be made available by May 30th (currently June 30th).

#### **Article 15 - Salary/Counter Proposal**

- Increase of 7% for 2024-2025
- Increase of 6% for 2025-2026
- Increase of 5% for 2026-2027
- Initial salary placement
  - includes counselors under 'hard to fill' to reflect (2022 MOU)
  - includes HSD Building Based Subs for teaching experience
- Accepted travel reimbursement be submitted within 30 days and added unless pre-arranged w/district office

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**Session #10 will be Friday, May 17th from 9:00 - 5:00 p.m. at the HEA Office! HSD will present counter-proposals on HEA's Equity Proposal, Articles 6 and 7. HEA will counter Articles 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!