

BARGAINING BRIEF

May 29, 2024

HSD and HEA met for our eleventh bargaining session today. HEA presented counter proposals on **Article 6** (Unit Member Workload), **Article 7** (Safety and Discipline) **Article 10** (Educational Program Improvement and Professional Development), and **Article 11** (Leaves). HSD shared their financial package on **Article 15** (Salary), **Article 16** (Employee Benefits), and **Article 20** (Extra Duty). Details on today's session below.



Thank you for coming to the HSD Office and supporting us in person! To view the entire day, check out session #11 at HEAOEA.ORG and visit Facebook.com/HillsboroEA.

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

HEA Proposals/HSD Counters

Article 6 - Unit Member Workload (HSD didn't counter on Article 6 today)

- HEA proposed that prior to receiving a new student the building/district admin shall provide a desk, a chair and essential supplies.
- HEA again proposed a Learning Interventionist in every elementary building and shared success with a pilot program in one of our elementary schools.
- HEA again proposed class size caps/caseload limits but this time with exceptions. These exceptions would allow unit members to collaborate with admin to choose one of the following: daily IA support, weekly compensation at the teaching rate or weekly additional planning time when/if your class exceeds the proposed cap.
- HEA proposed that secondary educators receive a prorated amount of the Split Classroom Extra Duty Stipend when teaching two or more classes simultaneously during one period.
- HEA accepted HSDs three (3) substitute days for Student Services Staff. Days are taken when a large number of IEPs or re-evaluations need to be completed by special education teachers, speech pathologists, or ELL teachers. However, HEA proposed that this request would be made from a drop down window on Frontline Absence Reporting.
- HEA again proposed that unit members not be required to fill out Medicaid billing and added, “if their workload exceeds an appropriate threshold as determined by the SpEd Workload calculator and that nurses whose caseload exceeds numbers outlined in HB2693 not be required to fill out paperwork for Medicaid billing.”

- HEA feels strongly that Neighborhood Schools should have support language in our contract in order to support unit members. Support = additional staffing, planning time, extended contract, classified support, dedicated collaboration time between SpEd and General Educators and ongoing Professional Development.

Article 7 - Safety and Discipline (HSD Countered-see *italics below*)

- Under Procedures for Physical or Threatening Student Behavior, HEA proposed, “Admin shall put these behavior expectations in writing and will email this to all educators responsible for teaching the student as soon as possible but no later than the beginning of the next work day.” -HSD countered with, “The administrator or designee shall put these behavior expectations in writing and will email them to all educators deemed necessary by the administrator as soon as possible.” HEA will counter this language and ask for more accountability.
- HEA proposed that each building will track data for room clears and incident reports including room, date and time and that the District shall share this data with the Association each month. -HSD countered with, “Safety committees for each building will review incident reports and records for room clears when an injury has occurred each month. Meeting minutes shall be posted monthly. Each building will track data for room clears. Upon request, the District will share data with the Association. FERPA protected data will not be included.” HEA asked the District to clarify their interpretation of FERPA.

Article 10 - Educational Program Improvement and Professional Development (HSD Countered-see *italics below*) We TA’d this Article today!

- HEA proposed mandatory Safe Schools/Vector training language that would review appropriate language on race and identity as well as protocols to address racist or discriminatory incidents. -HSD countered with “The District will include annual mandatory training on the topic of equity, access and engagement including a review of appropriate language on race and identity.”
- HEA proposed New Licensed Staff In-Service language will include District policies protecting BIPOC/LGBTQ2SIA+ staff members and an introduction to relevant terms as well as access to other resources be included in new hire training. HSD countered with “New Licensed Staff In-Service will include District policies protecting staff members from harassment and discrimination based on protected class status.” HEA countered that this information also be available to all unit members.

Article 11 - Leaves (HSD Countered-see *italics below*)

- HEA proposed “Any employee retiring under PERS may also elect to cash in accumulated sick and/or personal leave days, up to a maximum of 25 days , at a payment of \$200 per day. Such use of accumulated sick leave shall reduce any sick leave available for reporting to PERS.” -HSD did not include this language in their counter.
- Safety and Wellness Leave, HEA proposed 3 days be granted to an educator who has been physically assaulted or experienced a serious threat of violence at the workplace with these days not utilizing sick or personal leave. -HSD countered that unit members must have accessed Workers’ Compensation.
- HEA proposed that all unused personal leave days be converted to sick days. -HSD countered with their previous language that one day be converted to a sick day. HEA accepted this language.
- Emergency Leave-HEA proposed unit members ‘family’ be defined as in Article 11.A. -HSD accepted this language.
- HEA also proposed adding Article 11.A language to six weeks of sub-deduct leave. -HSD did not accept this language.

HSD Proposals/Counters

Article 15 - Salary

- HSD Chief Financial Officer, Michelle Morrison, presented information about their counter financial proposal. HSD counter proposal included the following COLA increases:
 - 2024-25: 3.5% An increase from 3.0% from HSD's prior proposal).
 - 2025-26: 3.0%
 - 2026-27: 3.5% (An increase from 3.0% from HSD's prior proposal.)
 - HSD also proposed that the lowest step in the salary schedule be eliminated.

Article 16 - Employee Benefits

- As a cost tradeoff due to the District's increase from 3.0% to 3.5% in the first year (2024-25) of the successor agreement, HSD proposed a decrease in their contribution to the District contribution towards health insurance from \$50 to zero (\$0).
- The district proposal for the 2nd (2025-26) and 3rd (2026-27) years of the contract remain the same at \$50 per year increases to the District contribution towards health insurance.

Article 20 - Extra-Duty

- HSD counter proposed that District Nurses be paid a higher stipend. HEA previously proposed that this stipend be increased to the 2023-24 rate of \$4134. The District's proposal increases the stipend to the 2023-24 rate of \$2,337.
- The District declined HEA's proposal to create a separate stipend for Elementary Talented and Gifted (TAG) Coordinators.
- The District accepted the HEA's proposal to change the Site Technology Coordinator to the EdTech Coordinator.
- The District proposed contractual stipends for STE(A)M Coach and Elementary After-School Activity Lead.
- HSD counter-proposed a restructure of the 504 Case manager per diem compensation.

Session #11.5 will be Thursday, June 6th from 12:00 - 4:00 p.m. at the HSD Office! This is an added bargaining day!!! HEA will present counter-proposals on Article 7-Safety and Student Support and Discipline and HSD will counter Articles 5-Unit Member Workyear/Work Day and Article 6 Unit Member Workload.

We want to see you at our next bargaining session too! The session will be live-streamed at www.OEAHEA.org/livestream. If you have read this far, please email Mary Kay Babcock for your free union swag prize! Your dedication to tuning in and wearing blue and your bargaining buttons that say, "Stronger Together," on bargaining days shows solidarity.

In Solidarity,

Your HEA Bargaining Team

Mary Kay Babcock, HEA President

Mu Son Chi, OEA UniServ Consultant

Jill Golay, (Bargaining Chair) 4th Grade ES

Angela Adzima, HEA Vice-President, 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