

# BARGAINING BRIEF

June 11, 2024

HSD and HEA met for our twelfth bargaining session today. HSD presented **Article 11** (Leaves), **Article 5** (Work Year/Work Day) and **Article 7** (Safety and Student Discipline). HEA shared **Article 5** (Work Year/Work Day), **Article 6** (Class Size/Caseload), **Article 15** (Salary), **Article 16** (Employee Benefits), and **Article 20** (Extra Duty).



Thank you for coming to the HSD Office and supporting us in person! Check out session #12 at [HEAOEA.ORG](https://HEAOEA.ORG) and visit [Facebook.com/HillsboroEA](https://Facebook.com/HillsboroEA).

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

## HSD Proposals/Counters

### Article 11 - Leaves

- HSD did not accept our Safety and Wellness Leave language proposing 2 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.

## HEA Proposals/Counters

### Article 15 - Salary

- HEA countered proposed with the following salary increases: 2024-2025 = 5%, 2025-2026 = 5%, and 2026-2027 = 5%
- HEA did not pick up eliminating the 1st step from our current salary schedule

### Article 16 - Employee Benefits

- HEA proposed increases of \$25 a month to the District contribution towards health insurance for 2024-2025 and \$50 for 2025-2026 and 2026-2027

- HEA dropped our proposal to change medical opt out payments from \$300 to \$400 a month.

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

- HEA Proposed the following under Extra-Duty stipends:
  - Retained our proposal to increase the Nurse stipend.
  - Retained our proposal to differentiate TAG Coordinator for Elementary and Secondary
  - Accepted HSD counter to keep Bilingual Stipend out of the Extra-Duty stipend section
- HEA Proposed changes to the compensation for Section 504 Case Managers in a more linear way based on the number of students. HEA also proposed a cap of 33 students.
- HEA again proposed that Elementary and Middle School after-school activities/intramural sports will be paid at the non-teaching rate.

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

- HEA changed caps/caseload language to state that when classes exceed our recommended ratios (see recording) at least one of the following will be offered: adding licensed staff, instructional assistant, split classroom, reassignments of students, and specific workload relief in consultation with the educator and administrator.
- HEA proposed the Superintendent or Designee meet with the Association President quarterly rather than twice a year to review class sizes and caseloads with attention on class size/caseload, needs of the classroom, instructional assistant time or specialist assistant provided.
- HEA dropped the proposal for a half-time Learning Interventionist in every primary building and encouraged the District to find ways to support students at risk with their current FTE.
- HEA proposed building/district admin provide a desk and chair prior to unit members receiving the student and dropped the essential supplies language.
- HEA dropped proposal for secondary split stipends.
- HEA retained Class Size/Caseload Limits for Nurses, SpEd Educators, Psychologists, and SLPs.
- HEA proposed that Dual Language Teachers have no more than three (3) preps unless agreed upon by the member.
- HEA proposed three (3) substitute days or equivalent amount requests for Student Services Staff to provide relief with a large number of IEPs.
- HEA proposed that a SpEd workload calculator be bargained with the association under an MOU.
- HEA proposed no unit member be required to fill out Medicaid billing if their workload exceeds an appropriate threshold.
- HSD accepted our school psych language without the wording “private,” space to test. HEA again proposed this language and shared its significance.
- HEA strongly believes that ALL buildings need support with the implementation of Neighborhood Schools. HSD had countered with an MOU that would consider support for the first year of implementation and dropped our language stating all educators would receive additional support. HEA came back again with their initial proposal and added that support with additional staffing, planning time, extended contract, classified support, professional development and dedicated collaboration by the way SpEd and Gen Ed be retained for at least the first five years of implementation.

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

- HEA added a paragraph that would require the district to invite new hires to attend an Association orientation. New hires would only be required to attend this meeting once even though they would occur quarterly and members would not suffer a loss of pay or benefits.

#### **HSD Proposals/Counters (Afternoon)**

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

- HSD did accept the language above in their counter regarding new hires attendance at an Association orientation.
- HSD did not accept HEA language asking for copies of the calendar be sent to the association 30 days prior to the first board calendar work session. However, they proposed a District/Association calendar committee process.
- HEA had proposed new hires receive per diem rate for the three days worked prior to in-service week. HSD countered with a non-teaching rate for those hired and placed on Column VI.
- HSD proposed secondary counselors may be required to work up to 10 additional days.
- HSD didn't accept the Association's proposal to make Martin Luther King Jr. Day a paid holiday.
- HSD didn't accept our language to add a grading day to the end of the school year.
- HSD did agree to unit members performing other work responsibilities on grading day away from the worksite and added that they be available for virtual meetings as well as by phone.
- HSD proposed language that would have PLCs occur on Wednesdays during teacher directed academic seminars and in a designated location identified by the administrator.
- The district didn't accept the language HEA proposed which would have the last student contact days of each quarter be free from mandatory meetings (excluding IEPs, required meetings or meetings associated with the evaluation process).
- HSD didn't accept the Association's proposal to increase elementary prep minutes from 400 to 430.
- HSD didn't accept Associations's proposed monthly collaboration time with IAs and encouraged unit members to talk with the principals to see if arrangements can be made.

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

- HSD did not accept HEA's previous proposal to create a joint committee to review and revise The Standards of Student Conduct.
- The District did not accept our language that would require educators to receive behavior expectations in writing no later than the beginning of the next work day after an incident involving physical or threatening behavior. The District would like this notice to be "as soon as possible".
- The District accepted HEA's previous proposal to have each building track data for room clears and incident reports. This data will be shared with HEA upon request.

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**Next Session-TBD. HSD/HEA will calendar out the Fall bargaining sessions and will work to hold our future sessions during times when unit members will be able to attend. Thank you for supporting us! It was great to see so many of you today online and in person.**

**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