

# BARGAINING BRIEF

September 17, 2024

We'd like to start off by welcoming Alicia Glasscock to our team representing our elementary educators. We would also like to welcome Lisa Tanedo as Bargaining Chair. While Lisa has served in this role in the past, she has agreed, once again, to lead our Bargaining Team. Welcome Alicia and Lisa!



HSD and HEA picked up bargaining with our thirteenth bargaining session today. HEA presented counter proposals on **Article 3** (Member Rights) and **Article 11** (Leaves). HSD shared a budget update and presented a counter to **Article 6** (Member Workload). Details on today's session below.

Thank you to everyone who attended open bargaining at the HEA Office! **To view the entire day, check out session #13 at [HEAOEA.ORG](https://HEAOEA.ORG) and visit [Facebook.com/HillsboroEA](https://Facebook.com/HillsboroEA).**

## HEA Proposals

### **Article 3 - Member Rights**

At the last session in the Spring, the District had dropped their push for limiting academic freedom based on grading guidelines and curriculum, but continued to ask for a limit based on District policies. Today, HEA countered with no new limits.

After some discussion at the table, HSD's response dropped their last limit on academic freedom, and both sides were able to TA that article!

### **Article 11 - Leaves**

We are in agreement on a number of concepts in this article, such as expanding the definition of family, adding 2 more personal days each year (for a total of 3), and getting leave for those receiving Workers' Compensation as a result of physical assault. HEA began the session with a proposal that continues to fight to get safety and wellness leave for **all** educators that have been physically assaulted or experienced a serious threat of violence.

HSD's counter on Article 11 continued to propose leave for injury as a result of physical assault **only** if the member qualifies for Workers' Compensation and not at all for threats of violence.

## **HSD Presentation Summary**

### **Budget Update**

HSD gave a financial presentation. While no numbers were presented, the District shared that there was a negative state school fund adjustment at the end of the last academic year. This means that the District had to give money back to the state because of a lower than expected enrollment. In addition, revenue was higher than expected. Because of these reasons, the current budget for 2024-25 is not currently balanced. HEA awaits specifics and data on the budget, which will come in early October.

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

HEA has previously proposed a number of workload solutions, including class size and caseload limits and many other proposals. Today, the District's proposal did not include specific counter proposals on class size or caseload. The District provided some new counters related to the SpEd workload calculator and providing teacher guides in the language of instruction whenever possible for Dual Language Program Educators.

**Session 14 will be Wednesday, October 2nd from 12:00 - 6:30 p.m. at the HSD Office! HSD will present on Salary and Benefits. HEA will present on Article 5 (Unit Member Work Year/Work Day).**

**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). 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

**Lisa Tanedo**, (Bargaining Chair) 8th Grade Evergreen MS

**Angela Adzima**, HEA Vice-President, TOSA OSP

**Sally Reyes**, STEM, Liberty HS

**Michele McCourt**, SLP, Free Orchards ES

**Sylvia Weir**, Spanish, Liberty HS

**Alicia Glasscock**, 4th Grade Imlay ES