

BARGAINING BRIEF

October 2, 2024



Almost 90 members attended in person bargaining today - THANK YOU! You have taken a vital step in supporting our member's priorities on Safety, Class Size, Caseload, Fair Compensation, and the support our students and families deserve. Please mark the next bargaining session on **October 15th** in your calendar and plan to show your solidarity for our member's bargaining priorities. **To view the entire day, check out session #14 at HEAOEA.ORG and visit Facebook.com/HillsboroEA.**

HSD and HEA picked up bargaining with our fourteenth bargaining session today. HSD had planned on providing financial proposals today but notified us previously that they would not be ready. Rather than canceling the session, HEA decided to move forward on presenting Article 5 and Article 7 while also spending the day preparing for additional proposals. Details on today's session below.

HEA Proposals:

Article 5 - Unit Member Work Year/Work Day

We are in conceptual agreement on the following issues:

- Including HEA in the calendar committee
- On grading days, members may work remotely on grades **and other work responsibilities**

HEA is still fighting for:

- Counselors being able to perform necessary summer work at the time and location of their choosing
- Making MLK Jr. Day a paid holiday instead of Presidents' Day
- Increasing elementary prep time to 430 minutes weekly (up from 400)
- Ensuring a passing time before and after lunch in secondary so members can truly get their 30-minute duty-free lunch.
- Dedicated monthly collaboration time with Instructional Assistants
- Moving the notification of assignment and completion of the Building Course Schedule to June 1st and the end of the school year, respectively.

Article 7: Safety and Student Support & Discipline

We are in conceptual agreement on the following issues:

- Building Support and Discipline Plan will be adjusted throughout the year and changes communicated
- Confirmation that all unit members have the right to submit referrals and incident reports.

Our initial proposal also included:

- A joint committee to review and revise the Standards of Student Conduct with members selected by HEA and HSD.
- Behavior expectations communicated in writing to all members who teach the student before they return to **any** class (not just the one from which they were removed) after a physical or threatening behavior, rather than their proposed 'as soon as possible'.
- Access to the behavior tab in DCA returned.

HSD Presentation Summary

HSD had planned on providing financial proposals but shared with us prior to bargaining that they did not have sufficient data to put together financial proposals.

Article 7: Safety and Student Support & Discipline

After a caucus, the District came back with a counter to Article 7. They did agree to HEA's push for all educators responsible for teaching a student to have behavior expectations in writing **before** they return to **any** class after a physical or threatening behavior.

The District is still unwilling to have a joint committee to review and revise the Student Codes of Conduct. They also did not want to commit in the contract to restore educator access to the behavior tab in DCA, but did agree to continue working on the issue outside of the contract.

Session 15 will be Tuesday, October 15th from 12:00 - 6:00 p.m. at the HEA Office! HSD will present on Salary and Benefits. HEA will present on Article 6 (Unit Member Workload).

We want to see you at our next bargaining session too! Connect with your Contract Action Team (CAT) Organizer(s) and support our efforts by wearing your "Stronger Together," buttons daily, wearing blue on bargaining days, tuning in to the live stream at www.OEAHEA.org/livestream, and joining us in person. If you've read this far, email HEA President, Mary Kay Babcock, for a sweet union swag prize! Your commitment to showing solidarity with "Stronger Together" buttons and blue attire makes a difference. This is our contract - Together we can make a powerful impact!

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