

# BARGAINING BRIEF

October 15, 2024



Thank you to HEA CAT Organizers who met with members in their building, engaged in a member wide text bank, and turned out 192 members to in person bargaining today - THANK YOU! Tonight we began the process of asking our members to sign on to support our [BARGAINING PLATFORM](#). For those who have not already done so, please sign on to our [BARGAINING PLATFORM](#) to support Safety, Class Size, Caseload, Fair Compensation, Planning Time, and SpEd Support today!

Please mark the next bargaining session on **October 29th** in your calendar and plan to show your solidarity for our member's bargaining priorities. **To view the entire day, check out Bargaining Session #15 at [HEAOEA.ORG](https://HEAOEA.ORG) and visit [Facebook.com/HillsboroEA](https://Facebook.com/HillsboroEA).**

HSD and HEA picked up bargaining with our fifteenth bargaining session today. HSD presented proposals on Article 15 (Salary) and Article 16 (Employee Benefits). HEA presented on Article 6 (Unit Member Workload).

## HSD Proposals

### **Article 15: Salary**

HSD started the session by explaining what led to the budget deficit for the current school year. They then gave us two different financial proposals that shifted when increases were given:

Proposal A: COLA increase of 2.5% for 2024-25, 3.75% in 2025-26, and 4% in 2026-27.

Proposal B: COLA increase of 2.5% in 2024-25, 3.5% in 2025-26, and 3.5% in 2026-27; \$1000 one time payment for those that don't qualify for step increase in the first year of the agreement.

### **Article 16: Employee Benefits**

HSD brought two sessions that correspond to their salary proposals.

Proposal A: \$0 increase in insurance contribution for 2024-25, \$50 increase in following two years.

Proposal B: \$25 increase in insurance contribution for 2024-25, \$50 increase in the following two years.

### **Article 20: Extra Duty**

HSD previously proposed adding a stipend for Elementary After School Activity Lead, STE(A)M Coach and converted the Site Tech Coordinator to Ed Tech Coordinator. They have separated the TAG coordinator into two levels, elementary and secondary, giving elementary a slightly higher stipend in recognition of the increased number of referrals and identification processes in elementary school.

HSD did not accept HEA's proposed move of the Nurses stipend to the highest level of stipend, instead placing them at a lower level than we believe they deserve. Lastly, HSD did not pick up HEA's proposed limit on 504 case management to 33 students.

### **HEA Proposals:**

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

HEA continues to advocate for the class sizes and caseloads students need. If those limits are exceeded, we proposed the following supports:

- Additional licensed staff
- Additional instructional assistant support
- Developing split classrooms
- Reassigning students
- Specific workload relief in consultation with the educator and administrator

We also continue to advocate for support for neighborhood schools that continue for the first five years of implementation, not just the first.

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

The sides are getting closer to agreement on this article. HEA continues to ask for:

- HEA involvement in any revisions to the Standards of Student Conduct.
- Access to complete student disciplinary records for the previous three academic years for all educators in a building in both DCA and Synergy.

### **Session 16 will be Tuesday, October 29th from 12:00 - 6:00 p.m. at the HSD Office!**

**We want to see you at our next bargaining session too!** Connect with your Contract Action Team (CAT) Organizer(s) and show your support by wearing your "Stronger Together" buttons daily, sporting blue on bargaining days, and tuning in to the live stream at [www.OEAHEA.org/livestream](http://www.OEAHEA.org/livestream). Better yet, join us in person! If you've made it this far, email HEA President, Mary Kay Babcock, for a chance to win some awesome union swag! Every action—whether it's wearing your button, showing up in blue, or joining us in bargaining—demonstrates our solidarity in getting a strong contract.

### **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