

BARGAINING BRIEF

October 29, 2024



Thank you to everyone who took action in your building and came to our Boo, Blue, and You action at the District Admin Center to support bargaining. Please mark the next bargaining session on **November 13th** on your calendar and plan to show your solidarity for our member's bargaining priorities. **To view the entire day, check out Bargaining Session #16 at HEAOEA.ORG and visit Facebook.com/HillsboroEA.**

HSD and HEA picked up bargaining with our sixteenth bargaining session today. HSD presented proposals on Article 5 (Unit Member Work Year/Work Day) and Article 7 (Safety and Student Discipline). HEA presented on Article 11 (Leaves). In the afternoon session HEA presented counters on Article 15 (Salary), Article 16 (Employee Benefits), and Article 5 (Unit Member Work Year/Work Day). The District followed with their counter on Article 11 (Leaves).

HSD Proposals

Article 5: Unit Member Work Year/Work Day

HSD proposed that secondary counselors may be required to work up ten days in summer, three of which could be worked remotely. The schedule would be mutually agreed upon. In a win for our Equity Supports, HSD agreed to HEA's proposal to make MLK Jr. Day a paid holiday in lieu of President's Day. The District continues to propose that Teacher Directed Seminar be used for admin identified PLCs and that this work should be done in a designated location.

Article 7: Safety and Student Discipline

The teams have made much progress in this area. HSD's proposal offered language that will provide HEA with a draft of changes to the Standards of Student Conduct as well as an opportunity to provide input. In response to our proposal for improved access to student records, the District proposed language that would make records available to educators assigned to provide services to a specific student.

HEA Proposals:

Article 11 - Leaves

While the sides have previously been in agreement in a number of areas, the outstanding issues were related to HEA's proposal for Safety and Wellness Leave. In HEA's first proposal of the day, we continued to advocate for up to 2 days paid leave for any member that experiences a serious threat of violence upon approval by a district designee.

POST CAUCUS/AFTERNOON

HEA Proposals:

Article 15 (Salary)

HEA proposed salary increases of 4.5% (Year 1), 5.25% (Year 2), and 5.25% (Year 3)

Article 16 (Employee Benefits)

HEA proposed increases to the District's contribution to health insurance of \$25 (Year 1, not retroactive), \$50 (Year 2), and \$50 (Year 3).

Article 5: Unit Member Work Year/Work Day

We maintained our efforts to ensure that counselors can perform summer work only by mutual agreement. We also maintained our proposal to increase planning time at the elementary level and retained language to ensure a regular passing period before and after lunch at the secondary level. For more information, please watch the bargaining session online.

HSD Proposals

Article 11: Leaves

In the afternoon, HSD provided a counter that would offer leave to those who experience physical assault or a serious threat of violence at the workplace. Such leave would be granted at the discretion of the Superintendent or designee.

Session 17 will be Wednesday, November 13th from 9:00 a.m. - 3:30 p.m. at the HEA Office!

We want to see you continuing to take action! 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. If you've made it this far AND you took action to support bargaining this week, 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