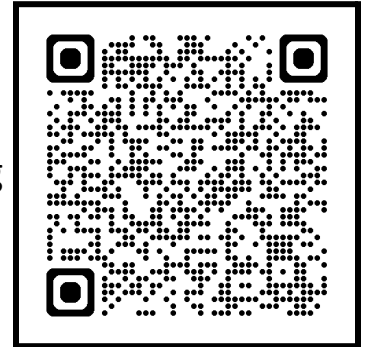


BARGAINING BRIEF

November 13, 2024

[Sign the Bargaining Platform!](#)

If you have not already done so, please SIGN ON to support our Bargaining Platform. If 95% of HEA members sign, our bargaining team and district will know that we have the full support of our membership. Please SIGN TODAY: <https://bit.ly/4f6miu0>



Thank you to everyone who attended this week's school board meeting and who tuned in to bargaining. Please mark your calendars next bargaining session is on **November 21st** on your calendar and plan to show your solidarity for our member's bargaining priorities. **To view the entire day, check out Bargaining Session #17 at HEAOEA.ORG. For upcoming events please visit Facebook.com/HillsboroEA.**

HSD and HEA picked up bargaining with our seventeenth bargaining session today. HSD presented proposals on Article 5 (Unit Member Work Year/Work Day), Article 6 (Unit Member Workload), Article 15 (Salary), Article 16 (Employee Benefits). HEA presented on Article 7 (Safety and Student Discipline) and Article 11 (Leaves). In the afternoon session HEA presented a counter on Article 7 (Safety and Student Discipline)

HSD Proposals

Article 5 - Unit Member Work Year/Work Day

HSD continues to insist counselors be required to work up to 10 days during the summer, with the schedule to be mutually agreed upon, and 3 days able to be worked remotely. The District also insists that **teacher directed** academic seminars happen in admin defined PLC groups and in a designated location.

Article 6 - Unit member Workload

While including some possible relief for large class size/case loads, HSD did not include HEA's proposed ratio charts for class size or caps for SpEd caseloads, instead just including a reference to those that "exceed a reasonable level." In addition, on the list of possible work load relief is "no changes due to financial or space limitations."

Article 15 - Salary

In their most recent proposal, the District proposed a 3.5% COLA for all 3 years of the contract, with no retroactivity for the first year. In addition, they offered a longevity stipend all 3 years of \$500 for those who have been with the district for 10 years and are not eligible for step advancement.

Article 16 - Employee Benefits

The District proposed no increase to their contribution to employee benefits for year one, \$50 increase for years two and three.

HEA Proposals

Article 11 - Leaves

The Association has consistently proposed language to support members who have experienced physical assault or a serious threat of violence at the workplace. Today, HEA's proposal included HSD's latest iteration of that idea, giving the Superintendent or designee the ability to grant leave in such cases.

POST CAUCUS/AFTERNOON

HEA Proposals

Article 7 - Safety and Student Discipline

HEA continues to advocate for input into changes to the Standards of Student Conduct, as well as any updates to the document be shared with staff during August in-service. In addition, we are fighting for access to student disciplinary records via the student information system.

Session 18 will be Thursday, November 21st from 9:00 a.m. - 3:30 p.m. at the District 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