

HCEA-ESP BARGAINING UPDATE #4

June 18, 2014

HCEA-ESP “BEST & FINAL”

IMPASSE ISSUES

ARTICLE & TOPIC	HCEA PROPOSAL	HCPSS PROPOSAL/RESPONSE
Art. 2 <u>Grievance</u>	Add Mediation Step	REJECT
Art. 5 <u>Employment</u> VOLUNTARY TRANSFERS	Voluntary Transfers: Employees should not have to notify immediate supervisor in writing	Work Outside of Agreement
Art. 11 <u>Work Hours</u> TIME TO PLAN	Guarantees for Time to Collaborate/ Time to Prepare (2 hrs/ week)	No Contractual Guarantees
WORK BREAKS	Breaks to be scheduled w/in 1 st week of school	REJECT
TECHNOLOGY	BOE shall provide current technology for each para, student assistant, & interpreters	No Contractual Guarantees
HOLIDAYS	11 month employees shall receive their regular rate of pay for July 4	REJECT
SUMMER SCHOOL	Nurses & Health Assistants paid regular per diem rate	REJECT
Art. 12 <u>TUITION</u> <u>REIMBURSEMENT</u>	\$500 Stipend for nurses who have passed certification test effective July 1, 2014	REJECT
SALARY CREDIT FOR HIGHER LEARNING	Assoc. Degree = \$0.25 more/ hr Bachelor's = \$0.50 more/hr	REJECT
Art. 16 <u>NEGOTIATIONS</u> <u>PROCEDURE</u>	Contingency Language for 2 ND Yr of Agreement if funding not available	ILLEGAL SUBJECT OF BARGAINING
Art. 17 <u>SALARIES</u>	<u>FY'15: EFFECTIVE JULY 1, 2014</u> <ul style="list-style-type: none"> ▪ 4% COLA for all employees ▪ +INCREMENT ▪ ELIMINATE ONE (1) STEP ON EACH SCALE <u>FY'16: EFFECTIVE JULY 1, 2015</u> <ul style="list-style-type: none"> ▪ 4% COLA for all employees ▪ +INCREMENT 	<u>JULY 1, 2014</u> <ul style="list-style-type: none"> ▪ 3% COLA for all employees <u>MARCH 1, 2015</u> <ul style="list-style-type: none"> ▪ INCREMENT ▪ 1% COLA for those at top & going to top of scales

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TENTATIVE AGREEMENTS

ARTICLE & TOPIC	HCEA Proposal	HCPSS Proposal	TENTATIVE AGREEMENT
Art. 3 <u>Association Rights</u> Admin.to Meet w/ HCEA Rep	2/19/14	3/13/14	The principal of each school shall be available upon reasonable request of Association representatives to discuss questions relating to the implementation of this Agreement in his/her school. (3/24/14)
Membership List	2/19/14	6/16/14	Include list of employees & positions exempt from Fair Labor Standards
Art. 4 <u>Employee Rights</u> Investigating Work-Related Complaints	2/19/14	3/13/14	Complaints regarding employee made to admin. by parent, student, other employee used to evaluate will be investigated and called to employee's attention (DSS, Law enforcement, excluded) (6/16/14)
Right to Representation re: Disciplinary Actions	2/19/14	3/13/14	Employee right to Representation re: disciplinary action w/ at least one work day of advanced notice (6/16/14)
Art. 6 <u>Evaluation</u> Peer Assistance Program	2/19/14	3/13/14	Establish/Enhance Peer Assistance/Buddy System Work Outside of Agreement w/ existing Committee
Art. 7 <u>Leaves</u> Notification Protocols w/ Absent	2/19/14	3/24/24	Solution to include use of SMARTFIND sub. system; Establish protocol that only one call is needed
Personal Leave: Increase to 3 days of personal leave	2/19/14	4/22/14	Personal Leave increased to 3 days
Bereavement Leave: Memorial Service	2/19/14	4/22/14	90 Work days (instead of calendar days) to attend Memorial Service (6/16/14)
Leave for Student Teaching	2/19/14	4/22/14	Arrangements for Critical Shortage Areas Work Outside of Agreement
Leave Of Absence for Peace Corps & AmeriCorps VISTA	2/19/14	3/24/14	Updated Terms
Art. 9 <u>Protection of Members</u> Student Code of Conduct	2/19/14	3/13/14	Code of Conduct to be followed by school admin. (Protect employee's right to request meeting w/ superintendent/designee) Awaiting BOE response

Crisis Response Committee	2/19/14	3/13/14	Review Crisis Committee membership & functions (4/22/14)
Safety Protections/Protocols	2/19/14	3/13/14	Focus on school front office staff, portables, central office re: visitor access (4/22/14)
Art. 11 <u>Work Hrs & Wk Conditions</u>	2/19/14	3/13/14	HCPSS & HCEA will develop Special Ed. Task Force/Wk Group to listen & respond to issues & concerns affective special ed. service needs Outside of Agreement (3/24/14)
Special Education Task Force			
Substitutes		11/25/14	Add to provide substitutes for student assistants (2/24/14)
Travel Reimbursement		11/25/14	Travel reimbursement based on IRS rate (4/2/14)
Art. 12 <u>Tuition Reimbursement</u>	2/19/14	3/13/14	PD Work Group to est. internal continuing PD Program for added compensation incentives Work Outside of Agreement (6/16/14)
Continuing PD			
\$15,000 PD Money	2/19/14	2/24/14	HCEA will introduce procedures utilizing & dispersing Art. 12 PD funds Outside of Agreement
Art.13 <u>Sick Leave Bank</u>		11/25/13	SLB Committee shall publish rules & procedures & post on HCPSS website HCEA provide superintendent w/ annual SLB report (6/16/14)
<u>Family Crisis Leave Exchange</u> (NEW)	2/19/14	3/13/14	Est. Family Crisis Leave Initially outside of Agreement as pilot (6/16/14)