

**HOWARD COUNTY EDUCATION ASSOCIATION
EDUCATIONAL SUPPORT PROFESSIONALS
NEGOTIATIONS UPDATE #2
FEBRUARY/MARCH 2014**

The HCEA-ESP and BOE Negotiations Teams have scheduled numerous meetings. However, due to inclement weather, some sessions were cancelled. **On FEBRUARY 19 and 24**, both Teams met and resumed negotiations.

Responsibility + Respect = Results

The HCEA-ESP Team has spent much effort to provide details and documentation supporting our proposals. Those that have received the most attention include:

WORK ENVIRONMENT

- Time to Collaborate & Prepare
- Guarantee Access to Technology
- Compensatory Time available to All school based unit members for Parent Conferences
- Teacher Secretaries Work Load Relief
- Extra Resources & Support for Special Ed. Paras

HEALTH, SAFETY, PROTECTIONS

- Resolve Need to Use Personal Cell Phones & Computers "On-the-Job"
- Address Impact of Overcrowding
- Safe Guards re: Visitor Access
- Following Student Code of Conduct

PROFESSIONAL GROWTH & ASSESSMENT

- Use of Evaluation as Performance Improvement, Not Discipline
- Credit for Continuing PD, College Experience, Highly Qualified Status
- Student Teaching Incentives

EMPLOYEE WELL-BEING

- Reasonable Contact Protocols When Absent
- Leave Improvements:
 - Personal Leave
 - Bereavement Leave
 - Family Crisis Leave Exchange
 - Student Teaching
- No Health Care Increases

Salary/Compensation:

As you are aware, thanks to your advocacy the BOE adopted the education budget which included a "placeholder" for employee compensation. The placeholder is to be seen as the floor, not the ceiling re: employee compensation. The HCEA-ESP Team is continuing to fight for:

- COLA
- Increment
- Improve Longevity
- Compress & Re-Index Salary Scales
- Multi-year commitment

Currently, the HCPSS/BOE response to all of the proposals has been "UNRESOLVED." This means the BOE's Team has "NOT REJECTED" any proposals. However, they have "NOT ACCEPTED" any proposals either.

More Bargaining Updates will follow future sessions.
Stay Tuned.

**NEXT NEGOTIATIONS SESSION:
THURSDAY, MARCH 13, 2014, 4:15PM,
ASCEND ONE**

Thanks for your continued support!

The HCEA-ESP Negotiations Team:

Teri Dennison (Co-Chair) Central Office
Donna Schulze (Co-Chair) Phelps Luck ES
Denise Lee Central Office, Temp Services
Mary Stein Cluster Nurse
Karen Filippelli Para-Educator, OMHS
Cheryl McLeod MSEA/HCEA UniServ
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