

HCEA NEGOTIATIONS UPDATE #2
DECEMBER 13, 2013

The following HCPSS proposals were received on November 25th & 26th by the union at ESP & teacher negotiations. They can be viewed in their entirety at www.hceanea.org.

HCPSS Proposal	ESP's	Teachers
Working Conditions	Substitutes for Student Assistants will be provided.	Principals can establish procedures requiring teachers to check in at the beginning & end of the day.
Working Conditions	Employee receiving a new re-evaluation or who have transferred or been promoted will be probationary. Probation is redefined as 120 work days.	
Working Conditions	Vacancies will be posted online by HR.	Vacancies will post online & via circular for 7 work days (down from 15)
Salaries	Remove cap on step placement in Article 5.6 for new hires.	Eliminate Article 20, section (7), which compresses the teachers' salary schedule. Eliminate Article 20 (Note E), which makes salary compression a priority in bargaining.
Salaries	Remove IRS rate language in Article 13 (A) [teachers] and 11 (A) [ESP's], replace with language that employees will be reimbursed in accordance with HCPSS policies & IRS regulations.	
Salaries		In Article 13 (A), strike ' work-connected ', & add ' work-related. ' Strike language reimbursing for travel from the last building you visit and add language for reimbursement ' beyond normal daily commute. '
Salaries		Add ' approved ' to reimbursement for prof. meetings in 13 A. Add language that teachers will be reimbursed in according with US General Services Administration per diem rates per HCPSS Reimbursement Manual.
Salaries	0.5% Across-the-board COLA increase. No Step.	
Health Insurance	Eliminate HCEA contract language on 84-85 Dental & Medical Program benefits language.	
Sick Leave Bank	Add HCPSS manager to Sick Leave Bank committee. Sick Leave Bank procedures will be approved by Sup't. HCEA will be required to provide access to sick leave bank records to Sup't.	