

HCEA-ESP NEGOTIATIONS UPDATE #1 DECEMBER 3, 2013

The HCEA-ESP Negotiations Team officially exchanged proposals with the HCPSS Team on MONDAY, NOVEMBER 25, 2013. The Team believes that:

Responsibility + Respect = Results

The proposals address the overall vision of HCEA-ESP that includes:

- **Positive School/Work Environment**
- **Employee Well-Being**
- **Health, Safety, & Nurturing Environment**
- **Professional Growth**
- **Protecting Employees**
- **Expectations & Assessment Procedures**
- **Stability & Mobility**
- **Association Rights**

WORK ENVIRONMENT

- Time to Collaborate & Prepare
- Est. Work Breaks & Duty Hours
- Guarantee Access to Technology
- Compensatory Time available to All for Parent Conf. & "Bk to School Night"
- Teacher Secretaries Work Load Relief
- Fair Labor Standards Enforcement
- Equalize Holidays
- Work Load Relief for Para-Educators
- 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
- Safety Issues re: Emergency Closings
- Safe Guards re: Visitor Access
- Student Code of Conduct
- Communicating Work Complaints to Employee

PROFESSIONAL GROWTH & ASSESSMENT

- Use of Evaluation as Performance Improvement, Not Discipline
- Peer Assistance & Support
- Credit for Continuing PD, College Experience, Highly Qualified Status
- Student Teaching Incentives
- Improve Ability to Use PD Leave

EMPLOYEE WELL-BEING

- Reasonable Contact Protocols When Absent
- Leave Improvements:
 - Personal Leave
 - Bereavement Leave
 - Unused Sick Leave
 - Military Leave
 - Family Crisis Leave Exchange
 - Student Teaching
- Salary & Benefits:
 - 5% COLA
 - Increment
 - Improve Longevity
 - Compress & Re-Index Salary Scales
 - No Health Care Increases
 - Full Participation in Health Care Benefits Committee

More specific aspects of our proposals can be found at the HCEA Office or on line at www.hceanea.org.

NEXT NEGOTIATIONS SESSION:

December 9th, 4:15 @ HCPSS BOE

December 18th, 4:15 @ HCPSS BOE

January 16th, 1 pm @ Ascend one, Susq Rm.

The HCEA-ESP Negotiations Team:

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