

HCEA-Certified Bargaining Update #4

HCEA Proposal	HCPSS Response (3/25)
Article 20: 4% Salary increase plus step for '14-'15, 4% salary increase plus step for '15-'16, 3% salary increase plus step for '15-'17.	For SY '14-'15, 3% across-the-board Cost of living increase, Step Increment. <u>NEW: SALARY INCREASES DELAYED TO DIFFERENT POINTS IN SCHOOL YEAR. ADD ONE YEAR TO REACH HIGHEST SALARY.</u>
Article 11: All Teachers will not be assigned lunch or recess duty—this time will be turned into individual planning time.	No counter proposal offered by HCPSS.
Article 13: Remove cap on number of credit hours for reimbursement. Increase reimbursement rate for undergrad credits to \$200.	<u>NEW: Cap on # of credit hours for reimbursement increased to 12.</u>
Article 15: F. Sick Leave Separation Pay – At the time of his/her separation after five-years of HCPSS service, any unit member shall receive separation pay at her/his current salary rate for one fourth of this accumulated sick leave.	No counter proposal offered by HCPSS.
Article 16: Increase Personal Leave Days to 3.	No counter proposal offered by HCPSS.
Article 18: 60% of PIP time will be converted to individual planning time.	No counter proposal offered by HCPSS.
Article 18: 3 hours of additional prep time will be given before interims.	No counter proposal offered by HCPSS.
Article 18: “When related service providers are absent for more than one day, additional qualified personnel shall be assigned to assist in making up missed instruction/services for the students’ required hours and to meet state and federal law requirements.”	No counter proposal offered by HCPSS.
Article 18: 75% of pre-service week (excluding county-wide professional development days) will be meeting-free, individual planning time.	<u>New: HCPSS willing to write memorandum suggesting more time in pre-service week be free of meetings.</u>
Article 18: Teachers expected to teach a new curricula will be trained within a reasonable time period before implementing it.	Reject
Article 18: Materials and text necessary for new curricula will be available within a reasonable time for a teacher expected to teach it.	Reject
Article 20: ITL stipend increase to \$3000	No counter proposal offered by HCPSS.
Article 20: Increase NBTS Stipend to \$3000 from \$2k	No counter proposal offered by HCPSS.
Article 20: Increase coaches/advisors scale by 10%	Increase Coaches/Advisors’ scale by 5%
Article 22: New \$700 stipend for ES Band/Chorus/Orchestra Dir. New \$1200 stipend for MS Band/Chorus/Orchestra	\$400 stipend for all Band/Chorus/Orchestra Directors