## HCEA-Certified Bargaining Update #3

Article 20:5% Salary Cost of Living Increase Plus Step Increment for five (5) yearsHCPSS counters 0.5% COLA Increase, no Step incrementArticle 11:All Teachers will not be assigned lunch or recess duty—this time will be turned into individual planning time.Reject.Article 13:Remove cap on number of credit hours for reimbursement. Increase reimbursement rate for undergrad credits to \$200.Reject.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.Reject.Article 16:Increase Personal Leave Days to 3.Reject.Article 18:60% of PIP time will be converted to individual planning time.Reject.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."Reject.Article 18:T5% of pre-service week (excluding county-wide professional development days) will be meeting-free, individual planning time.Pending.Article 18:Materials and text necessary for new curricula will be available within a reasonable time period before implementing it.Illegal Subject of BargainingArticle 20:Increase coaches/advisors scale by 10%Reject.Article 20:Increase to \$3000Reject.Article 20:Increase solution of \$3000 from \$2kReject.Article 20:Increase coaches/ad	HCEA Proposal	HCPSS Response
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