

## HCEA-Certified Bargaining Update #3

HCEA Proposal	HCPSS Response
<b>Article 20:</b> 5% Salary Cost of Living Increase Plus Step Increment for five (5) years	HCPSS counters 0.5% COLA Increase, no Step increment
<b>Article 11:</b> All Teachers will not be assigned lunch or recess duty—this time will be turned into individual planning time.	Reject.
<b>Article 13:</b> Remove cap on number of credit hours for reimbursement. Increase reimbursement rate for undergrad credits to \$200.	Reject.
<b>Article 15:</b> 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.
<b>Article 16:</b> Increase Personal Leave Days to 3.	Reject.
<b>Article 18:</b> 60% of PIP time will be converted to individual planning time.	Reject.
<b>Article 18:</b> 3 hours of additional prep time will be given before interims.	Reject.
<b>Article 18:</b> “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.
<b>Article 18:</b> 75% of pre-service week (excluding county-wide professional development days) will be meeting-free, individual planning time.	Pending.
<b>Article 18:</b> Teachers expected to teach a new curricula will be trained within a reasonable time period before implementing it.	Illegal Subject of Bargaining
<b>Article 18:</b> Materials and text necessary for new curricula will be available within a reasonable time for a teacher expected to teach it.	Illegal Subject of Bargaining
<b>Article 20:</b> ITL stipend increase to \$3000	Reject.
<b>Article 20:</b> Increase NBTS Stipend to \$3000 from \$2k	Reject.
<b>Article 20:</b> Increase coaches/advisors scale by 10%	Increase Coaches/Advisors’ scale by 5%
<b>Article 22:</b> 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