

HCEA-ESP NEGOTIATIONS

REPORT #2

January 29, 2018

The Negotiation Teams have been meeting regularly and have made progress. To keep you abreast, here is where the ESP team stands--

HCEA Tentative Agreements and Pending Proposals for ESP

Article 1- Recognition

Tentative Agreement:

- Employees that resign and return to work between 1 and 2 years will have 50% of their previous sick leave restored.

Article 2- Grievance Procedures

Tentative Agreement:

- Grievance timelines improved & consistent with other units.

Article 3- Association Rights

Pending Proposals:

- Give ESP the same right to HCPSS mailboxes and Board meetings as other units.
- Provide quarterly updates of member's names and work locations.
- Include two orientation sessions for new employees.
- Give ESP right to attend professional meetings during the work day with approval.
- Provide financial and health care information on the HCPSS.
- Allow Building Reps/Directors to leave directly after student dismissal to attend meetings.

Article 4- Employee Rights

Pending Proposals:

- Allow Building Reps/Directors to leave directly after student dismissal to attend meetings.
- Provide job descriptions and updates.
- Provide access to supervisor/site files kept by supervisors on site.
- Disclose names of any party making a complaint.
- Supervisors will provide general topic(s) in advance of any meeting request.
- Extend window for securing representation.
- Provide 5 hours of time during the school day to complete online compliance training. Option to telework.

Article 5- Personnel Employment

Tentative Agreements:

- New hires will receive up to two years of credit for placement on the salary scale for military service.
- Employees will be given notice prior to July 15th of their tentative assignment for the following year. By June 30th they will have electronic access to their salaries, sick and personal leave.

Pending Proposals:

- Ensuring the Supervisor does not have to sign off on a voluntary transfer request.
- Extending the transfer window and ensuring employees can accept or deny a transfer opportunity.
- Post vacancies online internally for at least 7 days.

Article 6 - Evaluation

Pending Proposals:

- Improve timeline for communication of evaluation procedures.
- No derogatory material may be considered in the evaluation unless previously made known to the employee.

Article 7- Leaves

Tentative Agreements:

- All employees may take leave in hourly increments.
- Employees may be granted a leave of absence for one semester to campaign for public office.

Pending Proposals:

- Pay for unused sick leave upon separation.
- Clarified and expanded the use of bereavement leave. Inclusion of step-parent, ex-in-laws, and biological parent of employee's child.
- Accrual of 20 annual days for 12 month employees which, over years, can accumulate up to 45 days.
- Updated language re: Military Leave to match federal regulation.

Article 9- Protection of Members**Pending Proposals:**

- Provide communication devices both in the classroom and for recess and lunch duties.
- Employees will not be required to use their own leave when dealing with injuries that occurred on the job.
- Employee Assistant Programs made available to employees.

Article 11- Working Hours and Working Conditions**Tentative Agreements**

- Nurses & Interpreters shall work a 7 hour 30 minute day with a 30 minute, non-paid, duty free lunch. Start & dismissal times shall be established by the Superintendent/ designee.
- Add Interpreters to evening conference language.
- Provide adequate travel time between locations for employees that work at more than one site (exclusive of lunch).

Pending Proposals:

- Elementary school para educators and SA's will not be assigned more than one recess or lunch duty per day
- Provide compensation for attending field trips after the school day as well as ensure lunch time preserved.
- Include improved language for late opening and reporting times as well as early closing and dismissal times.
- Employees will receive pay for holidays that includes any longevity
- Definition of "emergency" need for substitutes being: conditions or situations which could not have been participated under normal circumstances.
- Para educators will not be required to perform their regular normal duties while substituting.
- Employees will not be made to obtain substitutes when administration & temporary services cannot do so.
- Employees may not be used to cover for meetings for more than one hour.
- The Board will provide protective gear to employees (impacts cafeteria staff and others).
- Employees will not perform custodial duties.
- Prioritize direct school related job duties.
- Provide 30 minutes weekly for para educators to consult with teachers.

Article 12- Professional Learning and Reimbursement**Pending Proposals:**

- Increase tuition reimbursement rates.
- Provide leave for representation on joint HCPSS professional learning committees.
- Allow educators to participate in relevant trainings prior to participating in the student's IEP.
- Increase PD opportunities.

Article 16- Negotiations Procedure**Pending Proposal:**

- Begin negotiations in November instead of December.

Salaries:

HCEA has requested step and 1% in July.

The Board has offered a 1% COLA and no step.

Benefits:

The Board would like to add a deductible and increase co-pays for prescriptions, doctor visits, and emergency room visits. The Board would like to eliminate the "credit benefit" given to offset what they do not pay for vision and dental. This would save the board, and cost employees, almost 12 million dollars.

HCEA would like to maintain our health care benefits but have shown good faith by withdrawing the payment for staff who do not take benefits and exchanging the health care credit for a percentage of contributions to both vision and dental.

In Solidarity,

The HCEA-ESP Negotiation Team

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