

**HCEA-Teachers NEGOTIATIONS**  
**REPORT #1**  
**December 12, 2017**

The Negotiation Teams have had their first meetings and exchanged initial proposals. Since we do not negotiate in the public, and these were initial proposals, we are providing information about what Articles were opened and, where possible, some general information about the Proposals. The statement “no initial proposals” indicates that the Article wasn’t opened by that group.

<b>HCEA Openers for Teachers</b>	<b>HCPSS Openers for Teachers</b>
Article 6 Provide more choices in the transfer process	Article 6 Revise the transfer process
Article 10	Article 10
Article 11	Article 11 -No initial proposals
Article 13- Increase PD opportunities	Article 13- No initial proposals
Article 14- No initial proposals	Article 14- Clarify communication process
Article 15- No initial proposals	Article 15
Article 16- No Initial Proposals	Article 16
Article 17- No initial proposals	Article 17- Clerical
Article 18 Advocating for time for curriculum implementation & workload issues.	Article 18 Employer decision making authority regarding time
Article 20 Compensation for all employment areas.	Article 20
Article 22 Insurance Protections	Article 22 Looking at employer cost saving measures

In Solidarity,  
**The HCEA-Teacher Negotiation Team**  
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**HCEA-ESP NEGOTIATIONS**  
**REPORT #1**  
**December 12, 2017**

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<b>HCEA Openers for ESP</b>	<b>HCPSS Openers for ESP</b>
Article 1 Expand Bargaining Unit members	Article 1- No initial proposals
Article 2 Parity of language with other units (me too)	Article 2- No initial proposals
Article 3 Parity of language with other units (me too)	Article 3 Clarify communication process
Article 4 Parity of language with other units (me too)	Article 4- No initial proposals
Article 5 Parity of language with other units (me too) Provide more choices in the transfer process	Article 5- No initial proposals
Article 6	Article 6- No initial proposals
Article 7 Parity of language with other units (me too)	Article 7 Change Bereavement, Association & Military leave
Article 9	Article 9
Article 10	Article 10- No initial proposals
Article 11 Advocating for protections to keep employees safe & focused on their essential job responsibilities.	Article 11- No initial proposals
Article 12 Parity of language with other units (me too) Increase PD opportunities	Article 12- No initial proposals
Article 14	Article 14
Article 16	Article 16- No initial proposals
Article 17	Article 17 – No initial proposals
Article 19- No initial proposals	Article 19 Looking at employer cost saving measures

In Solidarity,  
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