

## HCEA-Teachers NEGOTIATIONS

### REPORT #2

January 24, 2018

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

## HCEA Tentative Agreements and Pending Proposals for Teachers

### Article 6 - Transfers

#### Pending Proposal:

- Working to clarify Voluntary Transfer withdrawal/acceptance/denial procedures

#### Tentative Agreement:

- Maintained current Involuntary Transfer language

### Article 10 - Protection of Teachers

#### Tentative Agreements:

- Maintained current language regarding workman's comp. leave
- Clarified language re: physical assault on a teacher
- Extended window for securing representation

### Article 11 - Limits of Duties

#### Pending Proposal:

- Advocating for language supporting the role Guidance Counselors

### Article 13 - Reimbursement

#### Tentative Agreement:

- Increased the dollar amount available for professional meetings

### Article 14 - Assoc. Rights

#### Pending Proposals:

- Advocating for fair communication procedures between Assoc. and membership
- Looking to clarify the use of and increase the number of days available for Association business

### Article 15 - Sick & Bereavement Leave

#### Tentative Agreement:

- Clarified and expanded the use of bereavement leave

### Article 16 - Temp. Leave of Absence

#### Tentative Agreement:

- Updated language re: Temporary Military Service to match federal regulation

### Article 17 - Extended Leave of Absence

#### Tentative Agreement:

- Updated language re: Military Leave to match federal regulation

### Article 18 - Working Hours & Workload

#### Tentative Agreement:

- Maintained 50 consecutive minutes of planning
- Extended time from end of quarter until grades are due
- Added compensation for teachers attending overnight outdoor ed.

#### Pending Proposals:

- Advocating for teacher voice in scheduling of PIP
- Advocating for time for curriculum implementation & workload issues

**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-Teacher Negotiation Team**

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