

**HCEA-ESP NEGOTIATIONS UPDATE #1      DECEMBER 3, 2013**

The HCEA-ESP Negotiations Team officially exchanged proposals with the HCPSS Team on MONDAY, NOVEMBER 25, 2013. The Team believes that:

***Responsibility + Respect = Results***

The proposals address the overall vision of HCEA-ESP that includes:

- **Positive School/Work Environment**
- **Employee Well-Being**
- **Health, Safety, & Nurturing Environment**
- **Professional Growth**
- **Protecting Employees**
- **Expectations & Assessment Procedures**
- **Stability & Mobility**
- **Association Rights**

**WORK ENVIRONMENT**

- Time to Collaborate & Prepare
- Est. Work Breaks & Duty Hours
- Guarantee Access to Technology
- Compensatory Time available to All for Parent Conf. & "Bk to School Night"
- Teacher Secretaries Work Load Relief
- Fair Labor Standards Enforcement
- Equalize Holidays
- Work Load Relief for Para-Educators
- Extra Resources & Support for Special Ed. Paras

**HEALTH, SAFETY, PROTECTIONS**

- Resolve Need to Use Personal Cell Phones & Computers "On-the-Job"
- Address Impact of Overcrowding
- Safety Issues re: Emergency Closings
- Safe Guards re: Visitor Access
- Student Code of Conduct
- Communicating Work Complaints to Employee

**PROFESSIONAL GROWTH & ASSESSMENT**

- Use of Evaluation as Performance Improvement, Not Discipline
- Peer Assistance & Support
- Credit for Continuing PD, College Experience, Highly Qualified Status
- Student Teaching Incentives
- Improve Ability to Use PD Leave

**EMPLOYEE WELL-BEING**

- Reasonable Contact Protocols When Absent
- Leave Improvements:
  - Personal Leave
  - Bereavement Leave
  - Unused Sick Leave
  - Military Leave
  - Family Crisis Leave Exchange
  - Student Teaching
- Salary & Benefits:
  - 5% COLA
  - Increment
  - Improve Longevity
  - Compress & Re-Index Salary Scales
  - No Health Care Increases
  - Full Participation in Health Care Benefits Committee

**More specific aspects of our proposals can be found at the HCEA Office or on line at [www.hceanea.org](http://www.hceanea.org).**

**NEXT NEGOTIATIONS SESSION:**

**December 9<sup>th</sup>, 4:15 @ HCPSS BOE**

**December 18<sup>th</sup>, 4:15 @ HCPSS BOE**

**January 16<sup>th</sup>, 1 pm @ Ascend one, Susq Rm.**

**The HCEA-ESP Negotiations Team:**

**Teri Dennison** (Co-Chair) Central Office

**Donna Schulze** (Co-Chair) Phelps Luck ES

**Denise Lee** Central Office, Temp Services

**Mary Stein** Cluster Nurse

**Karen Filippelli** Para-Educator, OMHS

**Cheryl McLeod** MSEA/HCEA UniServ

**Dan Gottheimer** MSEA Research

