

**HOWARD COUNTY EDUCATION ASSOCIATION  
EDUCATIONAL SUPPORT PROFESSIONALS  
NEGOTIATIONS UPDATE #2  
FEBRUARY/MARCH 2014**

The HCEA-ESP and BOE Negotiations Teams have scheduled numerous meetings. However, due to inclement weather, some sessions were cancelled. **On FEBRUARY 19 and 24**, both Teams met and resumed negotiations.

***Responsibility + Respect = Results***

The HCEA-ESP Team has spent much effort to provide details and documentation supporting our proposals. Those that have received the most attention include:

**WORK ENVIRONMENT**

- Time to Collaborate & Prepare
- Guarantee Access to Technology
- Compensatory Time available to All school based unit members for Parent Conferences
- Teacher Secretaries Work Load Relief
- 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
- Safe Guards re: Visitor Access
- Following Student Code of Conduct

**PROFESSIONAL GROWTH & ASSESSMENT**

- Use of Evaluation as Performance Improvement, Not Discipline
- Credit for Continuing PD, College Experience, Highly Qualified Status
- Student Teaching Incentives

**EMPLOYEE WELL-BEING**

- Reasonable Contact Protocols When Absent
- Leave Improvements:
  - Personal Leave
  - Bereavement Leave
  - Family Crisis Leave Exchange
  - Student Teaching
- No Health Care Increases

**Salary/Compensation:**

**As you are aware, thanks to your advocacy the BOE adopted the education budget which included a “placeholder” for employee compensation.** The placeholder is to be seen as the floor, not the ceiling re: employee compensation. The HCEA-ESP Team is continuing to fight for:

- COLA
- Increment
- Improve Longevity
- Compress & Re-Index Salary Scales
- Multi-year commitment

**Currently, the HCPSS/BOE response to all of the proposals has been “UNRESOLVED.” This means the BOE’s Team has “NOT REJECTED” any proposals. However, they have “NOT ACCEPTED” any proposals either.**

More Bargaining Updates will follow future sessions.  
Stay Tuned.

**NEXT NEGOTIATIONS SESSION:  
THURSDAY, MARCH 13, 2014, 4:15PM,  
ASCEND ONE**

***Thanks for your continued support!***

**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