

# HCTA Impasse Update

**6:00-7:00pm**

**March 29, 2023**

Rob Kriete

President

Johnny Green

Vice President

Valerie Chuchman

Secretary-Treasurer

Graham Picklesimer

Executive Director

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## Recommendations

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## Next steps

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## eDues

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## Q&A

# Recommendations

# On the second step increase

"It is my Recommendation to the governing body that the District make the salary adjustment for the 2022-23 year a recurring step-increase (rather than a one-time 'bonus'), **retroactive to July 1, 2022.**"



# On advanced degree supplements

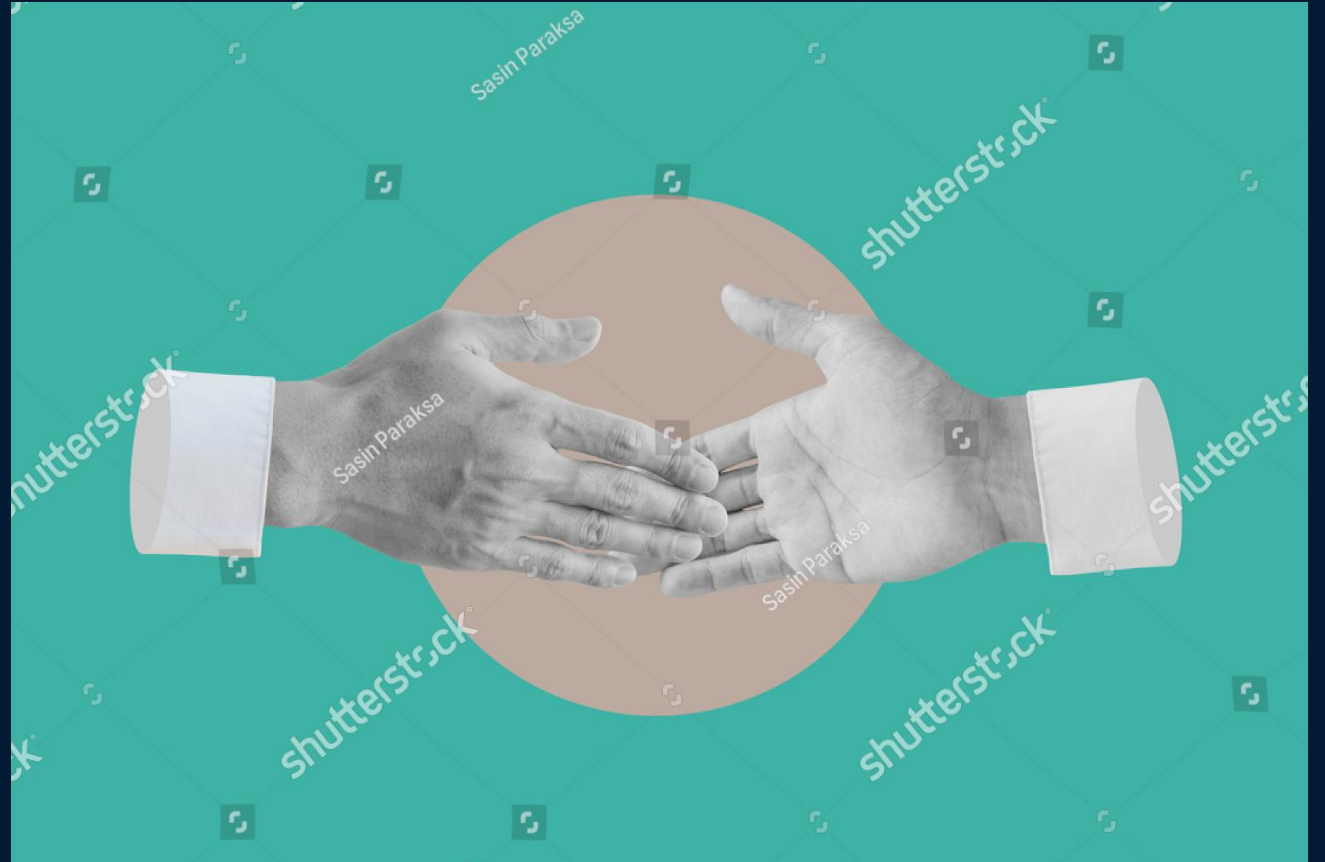
"It is my Recommendation to the governing body that the \$1,000/\$2,000/\$3,000 recurring supplement for those with applicable advanced degrees be included in the District's compensation plan."

**Not retroactive!**



# On raising pay for instructional employees to cover classes during planning to \$30/hour

"It is my Recommendation to the governing body that the Union's proposal for \$30 per hour not be considered, but the parties meet-and-confer on an appropriate "extra duty" proposal which would compensate teachers put in these situations on more than an occasional basis."



# On raising pay for paraprofessionals covering classes to \$10 over hourly rate

"It is my Recommendation to the governing body that the Union's proposal be accepted and a \$10 per hour supplement for a paraprofessional serving as a substitute teacher be included in the compensation plan."

**Not retroactive!**



# Recall: tentatively agreed items that were not at impasse

One step movement

Longevity: \$2,200/\$1,100 for instructional/ESP already on the top of the salary schedule, \$1,100/\$550 for those who moved to the top as a result of the step movement

\$300 supplement to instructional employees for whom step movement doesn't result in a salary increase (E00-E06)

Instructional supplements increasing by 12%

\$1,000 payment to NBCTs for completing mentoring/training

\$500 payment for maintaining CBA qualification

\$500 for LSPs

A free insurance plan

Fingerprint monitoring for 20% of employees

Next Steps



# The District can reject the recommendations

But they're not going to.

# Ratification and beyond

Goal: Ratify by April 18 so that raises and retro can both be disbursed before the school year is over.

Look for ratification information this week or Monday.

Ratification will be done online (same platform as we used for Board elections).

Both the impasse and the previously agreed issues will be ratified together.

Bargaining over language and economics for 2023-2024 will begin as soon as possible after ratification.

# eDues transition

None of this is possible if we don't have a union!

We are testing the eDues platform with officers now, it will be rolled out to all members in the coming weeks.

Continue having discussions at your site about the concept and the importance of making the transition as soon as it's available.

Questions?