

## 2024 Licensed Bargaining Update #1

*Information on contract negotiations between Hillsboro Education Association and Hillsboro School District*

HSD and HEA have been negotiating since January 2024 for a contract to succeed the 2021-24 agreement. To date, we have completed eight of twelve scheduled bargaining sessions; we are appreciative of the positive and collaborative process with our union partners. We have **tentative agreements** on eleven of twenty existing articles. Additionally, HEA proposed a new article (21) regarding Equity Supports for staff who identify as BIPOC and LGBTQ2SIA+.



We value the work performed by our licensed staff and recognize the importance of issues being brought forward by HEA. We have worked in good faith to address concerns, while maintaining focus on student success and long-term stability of services.

We know that **salary** and **benefits** are key concerns for our licensed staff members and have therefore put forth our initial proposal in this area. It is worth noting that in a comparison\* between eight local school districts, HSD's highest daily rate for staff with an MA+45 ranked #3 overall. (\*Comparisons may not be exact, due to differences in the number of steps/columns in each district's salary schedule.)

### Wages & Benefits

#### Step Advancement on Current Salary Schedule

	Year 1 (2024-25)	Year 2 (2025-26)	Year 3 (2026-27)	Cumulative	Who Benefits?
<b>Wages: Step Advancement</b>	4.2%	4.2%	4.2%	12.6%	58.57% of licensed staff (remainder are topped out)

#### District Offer - Wages & Benefits

<b>General Salary Increase (GSI)*</b>	3.0%	3.0%	3.0%	9.0%	100% of licensed staff
<b>Insurance Cap Increase (month/annual)</b>	\$50/\$600	\$50/\$600	\$50/\$600	\$150/\$1,800	Impacts members not opting out
<b>Total Estimated Cost</b>	<b>\$6,438,122</b>	<b>\$6,623,935</b>	<b>\$6,683,103</b>	<b>\$19,745,160</b>	

\*General Salary Increase (GSI) - formerly Cost of Living Adjustment (COLA)

#### Proposed Salary Increase Examples<sup>1</sup>

	2023-24 Salary	2024-25 Salary	2025-26 Salary	2026-27 Salary
<b>Column IV/Step E</b>	\$65,282	\$67,236	\$69,254	\$71,331
<b>Column IV/Step M</b>	\$90,716	\$93,443	\$96,246	\$99,134
<b>Column VI/Step O<sup>2</sup></b>	\$104,499	\$107,636	\$110,865	\$114,191

<sup>1</sup>*Annual Salaries ONLY* - This table does not include stipends, extended contract, or additional days for specific positions.

<sup>2</sup>Step O was a new step added in the 2021-2024 contract.

Notes on each bargaining session and a list of bargaining team members is on our website under [Staff Resources](#).