

2024 Licensed Bargaining Update #2

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

In the interest of transparency, this bargaining update will focus on comparing the financial proposals that have been put forth by both HSD and HEA.

Step Advancement - Status quo is 4.2% and is assumed in total cost calculation for HSD's offer and HEA's proposal

	Year 1 (2024-25)	Year 2 (2025-26)	Year 3 (2026-27)	Cumulative	Who Benefits?
Wages: Step Advancement (added to GSI* for eligible staff)	4.2%	4.2%	4.2%	12.6%	58.57% of licensed staff (remainder are topped out)

HSD Offer - Wages & Benefits

General Salary Increase (GSI)*	3.0%	3.0%	3.0%	9.0%	100% of licensed staff
Insurance Cap Increase (month/annual)	\$50/\$600	\$50/\$600	\$50/\$600	\$150/\$1,800	Impacts members not opting out
Total Estimated Cost	\$6,438,122	\$6,623,935	\$6,683,103	\$19,745,160	Includes annual 4.2% Step

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

HSD Proposed Salary Increase Examples¹

	2023-24 Salary	2024-25 Salary	2025-26 Salary	2026-27 Salary
Column IV/Step E	\$65,282	\$67,236	\$69,254	\$71,331
Column IV/Step M	\$90,716	\$93,443	\$96,246	\$99,134
Column VI/Step O²	\$104,499	\$107,636	\$110,865	\$114,191

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

²Step O was a new step added in the 2021-2024 contract.

HEA Counter-Proposal - Wages & Benefits

General Salary Increase	7.0%	6.0%	5.0%	18.0%	Impacts 100% of licensed staff
Insurance Cap Increase (month/annual)	\$60/\$720	\$60/\$720	\$60/\$720	\$180/\$2160	Impacts members not opting out
Insurance Opt Out Increase (static increase of \$100/mo.)	\$100/\$1200	\$100/\$1200	\$100/\$1200	\$100/\$3600	Impacts members opting out
Total Estimated Cost	\$13,154,426	\$13,750,836	\$13,625,637	\$40,530,899	Includes annual 4.2% Step

In addition to HEA's salary and benefits proposals, the items requested by the Association under Article 6 - *Unit Member Workload* equate to the addition of 158.7 FTE at a cost of \$21,504,891. Therefore, HEA's current proposals on salary, insurance, and class size/caseload are estimated to cost \$62,035,790 over the three-year term of the agreement. The salary and benefits proposal alone is \$20,785,739 higher than HSD's proposal, which is the equivalent of an increase to the current staffing ratio (class size) of 7.7 **OR** 18 days of school **OR** 153 licensed staff members.

HSD has made deliberate decisions to invest in staffing with our available money over the years, and has an ending fund balance of just 4%, which is very low - especially in comparison to other large local districts. We absolutely value our staff and are committed to compensating them fairly, and we are also committed to being fiscally responsible and effectively serving all of the students in our care.

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

May 21, 2024