

2024 Licensed Bargaining Update #4

HSD and HEA are collaborating on a successor contract. To date, teams have held 17 of 19 scheduled bargaining sessions and have reached tentative agreements on 13 of 20 existing articles. A new financial proposal was made by the District at the November 13 session, which reflects current budget realities.

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 4 - Wages & Benefits

	Year 1 (2024-25)	Year 2 (2025-26)	Year 3 (2026-27)	Cumulative	Who Benefits?
General Salary Increase (GSI)*	<u>3.5%**</u>	<u>3.5%</u>	<u>3.5%</u>	<u>10.5%</u>	<u>100% of licensed staff</u>
+ Step for eligible staff	7.7%	7.7%	7.7%	23.1%	58.57% of staff not topped out
Incentive for staff @ top step w/10 yrs. at HSD	\$500	\$500	\$500	\$1500	Licensed staff who are topped out w/10 yrs. at HSD
Insurance Cap Increase (month/annual)	\$0/\$0 (\$1370/mo.)	\$50/\$600 (\$1420/mo.)	\$50/\$600 (\$1470/mo.)	\$100/\$1200	82.43% of members (those not opting out)
Total Estimated District Cost (w/Step & PERS increases)	\$5,534,888	\$15,061,937	\$15,651,885	\$36,248,710	+ 100% of licensed staff to receive 3 personal days/yr.

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

**25% delayed implementation of GSI (i.e. retro pay would not go all the way back to July 1, 2024)

HSD Offer 4 Proposed Salary Increase Examples¹

	2023-24 Salary	2024-25 Salary	2025-26 Salary	2026-27 Salary
Column IV/Step E	\$65,282	\$67,563	\$69,928	\$72,375
Column IV/Step M	\$90,716	\$93,897	\$97,183	\$100,584
Column VI/Step O²	\$104,499	\$108,158	\$111,994	\$115,862

¹Annual 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.

Proposal Cost Comparison

HSD				HEA			
2024-25	2025-26	2026-27	Total	2024-25	2025-26	2026-27	Total
4.2% Step	4.2% Step	4.2% Step	12.6%	4.2% Step	4.2% Step	4.2% Step	12.6%
3.5% GSI	3.5% GSI	3.5% GSI	10.5%	4.5% GSI	5.25% GSI	5.25% GSI	15%
<i>Cumulative increase of 23.1% for staff not topped out</i>				<i>Cumulative increase of 27.6% for staff not topped out</i>			
\$500 top step	\$500 top step	\$500 top step	\$1500				
\$0/mo. ins.	\$50/mo. ins.	\$50/mo. ins.	\$100/\$1200	\$25/mo. ins.	\$50/mo. ins.	\$50/mo. ins.	\$125/\$1500
\$5,534,888	\$15,061,937	\$15,651,885	\$36,248,710	\$8,266,365	\$17,212,068	\$18,469,290	\$43,947,723

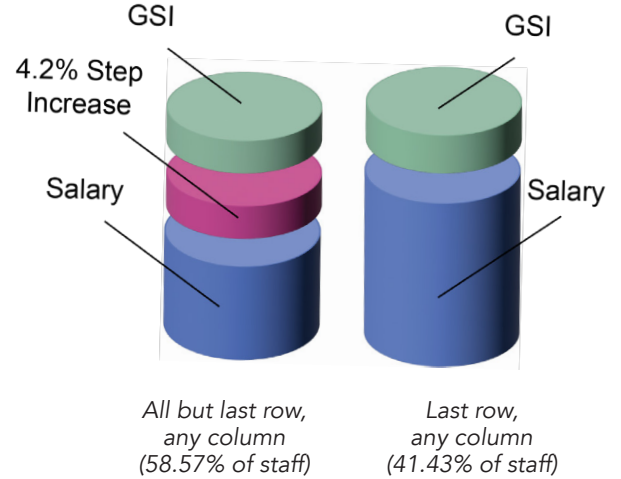
The wage and benefit proposals alone are **\$7,699,013** apart. At an average cost of \$135,592/year, that equates to approximately 57 licensed positions (approximately 20/year). We currently need a State School Fund (SSF) allocation of \$11.7 billion for the 2025-27 biennium to avoid a cuts budget. To fund HEA's proposal, we would need an allocation of approximately \$12 billion, not including the costs associated with language proposals put forth by HEA in Article 6.

Licensed Staff Salary

None of the amazing things we do in the Hillsboro School District would be possible without our talented and dedicated educators. We understand that recruitment and retention of staff relies on our ability to provide a competitive package of salary and benefits.

Licensed staff in HSD have a 191-day contract, which equates to approximately 10 months of work. Pay is based on a staff member's amount of education and years of experience. We have a salary schedule with six columns and fifteen rows. After each year of service, all staff members except for those at the final row of their column will receive a step increase of 4.2%. If there has been an agreed-upon general salary increase (GSI) for that year, all staff members will receive that increase as well.

Example: a staff member in Column IV, Step K who made \$83,553 in one year, would move to Step L the following year and make \$87,061 (an increase of 4.2%). If there was a GSI in place for 3%, that pay would increase to \$89,677.



Number and percentage of licensed staff within a salary range for work performed over their 191-day contract.

