

HILLSBORO-DEERING SCHOOL DISTRICT

SPECIAL MEETING DELIBERATIVE SESSION FOR PROPOSED H-DFT COLLECTIVE BARGAINING AGREEMENT

**DELIBERATIVE SESSION
JUNE 14, 2022**



ARTICLE 1

To see if the school district will vote to approve the cost items included in the collective bargaining agreement reached between the Hillsboro Deering School Board and the Hillsboro-Deering Federation of Teachers (AFT Local #2348) which calls for the following increases in salaries and benefits at the current staffing level:

Fiscal Year Estimated Increase

2022-2023 \$280,465

2023-2024 \$294,151

2024-2025 \$279,790

And further to raise and appropriate \$280,465 for the 2022-2023 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the most recent collective bargaining agreement over those that would be paid at current staffing levels. (Majority vote required)
Recommended by School Board

HILLSBORO-DEERING FEDERATION OF TEACHERS COLLECTIVE BARGAINING AGREEMENT



Three year Contract FY 22-23, FY 23-24, and FY 24-25
Increases in salaries and benefits at current staffing level

Fiscal Year Estimated Increases	March Proposed 2.5%	Current Proposed 2.0%	Total Decrease
2022-2023	\$ 300,065.00	\$ 280,465.00	\$ (19,600.00)
2023-2024	\$ 314,006.00	\$ 294,151.00	\$ (19,855.00)
2024-2025	\$ 326,955.00	\$ 279,790.00	\$ (47,165.00)
Totals	\$ 941,026.00	\$ 854,406.00	\$ (86,620.00)

PROPOSED CHANGES FROM MARCH WARRANT



- Wage percentage decrease from 2.5% to 2.0% per year to contract steps over the 3-year contract.
- Proposed Collective Bargaining Agreement (CBA) has no Evergreen Language.
- Longevity steps will increase by \$500 in the first year and \$500 in year two of the contract for a total longevity step increase of \$1,000.

REMAINING THE SAME AS MARCH WARRANT



- Three year Contract FY 22-23, FY 23-24, and FY 24-25
- CBA members pay 16% of health insurance premiums instead of 15%.
- Liquidated damages for contract termination after May 15th.
 - After May 15th and before June 1st \$1,000
 - After June 1st and before July 1st \$1,500
 - After July 1st \$2,000
- Contract termination after July 1st all insurance premiums advanced by the district will be reimbursed by the employee.
- Top step employees will continue to receive additional \$1,000 added to the top step.
- Assigned days by Administration increased from 6 to 7 days and unassigned decreased from 4 to 3 days.
- At the end of each contract year up to 3 unused personal days may be rolled into an employee's accrued sick leave.
- Class period substitution rate increased from \$40.00 to \$55.00 per period.

BALLOT VOTING

- **Tuesday, July 12, 2022**
 - **Hillsborough Voters**
 - **7:00am – 7:00pm**
 - **Hillsboro-Deering Middle School Cafetorium**
 - **Deering Voters**
 - **8:00am – 7:00pm**
 - **Deering Town Hall**