

Items Under Negotiation: HRUSD - HRTA

April 10, 2017 @ 11:00 AM

Article 7: Class Size

Article 7.1 - Class Size

On 12/12/2016, HRUSD proposed the following language:

The District shall attempt to maintain class size at no more than twenty-four (24) students in grades Transitional Kindergarten (TK) through third and thirty (30) in grades four through eight. The Superintendent will publish a quarterly enrollment report, which will be made available to all employees. When any individual class size exceeds twenty-five (25) in grades TK through three, **thirty-one (31)** ~~thirty (30)~~ in grades four through six, or **thirty-one (31)** ~~thirty (30)~~ for three or more periods in grades seven and eight, one or more of the following options will be implemented within 30 days.

On 1/23/2017, HRTA counter-proposed "status quo" regarding this section.

On 1/23/2017, HRUSD counter-proposed the following language:

The District shall attempt to maintain class size at no more than twenty-four (24) students in grades Transitional Kindergarten (TK) through third and thirty (30) in grades four through eight. The Superintendent will publish a quarterly enrollment report, which will be made available to all employees. When any individual class size exceeds twenty-five (25) in grades TK through three, **thirty-one (31)** ~~thirty (30)~~ in grades four through six, or **thirty-one (31)** ~~thirty (30)~~ for three or more periods in grades seven and eight, one or more of the following options will be implemented within 30 days.

On 1/30/2017, HRTA counter-proposed "status quo" regarding this section.

On 2/17/2017, HRTA again counter-proposed "status quo" regarding this section.

Article 13: Transfers and Reassignment

Article 13.3.1 - Voluntary Reassignment

On 12/12/2016, HRUSD proposed the following language:

~~If two (2) or more employees with appropriate credentials required for the position apply for a vacancy, the employee with the greatest seniority shall receive the reassignment.~~

Employees shall be given first consideration in filling any bargaining unit vacancy within the district, providing the employee possesses at least equal qualifications to any non-bargaining unit applicant(s). Seniority shall be given consideration.

On 1/23/2017, HRTA counter-proposed "status quo" regarding this section.

On 1/23/2017, HRUSD counter-proposed the following amended language:

If two (2) or more employees with appropriate credentials required for the position apply for a vacancy, the employee with the greatest seniority shall receive the reassignment.

Employees shall be given first consideration in filling any bargaining unit vacancy within the district, providing the employee possesses at least equal qualifications to any non-bargaining unit applicant(s). In the event that two employees who are equally qualified and suitable are being considered for an opening, the employee with higher seniority shall be given consideration receive the reassignment.

On 1/30/2017, HRTA counter-proposed "status quo." (See notes under Article 8.4.1.)

On 2/17/2017, HRTA again counter-proposed "status quo." (See notes under Article 8.4.1.)

On 4/10/2017, HRUSD counter-proposed the following amended language:

If two (2) or more employees with appropriate credentials required for the position apply for a vacancy, the employee with the greatest seniority shall receive the reassignment.

Employees shall be given first consideration in filling any bargaining unit vacancy within the district, providing the employee possesses at least equal qualifications to any non-bargaining unit applicant(s). In the event that two employees who are equally qualified and suitable are being considered for an opening, the employee with higher seniority shall be given consideration receive the reassignment.

Article 13.4 - Involuntary Reassignment

On 12/12/2016, HRUSD proposed the following language:

- 13.4.1** If a decrease in the number of pupils or the elimination of program(s) and/or funding occurs, If an involuntary reassignment must be made for any reason, the District shall may seek volunteers prior to making any the involuntary reassignment. If an involuntary reassignment becomes necessary, the transfers will be made from within the three lowest positions on the seniority list, based on District will consider education, and/or experience while providing the best educational environment for the students.
- 13.4.2** An employee transferred involuntarily reassigned within the current school year shall have priority be given first consideration to return to fill the first opening that occurs at the their previous grade level or within two (2) grade levels above

or below ~~the vacated position~~ their previous grade level for the current or ensuing school year while ensuring for the best educational environment for the students.

On 1/23/2017, HRTA counter-proposed “status quo” regarding this section.

On 1/23/2017, HRUSD counter-proposed the following language:

- 13.4.1** ~~If a decrease in the number of pupils or the elimination of program(s) and/or funding occurs,~~ If an involuntary reassignment must be made for any reason, the District ~~shall~~ may seek volunteers prior to making ~~any~~ the involuntary reassignment. If an involuntary reassignment becomes necessary, the ~~transfers will be made from within the three lowest positions on the seniority list, based on~~ District will consider education, and/or experience while providing the best educational environment for the students.
- 13.4.2** An employee ~~transferred~~ involuntarily reassigned within the current school year shall ~~have priority~~ be given first consideration ~~to return~~ to fill the first opening that occurs at the ~~the~~ their previous grade level or within two (2) grade levels above or below ~~the vacated position~~ their previous grade level for the current or ensuing school year while ensuring for the best educational environment for the students.

On 1/30/2017, HRTA counter-proposed “status quo” regarding this section.

On 2/17/2017, HRTA again counter-proposed “status quo” regarding this section.

On 4/10/2017, HRUSD counter-proposed the following language:

- 13.4.1** ~~If a decrease in the number of pupils or the elimination of program(s) and/or funding occurs,~~ If an involuntary reassignment must be made for any reason, the District ~~shall~~ may seek volunteers prior to making ~~any~~ the involuntary reassignment. If an involuntary reassignment becomes necessary, the ~~transfers will be made from within the three lowest positions on the seniority list, based on~~ District will consider education, and/or experience while providing the best educational environment for the students.
- 13.4.2** An employee ~~transferred~~ involuntarily reassigned within the current school year shall ~~have priority~~ be given first consideration ~~to return~~ to fill the first opening that occurs at the ~~the~~ their previous grade level or within two (2) grade levels above or below ~~the vacated position~~ their previous grade level for the current or ensuing school year while ensuring for the best educational environment for the students.