



Tentative Agreement

HSTA Member Briefing

Ratification Vote, Wednesday, April 26, 3-6 pm

April 24, 2023

HSTA Settlement

Salary /Duration

- 4-yr contract
- Reopener on EUTF
- 21-hours made permanent
- Class VIII
- Instructor Pay restructure
- Increased Supplemental Pay

EUTF Funding

- Increase contribution
- 60/40 premium on 80/20 plan
- cap lifted to 90%

Salaries - School Year 2023-2024

- 2 % ATB
- Step Movement Step 5-14A
 - 14B receive \$3,000 lump sum
- \$3,000 for anyone who did not receive compression adjustments
- 21 hours permanent (with 3 pd credits)

Salaries - School Year 2023-2024 - continued

Instructor Levels modified

- Eliminate step 1-3, create step 4
 - 3% between step 4 & 5
- Extend step 4 full length of schedule
 - prevents getting “stuck” at class IV
- No loss of class or service time upon earning SATEP
- Step 5 for standard limited licensed in CTE.
- Step 4 for CTE permit and Hawaiian permit.

Salaries — Article XX - SY 2024-27

- SY 2024-25 - 3 % ATB
- SY 2025-26 - Step Movement Step 5-14A
 - 14B receive \$3,000 lump sum
 - Add Class VIII (4% more than Class VII)
- SY 2026-27
 - SY 3.5 % ATB

Article XVI Work Year - 21 Hours

21 hours - Job Embedded Professional Development

- Permanently incorporated into the contract
- 1.5% additional pay permanent
- 3 PD credits a year permanent
- Added to work year section of contract
 - 30 minute blocks
 - requires minimum of 2 workday notice

Renew Supplementary Pay MOU with increases

- Increase all pay by 50%
 - Collapse large/small school DH/GLC pay
 - Add mentor teacher pay
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- GLC/DH - \$1,900
 - Classroom Mentor Teachers
 - 1st yr \$750
 - 2nd yr \$1,000
 - Librarians - \$1,900
 - Asst. Athletic - \$2100
 - HS Band/Orchestra - \$5,600
 - MS Band/Orchestra - \$2,800
 - Drama - \$1,500
 - Chorus - \$1,500
 - Large Ag/Farm - \$1,900
 - Small Ag/Farm - \$1,500

Salaries - Reclassification

Addition of Class VIII to Salary Schedule (SY 2025-26)

- 4% difference in Class VII and new Class VIII
- Reclass from VII to VIII requires
 - Completion of Sheltered Instruction Qualification (SIQ)
 - Credits earned after July 1, 2023
 - SIQ are NOT restricted by date

Teacher Travel

- Change Traveling Teachers to Teacher Travel
- Increase from 60 to 90 minutes for start of official time prior to flight
- Update Mileage Rate to IRS (no locked rates)
- Alternate Workstation Assignment qualifies for mileage

Health Benefits — EUTF

The state will increase the employer's contribution to medical and drug health premiums.

Rationale: Critical to maintain 60–40 split to help offset rising health premiums. The cap of 84.3% is raised to 90% working toward HSTA's goal of a plan with 100% of premium paid for by employer.

Union Rights, Due Process, & Teacher Protection

- Recognition and Acknowledgment of Charter Teachers in CBA;
- Clarification regarding class grievance process;
- Protection of confidential personal contact information;
- Right to a workplace free from discrimination, harassment, and/or bullying;

Union Rights, Due Process, & Teacher Protection

- Requirement of for administration, upon request, to provide notification in writing, of action taken around health and safety complaints;
- Due process improvements for those teachers placed under investigation;
- Creation of Pilot Program to Address Emergency School Closures

Pilot Program - Extended Emergency Closures

- Supersedes Article X, Section G of contract for 4 years.
- Outlines process to be used for extended emergency closures
- Defines “emergency” and how school is closed
- Requires notice to HSTA
- Requirements for equipment, resources, prep time
- Hold harmless language for teachers who can’t pivot

Pilot Program - Extended Emergency Closures - continued

Timeline for Extended Emergency Closures

- 1 day or less - no substantive change, teachers may be asked to use time for self-directed teacher prep or PD
- 2 days - day two, PD/meetings, option to participate virtually
- +2 days - may pivot to “alternative instructional mode”
- If lasts more than 10 days, provided ½ day to pivot back

Special Education

- Include both general education and sped teachers in opportunities for early release for IEP meetings
- Recall pay - see commitment letter

Teacher Assignment and Transfer

- Expand Specialty Teacher exceptions to elementary teachers
- Right to seek written explanation when not selected for vacancy posting
- Continuation of Teacher Transfer Workgroup
 - goal of expanding transfer options

Renewal of Appendixes

- Appendix II — Ad Hoc Committee
 - Rationale: Maintain the current ability to utilize the Ad Hoc Committee for problem-solving of issues and concerns.
- Appendix III — Exceptions to the Agreement
 - Rationale: Maintain the ability of schools to seek modifications to the contract.

Renewal of Appendixes

- Appendix IV — Teacher Evaluation
 - Rationale: Maintain contractual protections and EES Joint Committee.
- Appendix V — Expedited Appeals Process
 - Rationale: Maintain expedited appeals process.
- Appendix IX — Licensing Fees
 - Rationale: Maintains benefit should the fee waivers be eliminated by HTSB.

Renewal and Creation New Work Groups

- English Language Workgroup
- Hawaiian Education Workgroup
- Career Technical Education Workgroup
- Student Discipline Workgroup
- Teacher Transfer Workgroup
- Leave Workgroup

Other Miscellaneous Changes

- Move to digital contract, printed upon request.
- Update sign-in language to allow for future electronic sign-in.
- Eliminate “more than 6 credits” for secondary students, simplify to “expanded course offerings” for all students
- Various other non-substantive contract updates

Letter of Commitment

- Publish procedures for Recall Pay, for both ½ and full day.
- Clarify end of year, report cards and teachers' work day
- Clarify school-based budgeting process, & better training
- Commitment to continue Employee Assistance Program (EAP)

Ratification Timeline

- April 26 - In Person Ratification 3-6 pm
 - Results announced night of April 26
 - May 3 - last day for absentee to arrive (totals updated)
- April 28 - Final Fiscal Decking at Legislature