Topics Discussed

**Sick leave donation for pregnancy related illnesses**
HR reported that employees could qualify for sick leave donations when a doctor assesses that an employee is not fit for duty. Management would require the same documentation as an illness or injury. Benefits would assess each situation on a case by case basis.

HCU expressed no concerns with this process.

**2019-20 district calendar**
HR presented the calendar they plan to submit to the HSD School Board for approval. It incorporated feedback from staff. One goal was to end the school year as early as possible to allow more time for bond construction projects.

HCU expressed no concerns with the presented calendar.

**Learners who are struggling project**
OSP is bringing in a company (District Management Group from Feb 9-14th) to determine what supports are needed for ELL and SPED students. Will include interviews with classified staff about class work and schedules.

HCU requested that participating are briefed on the expectations before the interview. HR shared that an e-mail explanation will be coming out and principals can help answer questions.

**Subs for union release being moved to other absences**
HCU brought forward a concern about approved union released being revoked when a supervisor takes a sub secured by a union rep and use them to cover another absence. This could cause major disruptions for union run events.
HR will investigate the situation and report back.

Chartered bus usage
HCU brought forward a concern that a school used a chartered bus and it was not counted towards the limit set in the contract. This was due to Transportation not having any available busses. Even with this trip, the district was below the limit in the contract.

Job Abandonment determination
Discussion about the district’s process for determining if an employee abandoned their job. HR provided some examples of when they declare a job has been abandoned.

- When an employee walks off the job without requesting a protected leave.
- When an employee fails to show up to work and is found to be healthy during a wellness check.

HCU’s position is that when an employee is in contact with management and doesn’t report to work, they have not abandoned their job. When this happens, management should provide due process to the employee and determine if there were any mitigating circumstances that caused them to not attend work. This would give an employee the opportunity to resign if it is determined that there are no mitigating circumstances.

Adjourn - 4:45PM

Recorded by Devin Hunter