
HIGHLANDS ESP

2027 Non-Economic Bargaining Priorities

Bargaining Committee & Support Staff Briefing

123

complete responses

SURVEY FIELD DATES

August 19–27, 2026

**A member mandate for a safer, fairer,
and more transparent contract.**

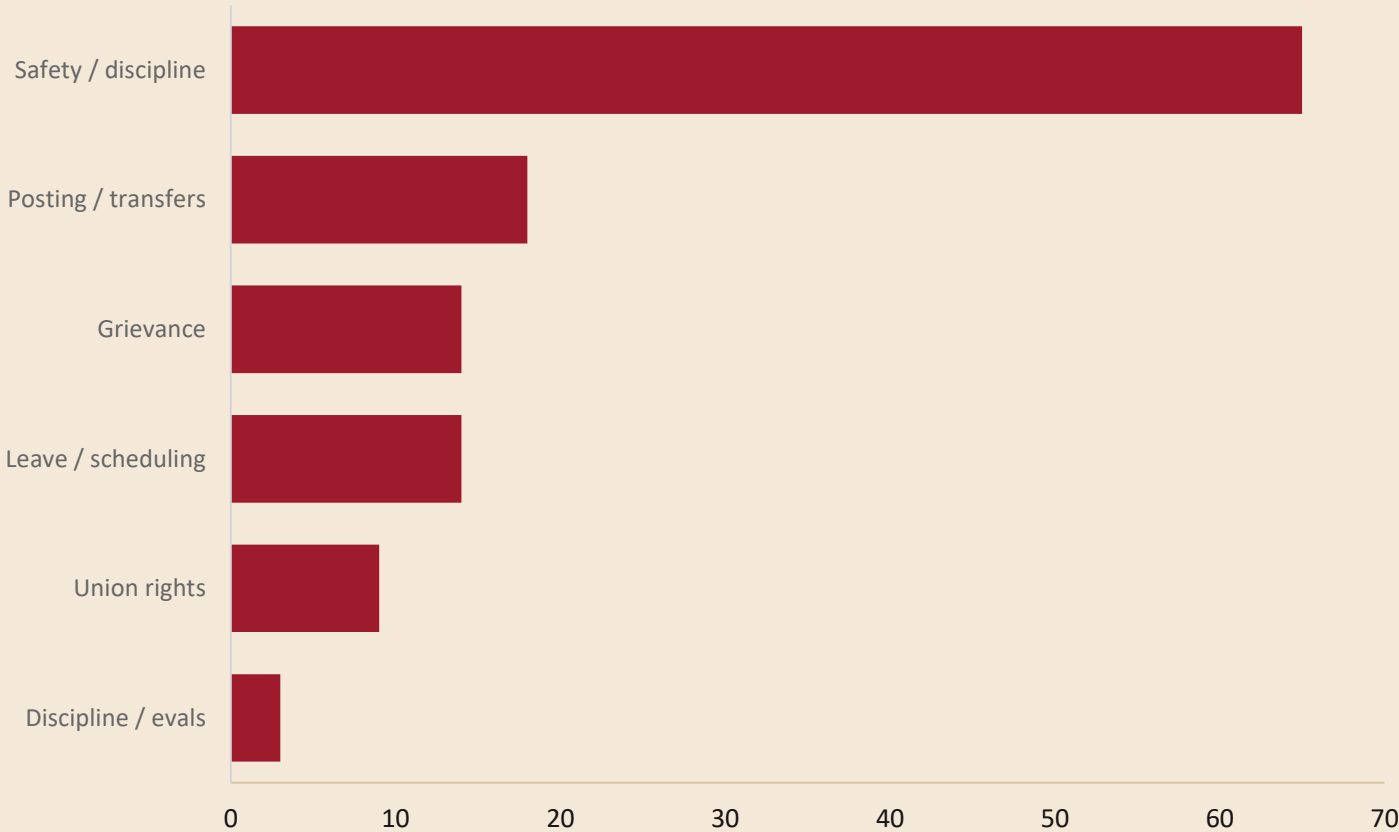
Safety is the unmistakable first priority

52.8%

ranked Safety & Student Discipline
#1

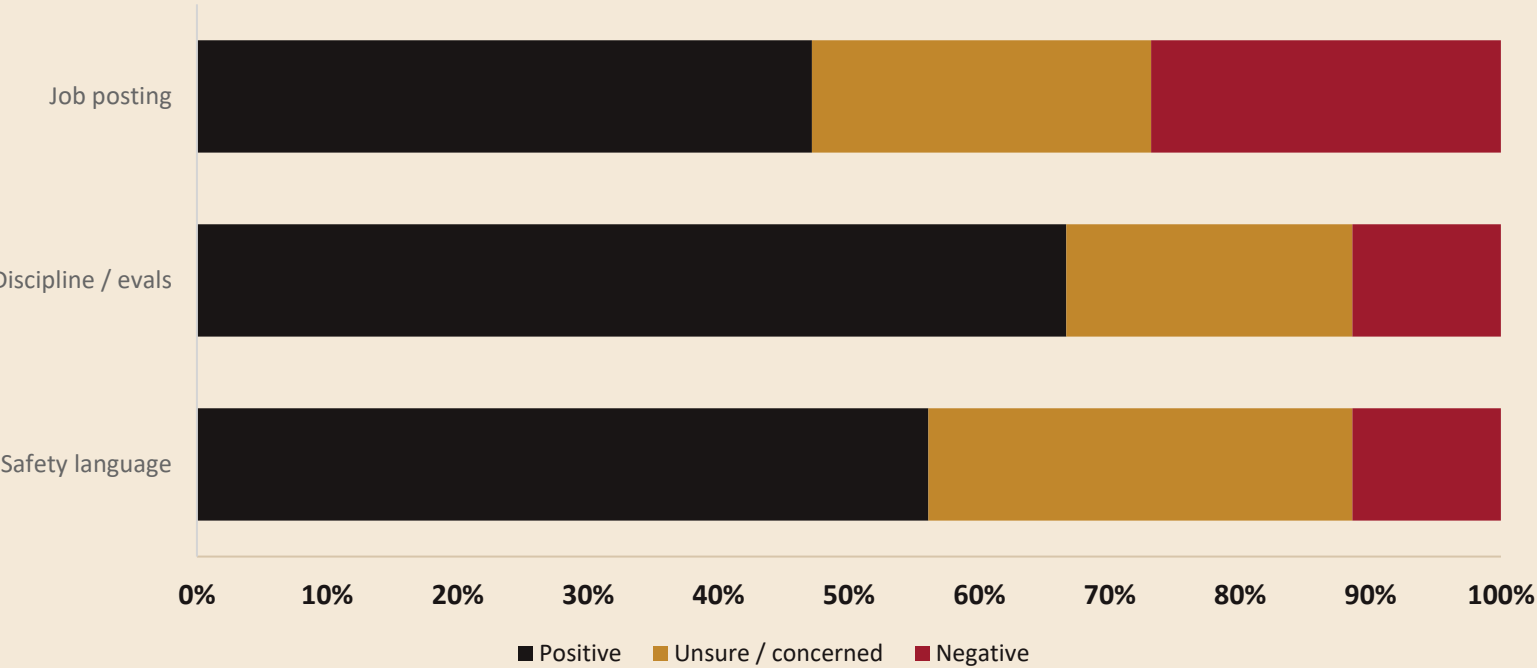
65 of 123 2.15
first-place votes average rank

Lower average rank means higher priority.



Protection is strongest on discipline—but uncertainty persists

Responses by contract topic



82

feel fairly protected
on discipline & evaluations

58 vs 65

Job posting: positive vs
unsure or negative combined

Knowledge gaps are bargaining risks

40

are unsure whether current safety language is adequate

32

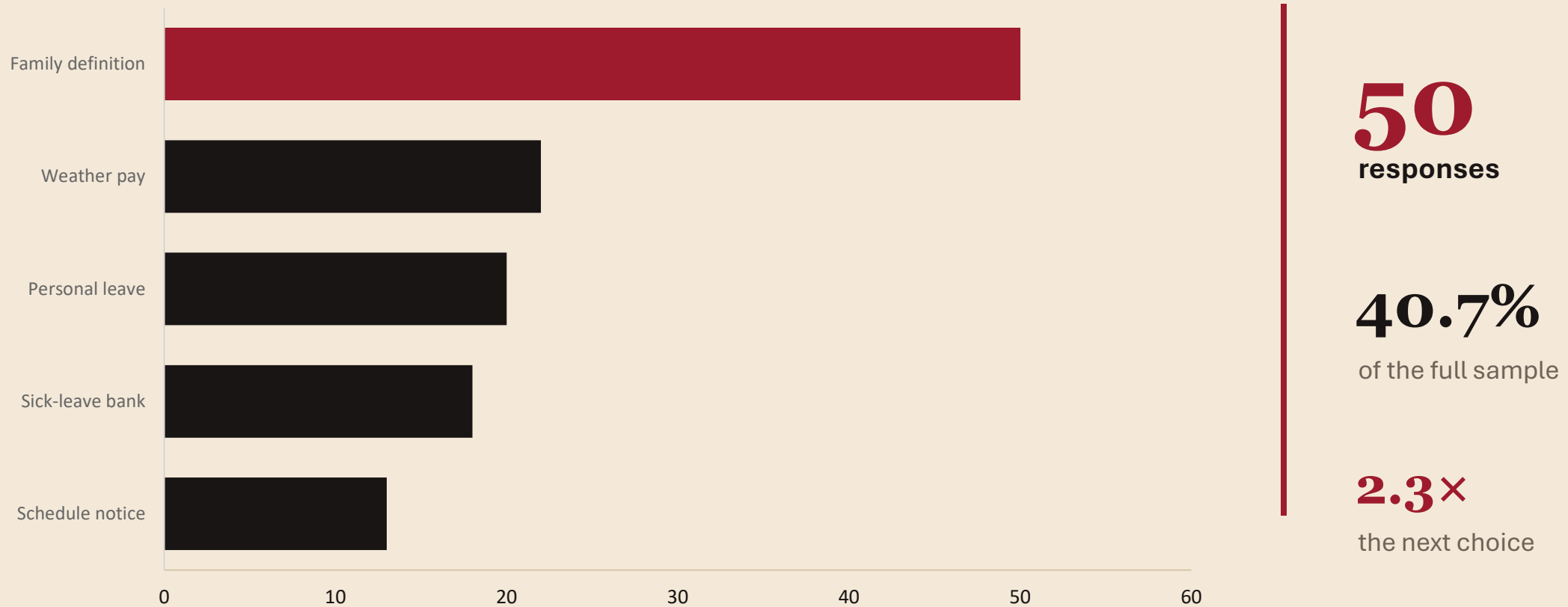
do not know how job posting works under the contract

33

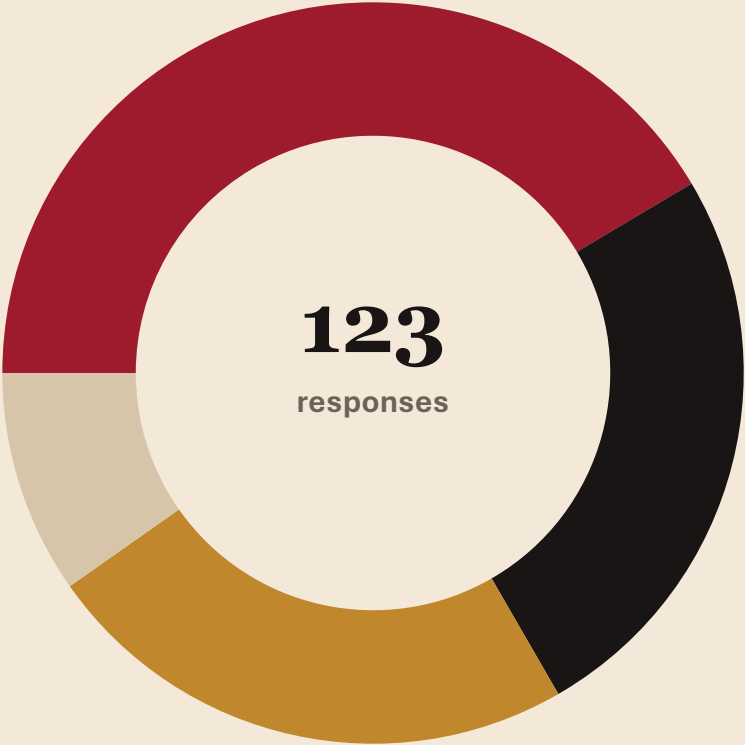
also describe the posting process as unclear, too short, or bypassed.

Contract language only protects members when the process is visible and understood.

Leave priorities concentrate on who counts as family



The sample reflects multiple frontline roles



Paraprofessional / Teacher Aide	51	41.5%
Clerical / Office / Bookkeeping	31	25.2%
Bus Driver / Attendant / Shuttle	29	23.6%
Other classifications	12	9.8%

Paraprofessionals are the largest group, but no single role defines the whole sample.

Committee and support staff can turn member input into leverage

01

Strengthen safety & discipline

Set faster intervention, clearer reporting, and stronger protection expectations.

02

Make posting rules transparent

Clarify timelines, internal preference, transfers, and member-facing guidance.

03

Modernize leave & scheduling

Lead with an expanded family definition, then address weather pay and approvals.

DIRECTIONAL COMMENT THEMES

Lunch • assigned duties • reprimands • staffing • leave • student-related concerns

Open comments were not formally coded; use these themes to shape follow-up member conversations, not as prevalence estimates.