

Negotiations-May 31, 2017

Rick Kraus

Jud Freeman-HNEA lead negotiator

Monica Daniel-Negotiations Team

Kevin Berrey-Negotiations Team

Carla Smalley-Negotiations Team

Darla Fisher-Lincoln principal

Lance Patterson-Board member

Jeff Shearon-HMS 7 Principal

Ronn Roehm-HHS Principal

Julie Stucky-Director of Fiscal Management

Molly Brown-Negotiations Team

Questions from HNEA:

1. Article XVII-Compensation for Salary Enhancements such as psychologists, speech therapists, visually impaired teachers, occupational therapists and physical therapists etc.-Table the discussion because of Legislature.
2. Article XXI-Early Retirement: What does “extenuating circumstances,” mean? Examples?
3. Article II-Sick Leave: Is the Administration and Board wanting to just clean up the language?

Administration and Board

1. Article XXIV-Compensation. HNEA is proposing horizontal and vertical movement and a 2.5% increase to the base salary scale.
 - a. 2.5%-need to wait on that because of budget.
2. Article XIII: 40-minute plan time- McCandless Elementary has the advantage because they do not share their PE/Music person. They do not travel. With next year’s calendar, early release days were increased to 16 days for PLC. 1st hour-teacher planning use, 2nd hour-PLC use.
3. Article XII: Length of Day
Rick is concerned about the total cost of this item. For example if all licensed staff members had one hour per week during the school year, the total cost would be about \$309,000, with taxes \$337,000. (430 staff x 1 hour per week x 36 weeks x \$20 per hour). It would be necessary for Administration to budget accordingly. Administration would also like clarification of the area the Association provided, such as “program development” and “professional growth activities”.

Language-need some clarification on time?

4. Due Process/Fair Dismissal

The Board wants to continue to have the right to terminate an employee.

5. Article II C: Pregnancy Leave

What does partner mean/include? Administration feels the Family Medical Leave Act would take effect here.

6. Article XV F: Laptops and I Pads

HNEA needs to get information about how other school districts do this. HNEA feels allowing teachers to buy their own laptop, at a lower cost, is a fringe benefit for the employee.

Administration is concerned they do not have the manpower to prepare laptops and I pads for employees. Administration states they have a company who they send the laptops to that clear the computers of any data. This is part of their contract with the company.

7. Article II D: Sick Leave

Total payout for the District:

2013: \$12,588

2014: \$14,487

2015: \$17,035

2016: \$28,670

Admin and HNEA need to talk more about this. Rick states this has not been changed for a long time.

Monica Daniel (HNEA Negotiating team) asked what it costs the district for:

\$90 for sub/day

\$130 for a long-term sub/day

8. Article XXI C: Early Retirement

Rick cannot agree to the Third Friday in May. He stated that this year two Physical Education positions were open at two Elementary buildings. The district only had three applicants apply for the position.

Kevin Berrey (HNEA Co-president) asked: how many people are in the 60-65 age range in the district? In order to qualify for retirement, an employee must have a total of 85 years. This comes from years of service + age = 85.

9. Article I: Discipline Committee

Rick Kraus, Cindy Cooprider and interim superintendent, would like to have a conversation with our 5 members. They feel teachers maybe do not know the process for handling discipline issues at the building level.

HNEA can decide our 5 members and contact Rick and Cindy.