

Negotiations-May 4, 2017

Rick Kraus
Jud Freeman-HNEA lead negotiator
Monica Daniel-Negotiations Team
Darla Fisher-Lincoln principal
Tad Dower-Board member
Lance Patterson-Board member
Jeff Shearon-HMS 7 Principal
Ronn Roehm-HHS Principal
Julie Stucky-Director of Fiscal Management
Molly Brown-Negotiations Team

District Proposals

1. Article II: Sick Leave

Unused sick and bereavement leave reimbursement

Remove language that allows members to receive partial payments for unused sick leave prior to resigning/retiring from the district. Payroll reports to their knowledge no one has ever exercised this opportunity.

Existing Language

- a. A member may elect to receive cash in the amount of \$10.00 (less deductions) for each day of unused sick and bereavement accumulated except that a member who is terminated for cause during the school year shall not receive payment for unused sick leave.
- b. On retirement, in good standing, as defined by the contract, a member shall be paid for his/her unused sick and bereavement leave at the rate of \$20.00 per day (less deductions), except that payment for unused sick and bereavement leave upon retirement shall never exceed 75 days.
- c. A member who terminates his/her employment in good standing shall be paid for his/her unused sick and bereavement leave at the rate of \$10.00 per day (less deductions), except that payment for unused sick and bereavement leave upon termination shall never exceed 50 days.

2. Article XVII: Additional Compensation

Proposed: The salary enhancement for the positions of Psychologist, Speech Therapist, Visually Impaired Teacher, Occupational Therapist and Physical Therapist are to be calculated at 17% of Column 1, Step 1 of the Salary Schedule.

Current: Psychologist, Speech Therapist, Visually Impaired Teacher, Occupational Therapist, Physical Therapist receive a salary enhancement of \$5,021.

District would like to delete salary enhancement for Elementary Combination Class. This has not been used for many years and is no longer a viable instructional model.

3. Article XXI: Early Retirement

Proposed: Upon approval of the Board of Education, the qualifying date for early retirement notification may be waived if a member can document extenuating circumstances that occurred after March 1 of any year that necessitates the need to retire from USD 308.

HNEA Proposals

1. Article XXIV: Compensation

Requesting horizontal and vertical movement with a 2.5% raise to the base

2. Article XII B: Plan time

40 minute plan time for all Elementary Buildings and one class period in the middle schools and high school

3. Article XVII: Additional Compensation

Any member attending staff/department meetings, Horizons wrap around meetings, staff development, committee assignments or has assigned student supervision outside the regular contract day will be compensated \$20/hr with minimum of an hour

4. Due Process/Fair Dismissal

5. Article II C: Pregnancy Leave

A member will be allowed up to six weeks immediately following childbirth or **childbirth of a partner** for absence from work.

6. Article II E: Adoption Leave

Remove the language: an adoption leave will not be granted to a member if one of the parents is already at home full time or scheduled to be at home full time during the first few weeks that the child enters the home.

7. Article XV F: Purchasing Laptops and/or I pads

Allowing members to purchase their current laptop and/or I pad, when being replaced, through payroll deduction or a one-time payment. Laptops and/or I pads will be available for \$100 per unit. Rick is requesting information about how other districts do this. Rick asked if this would be for all staff.

8. Article II D: Sick leave

Proposing the rate is raised from \$10 to \$20 cash for unused sick and bereavement days. On retirement, in good standing, the rate is \$40.00 per day for unused sick and bereavement leave. If a member terminates his/her employment, in good standing, the rate shall be \$20.00 per day for the unused sick and bereavement leave.

9. Article XXI: Early Retirement:

Employees who intend to retire must notify the Superintendent of Schools in writing before the third Friday in May of each year. Rick is concerned the date is too late to be able to hire good people to fill positions.

10. Article I: A Disciplinary Committee

HNEA proposes five members from NEA Hutchinson, five persons appointed by the superintendent or designee and 2 board members. This committee will be formed each year to focus on the development of comprehensive student discipline process. Members will have input regarding their work environment in regards to student behavior. Committee

members will develop, implement and monitor consistent discipline processes.

Next Negotiations meeting: Wednesday, May 31 at 4PM at the Ad Center.