

Negotiations: October 2, 2017

NOTE: Below is a summary from the most recent joint negotiating session between the Board of Education and the Hutchinson Education Association. Please understand all items are proposals. There have been no tentative agreements to any proposed language.

Members present:

Jud Freeman-Lead Negotiator
Monica Daniel-Negotiations Team
Carla Smalley-Negotiations Team
Molly Brown-Negotiations Team
Kevin Berrey-Negotiations Team
Rick Kraus
Tad Dower-Board Member
Lance Patterson-Board Member
Darla Fisher-Lincoln Elementary Principal
Ronn Roehm-HHS Principal
Jeff Shearon-HMS 7 Principal
Julie Stucky- Director of Fiscal Management

Summary of items being negotiated:

Article XXIV- Compensation

Board is offering 5.1% overall increase (\$858,072)

Horizontal movement-	\$27,263
Back steps-	\$112,939
Step movement-	\$146,469
Money on base-	\$571,401 (3.3% increase)
Supplement salary-	\$24,944

Back steps are for those members who were previously frozen during the 09-10 and 10-11 years and still have vertical movement available.

Association Language:

Article XIII-Planning Time

The Association has requested a **40**-minute plan time for all elementary schools. Board feels the additional early release days provides more planning time in lieu of 40 minutes daily for the 17-18 school year.

Article XII-Length of Day

The Association proposes: Parent Teacher conferences attended outside regular professional schedule will be exchanged for time off of the Friday of conference week. Board can agree to include this language in the Agreement as it is current practice.

Association would like language to address equity across ALL schools. Rick asked the Association to bring suggested language to be discussed at the next negotiations session.

Article XVII J-Additional Compensation

Proposed Language: 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 a minimum of an hour.

Rick clarified the expectation members should already be compensated for Horizons wrap around meetings. Board is asking for further discussion on definition of various categories listed above. Money would need to be reallocated as necessary from the salary package to cover any additional costs due to changes in this area. Board would agree to timesheets being submitted for any areas negotiated, reflective of time spent in those activities.

Due Process/Fair Dismissal

The Association is asking for language where a third party could represent the employee. The Board cannot agree to due process language.

Article II E-Pregnancy Leave

The Association would like to add **and or spouse**. The board is agreeable to this change as long as the definition of "spouse" comes from FMLA.

Article XV F-Adoption Leave

Proposed Language: An adoption leave will be granted to a member during the first few weeks that the child enters the home. This is in compliance with the Family Medical Leave Act.

Rick stated the word **few** could be a problem down the road. He is supportive of the change, but feels the wording needs to be considered.

Article XV-Technology

The Association will be emailing Randy Norwood and Jason Reed to ask if laptops and/or I pads can be wiped clean for staff to possibly purchase. The Association will also see if Purple Wave cleans computers.

Board proposes to notify all employees of how to contact a reseller when technology is upgraded without adding language to the agreement.

Article XXI C-Unused Sick Leave and Bereavement Leave

The Association would like unused sick and bereavement leave reimbursed at \$20.00 for each day. Upon retirement and in good standing, unused sick and bereavement leave reimbursed at \$40.00 per day. A member who terminates his/her employment in good standing would be paid for his/her sick and bereavement leave at the rate of \$20.00 per day.

The Board is willing to agree to this change if the Association wishes to reallocate funds from the compensation package to cover the additional cost.

Article XXI-Early Retirement Notification

The Association proposes that employees who intend to retire must notify the Superintendent of Schools in writing **on or before April 1 of the intended retirement year**. Rick stated April 1 was date used several years ago.

Board's position is to allow the board to allow a member to exercise this option due to extenuating circumstances, such as an unanticipated staffing change or health concern.

Disciplinary Committee

The Association would like a committee to 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. This committee shall consist of five members appointed by NEA Hutchinson, five persons appointed by the superintendent or designee and 2 board members. The committee shall be Co-Chaired by a member of each assigned group.

Rick stated HNEA needs to meet with himself, Cindy Coopridner and the Superintendent, Mr. Price to discuss behavior issues without adding language to the Agreement.

BOARD LANGUAGE:

Article XXI- Early retirement notification

The Board proposes to allow them to approve early retirement for members after the deadline of March 1 due to extenuating circumstances.

Article II- Sick leave payout

The Board proposes removal of this language, as it has never been used.

Article XVII- Stipends

The Board proposes making stipends 17% of base and eliminating Elementary Combination class due.

Article VIII- Placement

The Board proposes allowing credit for non-educational experience for other professionals, such as social workers and nurses.

Next Negotiations Meeting will be held Monday, October 16, 2017 at 4 p.m. at the Ad Center in the Curriculum Lab.