

Negotiations Oct. 16, 2017

Members Present:

Jud Freeman-Lead Negotiator
Rick Kraus-Assistant Superintendent and Human Resources
Julie Stucky-Director of Fiscal Management
Shianne Shively-Ark Valley Uniserv Director
Molly Brown-Negotiations Team
Carla Smalley-Negotiations Team
Lance Patterson-Board Member
Darla Fisher-Lincoln Elementary Principal
Tad Dower-Board Member
Jeff Shearon-HMS 7 Principal
Kevin Berrey-Negotiations Team

Article XIII B-pg. 36

Current:

The Board shall schedule a preparation time/period of at least thirty (30) continuous minutes in the elementary schools and one class period in the middle schools and high school. Members may use this preparation time/period for such activities as lesson preparation, grading papers, and conferences. (The member shall be paid for class covers as specified in ARTICLE XVII of the professional agreement.)

Proposed:

The Boards rationale is no longer valid as a track of students at McCandless Elementary has been removed. The association is going back to our rationale of 40 minute plan time for all elementary schools.

The Board shall schedule a preparation time/period of at least thirty (40) continuous minutes in the elementary schools and one class period in the middle schools and high school. Members may use this preparation time/period for such activities as lesson preparation, grading papers, and conferences. (The member shall be paid for class covers as specified in ARTICLE XVII of the professional agreement.)

Responsibilities that have been added over time to elementary education teachers:

1. Adoption of curriculum beginning with the Kansas state standards and later moving on to common core standards.
2. I-Ready tests: Another I-Ready test was added just this year. With the I-Ready tests in math and reading, an elementary teacher has to obtain the data to profile where the student is so the student can be placed in the proper peer reading and math groups.
3. Developmental reading assessments (DRA) twice a year
4. Progress monitoring of DRA every three weeks for Tier II and Tier III students.
5. Progress monitoring every four weeks for Tier I students.
6. DRA Data Entry (Benchmarking and Progress monitor testing)

7. MTSS-Monitor Student progress, if not doing well, teacher has to fill out form, keep track of strategies tried and make a plan before presenting to student support team
8. CHAMPS
9. Prior to a PLC meeting, an elementary teacher is required to document where they are in the curriculum and report the progress of their student tier groups.
10. Teachers are suggested to check and respond to emails often during the school day.
11. Increased discipline challenges in the classroom and required documentation.
12. Special education teachers often have no plan time due to required load, student testing and building scheduling.

Rick agrees more planning time should be occurring. How would HNEA propose this is to happen across the district? More adults make this happen and that requires more money. Rick stated he would be glad to visit this in the future, not in this year's professional agreement.

Article XII-pg. 30

Current:

A. LENGTH OF DAY The school workday of the members shall be established by the district Board of Education. Members shall be at their stations/buildings twenty (20) minutes before and twenty (20) minutes after the student school day, five of which will be applied towards the early release days for elementary teachers. At the recommendation of the building principal and building school improvement team, the building staff may agree to modify the workday; however, the total time for members shall be forty (40) minutes more than the student day. On the last work day of the school calendar, the work day for teachers who have attended one open house during the school year will be one and one-half (1.5) hours less than the regular duty day.

In addition to the above time, members are responsible for professional duties. These may include, but not be limited to, the following: professional growth activities, program development, conferences, committee assignments, faculty and departmental meetings, student supervision and one open house/school year.

Proposed:

A. LENGTH OF DAY The school workday of the members shall be established by the district Board of Education. Members shall be at their stations/buildings twenty (20) minutes before and twenty (20) minutes after the student school day, five of which will be applied towards the early release days for elementary teachers. At the recommendation of the building principal and building school improvement team, the building staff may agree to modify the workday; however, the total time for members shall be forty (40) minutes more than the student day. On the last work day of the school calendar, the work day for teachers who have attended one open house during the school year will be one and one-half (1.5) hours less than the regular duty day. 12 hours of parent/teacher conferences will be held across all grade levels. The Friday of conference week will be

In addition to the above time, members are responsible for professional duties. These may include, but not be limited to, the following: professional growth activities, IEP's, wraparound team meeting with Horizons, program development, committee assignments, faculty and departmental meetings, student supervision. **Compensation will be provided in accordance of Article XVII J**

Thus replacing Article XVI Number 13

Rick has concerns and those will be further discussed during the next negotiations session.

Article XVII J (pg.-41)

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, for attendance of meetings up to an hour long and proration of \$20/hour for anything additional to an hour. (Including language from Article XII)

Board and HNEA are in agreement about paying staff \$20 for IEP's, staff meetings, committee assignments and wraparound meetings that are held outside of contract time. Rick would like declarative language about professional growth activities and program development. He is concerned about the cost. 1 hour/week at \$20 for 430 employees for 36 weeks of school=\$309, 600. Another concern is what if a member stays in the IEP (for example) for only 3 minutes? Rick has no problem paying the member \$20 or \$30 for 1.5 hours. The language needs to be clearer. Lead Negotiator, Jud Freeman, commented that the member must attend the entire length of meeting. Maybe this needs to be added to the language.

Due Process/Fair Dismissal

Proposed Language:

- DUE PROCESS
- A. Termination
 - A1. The termination or nonrenewal of the contractual services of any licensed employee, excluding administrative personnel, shall be for just cause. Just cause may include, but is not limited to, conduct unbecoming a professional staff member, unwillingness to be governed by this Agreement or other official policies of the Board of Education of District 308, neglect of duty, incompetence, unethical behavior, or loss of effectiveness as a teacher.
 - A2. All contracts for employment of licensed employees, excluding administrative personnel, shall be deemed to continue for the next succeeding school year unless written notice of the intention to terminate or not renew the contract is served by the Board of Education upon any such licensed employee by the date specified by Kansas statutes (third Friday in May), or unless the licensed

employee shall give written notice to the Board of Education on or before the date specified by Kansas statutes (second Friday after the third Friday in May) that the employee does not desire continuation of the contract. (Law overrides named dates.) Terms of a contract of employment may be changed at any time by mutual consent of both the licensed employee and the Board of Education of the Unified School District 308. The termination of the services of any licensed employee, excluding administrative personnel, can occur at any other time for just cause.

- B. Procedural Due Process
 - B1. The parties to this Agreement recognize that all licensed employees need to improve continuously in the performance of their professional duties. To this end, efforts shall be made to assist licensed employees in their professional growth. Such efforts shall include adequate observation followed by conferences in which the licensed employee should participate, in-service growth experiences of various kinds as provided by the school system, and affirmative utilization of the evaluation procedure as established in this Agreement. Once the administration suspects cause for dismissal, special and more detailed observation, evaluation, and conferences shall be initiated immediately to prove or disprove such suspicion.
 - B2. Upon the failure of the licensed employee to improve sufficiently, or in cases of continued declining efficiency, such licensed employee shall be given notice in writing clearly indicating areas in which substantial improvement is necessary for continued employment. The written notice shall be followed by a reasonable period of continuing sympathetic assistance by such person or persons as designated by the Superintendent of Schools.
 - B3. In the event the licensed employee does not respond to efforts designed to assist in the improvement of performance, there shall be documentation of evidence indicating that appropriate supervision has been given and that the appropriate level of professional performance has not been attained.
 - B4. Subsequent to compliance with the above provisions, a private conference may be held between the licensed employee and the Superintendent of Schools offering the licensed employee the opportunity to resign with the assurance that any recommendation made by the Superintendent of Schools will be a forthright statement of the individual's deficiencies as well as the areas of commendable performance.
 - B5. In the event the licensed employee does not resign, the Superintendent of Schools shall make a recommendation to the Board of Education that the employment of the licensed employee be terminated at an appropriate time. In making such a recommendation, the superintendent shall submit the reasons for the recommendation, along with documentation. The licensed employee shall receive a copy of the recommendation of the Superintendent of Schools and shall be informed in writing of the date, time, and place when the recommendation will be submitted

to the Board of Education. The presentation to the Board of Education of nonrenewal shall be no later than the statutory date under KSA 72-5437. This provision shall not apply in cases of immediate dismissal.

- B6. The licensed employee shall have the right to be present and represented by counsel when the Superintendent of Schools presents his recommendation to the Board of Education. The licensed employee shall also have the right to examine and have access to the documentation presented by the superintendent, but that licensed employee shall not have the right to be heard at this time. This activity shall not constitute a formal hearing. Action by the Board of Education, upon the recommendation of the Superintendent of Schools, will follow. If the decision of the Board of Education is to terminate or not renew the contract of the licensed employee, written notice of the intention to terminate or not renew the contract is to be served by the Board of Education upon such licensed employee.
- B7. Whenever a licensed employee, defined as any professional employee who is required to hold a certificate to teach in any school district, but excluding any person who is a retirant from school employment of the Kansas Public Employees Retirement System (KPERS), who [a] has completed three (3) consecutive years of employment and been offered a fourth contract in any Kansas school district and has completed two (2) consecutive years of employment in Unified School District 308 and has been offered a third contract; or [b] has completed three (3) consecutive years of employment in Unified School District 308 and has been offered a fourth contract is given written notice of the intention not to renew the contract of employment or termination of such notice of the intention not to renew the contract of employment or termination of such employment, written notice of the proposed nonrenewal or termination shall include a statement of the reasons for the proposed nonrenewal or termination and a statement that the licensed employee may have the matter heard by a hearing officer as provided for by law (KSA 72-5438) upon written notice being filed with the Clerk of the Board of Education within fifteen (15) days that he/she desires to be heard. Where a licensed employee alleges his/her termination or nonrenewal is the result of his/her having exercised a constitutional right, the aforementioned consecutive years of employment requirement shall not apply.
- B8. The hearing provided before the selected hearing officer shall afford procedural due process, including the following:
 - B8,a. The right of each party to have counsel of such party's own choice present and to receive the advice of such counsel or other person whom such party may select.
 - B8,b. The right of each party or such party's counsel to cross-examine any person who provides information for the consideration of the hearing officer, except those persons whose testimony is presented by Affidavit.

- B8,c. The right of each party to present by such party's own witness in person, or their testimony by Affidavit or Deposition, except that when presented by Affidavit the same shall be served upon the Clerk of the Board of Education or the agent of the Board and upon the licensed employee in person or by first-class mail to the licensed employee's address which is on file with the Board of Education not less than ten (10) days prior to presentation to the hearing officer.
 - B8,d. The right of the licensed employee to testify in his/her own behalf and give reasons for his/her conduct, and the right of the Board of Education to present its testimony through such persons as it may call to testify in its behalf and to give reasons for its actions, rulings, or policies.
 - B9. Testimony at the hearing may, and upon the request of either party, shall be taken by a licensed shorthand reporter or electronically recorded and shall be transcribed upon request of any party or upon direction by a Court. The costs for any such transcription shall be borne by the Board of Education. All other costs of the hearing shall be borne equally by the parties.
 - B10. When either party desires to present testimony by Affidavit or by Deposition, that party shall furnish the date on which the testimony shall be taken to the hearing officer. A copy of the Affidavit or the Deposition shall be furnished to the opposing party within ten (10) days following the taking of any such testimony, and no such testimony shall be presented at a hearing until the opposite party has had at least ten (10) days prior to the date upon which the testimony is to be presented to the hearing or deponent to be answered under oath. Such ten (10) day period may, for good cause shown, be extended by the hearing officer.
 - B11. At any meeting the hearing officer may:
 - B11,a. Administer oaths
 - B11,b. Issue subpoenas for the attendance and testimony of witnesses and the production of books, papers, and documents relating to any matter under investigation.
 - B11,c. Authorize the taking of depositions
 - B11,d. Receive evidence and limit lines of questioning and testimony which are repetitive, cumulative, or irrelevant.
 - B11,e. Call and examine witnesses and introduce into the record documentary and other evidence.
 - B11,f. Regulate the course of the hearing and dispose of procedural requests, motions, and similar matters.
 - B11,g. Take any other action necessary to make the hearing accord with administrative due process.
 - B12. Hearings shall not be bound by rules evidence whether statutory, common law, or adopted by the rules of Court; the burden of proof shall rest upon the Board of Education of Unified School District 308; all relevant evidence shall be admissible, except that the hearing officer, in the hearing officer's discretion, may exclude any evidence if the hearing officer believes that its

- probative value is substantially outweighed by the fact that its admission will necessitate undue consumption of time.
- B13. Unless otherwise agreed to by both the Board of Education and the licensed employee, the hearing officer shall render a written recommendation not later than thirty (30) days after the close of the hearing, setting forth the hearing officer's findings of fact and determination of the issues. The decision of the hearing officer shall be submitted to the licensed employee and the Board of Education.
 - B14. The decision of the hearing officer shall be final, subject to appeal to the district court by either party as provided in K.S.A. 60-2101, and amendments thereto.
 - C. It is recognized that in an extreme situation, immediate dismissal could be in order. In such a situation, the attempts at sympathetic assistance shall not be required. However, any such dismissal would follow the notice and hearing procedures as set forth above.
 - D. Nonrenewal may result from basic changes in the educational offerings of the school system, structural reorganization of the system, or a substantial decline in the enrollment, which would make nonrenewal reasonable, this being apart from any deficiency on the part of any licensed employee. In such a situation, all efforts to reassign the licensed employee to another position within the system shall be exhausted before nonrenewal shall be considered.
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Board wants to retain authority to terminate staff.

Article II C, pg. 9

Current Language:

C. PREGNANCY LEAVE

2. A member will be allowed up to six weeks immediately following childbirth for absence from work. Accumulated sick leave may be used for this purpose. Should the member request leave beyond the six weeks, the Family Medical Leave Act will apply and the member's salary will be reduced according to the member's daily rate of pay for each day of absence.

Proposed Language:

2. A member recovering from childbirth may use sick leave, or other accumulated leave, during which time she is under a doctor's care and a doctor says her health will not permit her to return to work. Should the member request additional leave once being released by a doctor and deemed ready to return to work, the Family Medical Leave Act will apply and the member's salary will be reduced according to the member's daily rate of pay for each day of absence.

3. During which time a member is absent from work following childbirth, sick leave days will be deducted according to the number of days absent. If the member does not have enough accumulated sick leave days to cover the days absent, and the member remains

under the care of a doctor, the daily cost of a substitute will be deducted for each day the member is absent from work.

3a. The spouse of a member who is recovering from childbirth may elect to be absent from work for up to six (6) weeks. If said spouse does not have enough sick leave days to cover the days absent, the spouse may elect not to work the balance of days up to six (6) weeks (30 duty days) with the cost of a substitute deducted.

4. In the case of (3) above, the amount deducted from the member and or spouse's salary for a post-pregnancy absence from work shall not exceed the amount paid to the substitute or the member's daily rate of pay, whichever is the lesser amount.

Rationale:

2.-3. Limiting recovery from childbirth to a six week period of time is not legal. There should be no limit on the use of sick leave for childbirth. Pregnancy and childbirth must legally be treated as any other disability. One should be able to use "sick leave" or accumulated leave as long as the doctor says the health of the employee will not permit them to return to work.

3a. The board recognizes the importance of a period of adjustment when a new child enters the home in regards to adoption (E. ADOPTION LEAVE). This adjustment and bonding period should thus extend to the non-birthing parent of a newborn.

If there is no sick leave, a member can be gone an additional 25 days with only the cost of the sub deducted.

Current Language:

2. 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.

Proposed Language:

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

Article XV F - (Pg. 36)

Proposed Language:

Members will have the option to purchase their current laptop and/or I pad, when being replaced, through payroll deduction or a one time payment. Laptops and I pads will be available for \$100 per unit. If the current member elects to not purchase their unit/units they shall be placed on the Water Cooler for other members/staff to purchase for the same amounts.

HNEA will obtain more information.

Article II D (pg10-11)

Current Language:

8. Unused sick and bereavement leave reimbursement a. A member may elect to receive cash in the amount of \$10.00 (less deductions) for each day of unused sick and bereavement leave accumulated except that

c. 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 seventy-five (75) days, less any days for which payment for unused leave has been made pursuant to paragraph 6a.

d. 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 fifty (50) days, less any days for which payment for unused leave has been made pursuant to paragraph 6a.

Proposed Language:

8. Unused sick and bereavement leave reimbursement a. A member may elect to receive cash in the amount of \$20.00 (less deductions) for each day of unused sick and bereavement leave accumulated except that

c. 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 \$40.00 per day (less deductions), except that payment for unused sick and bereavement leave upon retirement shall never exceed seventy-five (75) days, less any days for which payment for unused leave has been made pursuant to paragraph 6a.

d. 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 \$20.00 per day (less deductions), except that payment for unused sick and bereavement leave upon termination shall never exceed fifty (50) days, less any days for which payment for unused leave has been made pursuant to paragraph 6a.

Article XXI C (pg-46)

Current Language:

2. If the benefit ends before the retiree reaches age sixty-five (65), the retiree who elected the 10% salary/health insurance benefit may continue the health insurance at their own expense until the retiree becomes eligible for Medicare at age sixty-five (65). ~~Employees who intend to retire must notify the Superintendent of Schools in writing before March 1 each year.~~ Potential retirees who have given written notice will schedule a meeting with the Benefits Coordinator to calculate the annual payment on an Early Retirement Worksheet.

Proposed Language:

2. If the benefit ends before the retiree reaches age sixty-five (65), the retiree who elected the 10% salary/health insurance benefit may continue the health insurance at their own expense until the retiree becomes eligible for Medicare at age sixty-five (65). Employees who intend to retire must notify the Superintendent of Schools in writing **on or before April 1 of the intended retirement year.** Potential retirees who have given written notice will schedule a meeting with the Benefits Coordinator to calculate the annual payment on an Early Retirement Worksheet.

HNEA would like extenuating circumstances better defined. HNEA needs to re-meet and discuss this more.

Article I (pg. 7)

Proposed Language:

E. A Disciplinary 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. 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 members of each assigned group.

Rationale: Hutchinson NEA is pleased that the District recognizes that there are discipline issues in our schools. The fact that Jim Sporleder was brought in last week verifies that we are on the same page in knowing something needs to change, and that we need to take these issues seriously. Hutch NEA is asking for a seat at the table as we move forward together to make the necessary changes to bring positive change and a better learning environment to our classrooms.

HNEA would like an open invitation to have a seat at the table to have an open dialogue. HNEA would like our language added to the professional agreement. Board is not willing to add this language.

Before HNEA presented their compensation proposal, KNEA Uniserv Director, Shianne Shively, asked questions about the school district's budget. Here are the questions:

Hutchinson Negotiation Budget Questions

1. You have budgeted an additional \$82,998 over last year for **General Administration** salaries. How many administrators does this include?
2. You have budgeted an additional \$138,128 for **School Administration** salaries over last year. How many administrators does this include?
3. In General Expenditures, you have operations and maintenance salaries budgeted at \$2,009,995 for this year (an increase of \$327,567 over what was spent on Operations and Maintenance salaries last year). With an unencumbered cash balance of \$7,165,054 in Capital Outlay, what is the district's reason for not paying Operation and Maintenance salaries out of Capital Outlay in order to free up more money in the General fund?
4. In the General Fund, you have budgeted \$113,000 in the "other" category. Last year, the actual expenditures from this same category were only \$2,560. What does the district anticipate needing an extra \$110,000 for in the "other" category for this year?
5. The budget shows a \$70,000 transfer from the General fund to Professional Development. The Professional Development Unencumbered Cash Balance is \$719,574. Why would you need to transfer an additional \$70,000 to this fund with that sizable balance?
6. You have budgeted \$215,000 for energy and \$914,200 for heating from the Supplemental General budget (a total increase in those two categories of \$220,945 over last year). Do utilities generally increase by \$221,000 a year? Again, with the extraordinary balance in Capital Outlay, and with the new law allowing utilities to be paid out of Capital Outlay, why is the district choosing to take these funds from Supplemental General?
7. You have \$1,840,021 being transferred from Supplemental General to Special Education. The Unencumbered Cash balance in Special Education is \$6,089,469. Why would you need to transfer nearly \$2 million more to that fund?
8. The budget shows an Unencumbered Cash balance of \$234,427 in At Risk 4 year old, yet you transferred \$130,195 from the General fund into At Risk, and \$252,291 from Supplemental General into At Risk. Why?
9. There is \$100,000 budgeted for At Risk 4 year old (in two separate places, one for \$25,000 and another for \$75,000). Last year, a total of \$4,020 was spent from the "other" category in At Risk. What is this \$100,000 budgeted for this year expected to be used for?
10. You have budgeted an additional \$1.6 million over what was spent last year in At Risk K-12. When spending in this fund decreased from the 2015-2016 school year to the 2016-2017 school year, why does the district anticipate an INCREASE in 2017-2018 of \$1.6 million dollars?
11. In bilingual education, the district has budgeted \$42,000 for Professional and Technical Services. The actual spending for the last two years in this category has been \$771 in 2015-2016 and \$800 in 2016-2017. What does the district expect to have to pay from this category totaling \$42,000?

12. Also in bilingual education, the district has budgeted \$20,000 in the “other” category. No money has been spent in this category for the last two years. What will this \$20,000 cover?
13. The district has budgeted \$30,000 in equipment and furnishings for bilingual education. What purchases will be made with this?
14. An additional \$302,461 has been budgeted in bilingual education over what was actually spent last year. The total spent in this fund last year was \$375,635. What expenses will this district incur that will almost double this fund?
15. There is \$100,000 budgeted for Virtual Education. There is no Virtual Education program here, what is this \$100,000 for? (\$6,997 was spent in 2015-2016 and \$28,700 was spent in 2016-2017)
16. There is \$7,982,658 budgeted in Capital Outlay. What projects will take place this year that will total \$7.9 million dollars?
17. There is \$20,000 budgeted for Driver’s Training. Actual spending for the last two years has been less than \$3,000 both years. Why is \$20,000 budgeted for this year?
18. The Unencumbered Cash balance in Career and Postsecondary Education is \$2,595,034. Why is \$440,764 being transferred from General and \$1,664,691 being transferred from Supplemental General?
19. You have budgeted \$591,087 in the “other” category for career and Postsecondary Education, the actual expenditures for 2015-2016 were \$8,901 and in 2016-2017 were \$44,770. What “other” expenses does the district anticipate that would cause an additional \$546,317 in this budget area?
20. There is an Unencumbered Cash Balance of \$3,172,859 in Textbook and Student Material. Could the majority of this money be transferred back into the General fund?

***Unencumbered Cash Balances are 38.1 million dollars**

***Recruitment and retention of quality educators is important to our members**

***Now is the time to put significant funds into the salary schedule, get teachers placed on their correct steps, and make positive change in language items.**

The current board proposal of \$858,072 does not meet the needs of the employees, nor does it show a commitment by the board to get fund balances in line by putting money into the classroom where it is meant to be.

Proposed for 2017-2018 Salary Schedule:

HNEA proposes horizontal and vertical movement.

8% raise on the base salary.

Employees will be placed on the salary schedule consistent with their years of teaching experience and education.

Proposal: Establishing longevity pay to retain quality educators. A longevity bonus will be given annually beginning at year five of \$500.00 and continuing until year 9. At year 10, the employee will receive a \$1,000.00 bonus annually continuing until year 14. For every five years, there will be an additional \$500.00 increment.

5-9 years in District-\$500.00 annually

10-14 years in District- \$1,000.00 annually

15-19 years in District-\$1,500.00 annually

20-24 years in District-\$2,000.00 annually

25-29 years in District-\$2,500.00 annually

30 years plus in District-\$3,000.00 annually

(Annually Flat Payment)

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- Certified General Administration- \$82, 993
 - Building Administrators: 10 Elementary, 4 Middle School, and 6 High School
 - General Maintenance and Operations Salaries-Capital Outlay? Why paid out of General Expenditures
 - Professional Development Fund-Director of Fiscal Management regrets moving \$70,000 and stated it would not happen again.
 - Utilities budget-\$200,000 to cover a bad winter
 - Moved Special Education money because at the point of budget creation, was told Medicaid money would be lost
 - There are several fund accounts/lines that cannot be shared back to the general account due to regulations
 - District always has to supplement Career and Technical Education
 - Director of Fiscal Management is told by the State to budget high
 - New Curriculum such as the Science Curriculum will cost the District 2.5 million dollars
 - Director of Fiscal Management stated several time that many decision made were based on historical data

Board Language

Article XVII-Stipends

17% stipend for Psychologists, Visually Impaired specialists, etc.

HNEA proposed paying the 17% stipends based on Masters level, not Bachelors.

Article VIII-Placement

Social Workers, Counselors and Nurses-allows 5 extra steps for any experience.

HNEA does not agree to the Board's proposal of placing these positions on the salary schedule, giving credit for experience outside of the public education system.

Board Language from previous Negotiation meeting

The Board has suggested this language be omitted since it is unknown if it has ever been used.

Next Negotiations Meeting: Friday, Nov. 10 at 4PM. Location: CTEA