

Negotiations 10, 2017

Members Present:

Ronn Roehm-HHS Principal
Jeff Shearon-HMS 7 Principal
Tad Dower- Board Member
Julie Stuckey-Fiscal Management Director
Rick Kraus-Assistant Superintendent and Human Resource Director
Jud Freeman-Lead Negotiator
ShiAnne Shively-Ark Valley Uniserv Director
Kevin Berrey-Negotiations Team
Molly Brown-Negotiations Team
Carla Smalley-Negotiations Team

Tentative Agreement

Article XVII Additional Compensation

IEP meetings, Horizons wrap-around meetings and district required meetings/curriculum work will all be paid at \$20 per hour, payable in 15 minute increments.

Article II Pregnancy Leave and Adoption Leave

Language has been created which allows up to 12 weeks of leave for birth or adoption, per Family Medical Leave Act guidelines. This leave will be concurrent with existing member sick leave. This language merges the current pregnancy leave and adoption leave into a single item. Use of the Sick Leave Pool remains in effect per language in Article III.

Article II Unused Sick Leave Payout

Agreed to remove language which paid members for unused sick leave days while remaining an employee. There is no evidence this item has been used in the last 15 years.

Article XVII Stipends

Added language which creates a 17% stipend for the positions listed payable off of the Masters, Step 1 cell. Eliminated combo class stipend, since it is no longer an educationally valid option.

Article XXI Early Retirement

Added language which allows members to participate in the Early Retirement program after the March 1st deadline due to an unforeseen "change in staffing or health issue" which requires the member to retire.

Areas still in negotiations:

- Association has requested the addition of a fair dismissal process to the Agreement. Board offered to accept in exchange for the removal of Reduction In Force. Association will discuss.
- How to incorporate the ability to pay social workers, nurses, etc. for professional experience outside education. Rick stated his goal would be to place all employees at their appropriate step for their professional experience, including all current employees.
- Salary- Association requested raising the percent increase to the base to 5.0%, which is 1.7% higher than the board's offer of 3.3%, and the creation of a longevity clause, which would cost \$219,000. The board has maintained its existing package is all it can afford at this time, but would consider using the longevity proposal for a possible stipend in the spring.

Joint areas not included in the Agreement:

- Collaboratively determine how to develop a schedule which allows 40 continuous minutes of planning at the elementary level.
- Pilot a parent-teacher conference schedule which caps time at 12 hours at all levels. Time allotted to be used for conferences and other educationally appropriate activities. Friday of conference week remains a full day off for all members.
- Association will meet with district leadership about existing discipline processes.

After two caucuses:

- Compensation: Association is asking 5.0% on the base with horizontal and vertical movement, including restoring frozen steps. Association is also asking for a longevity clause to be included. Employees that have been with the district 5 to 9 years: \$500.00/year; 10 years and up: \$1,000.00/year.
- Board would like to wait to see what the Legislature says this spring about the funding formula. They would like the Longevity clause to be used in the future.
- Funds can be moved into the General Fund. Once they are in the General Fund, they cannot be taken out.

Next Negotiations: Wednesday, Nov. 29, 2017 at 4PM at the CTEA.