

Opening Negotiations Session with the New Hampton Education Association

The Negotiation committee for the New Hampton Community School District met in negotiations session, Thursday, March 22, 2018 in the High School Media Center with the New Hampton Education Support Group Association. The meeting was called to order at 5:15 pm.

**Initial Proposal and Bargaining From the  
New Hampton Education Association Support Group  
To the**

**New Hampton Community School District**

**March 22, 2018**

NEW HAMPTON EDUCATION ASSOCIATION SUPPORT GROUP

2018-2019 CONTRACT PROPOSAL

March 22, 2018

Developed by:

NHEASG Advancement Team

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The Association proposes current contract language for all articles and items with the following exceptions:

**Labor Management Committee:**

The Association and the District agree to establish a joint labor management committee. The purpose of this committee is to collaboratively discuss and make decisions regarding employment matters not referred to in the master contract and other matters mutually agreed upon.

**Base wages:**

The Association proposes a yearly salary increase of 3.94 %.

**Duration:**

This Agreement shall be effective the 1<sup>st</sup> day of July, 2018 and shall continue in force and effect until the 30th day of June, 2023. During the term of this agreement all articles shall remain current contract, except for the following: The parties agree that Wages shall be open to negotiate for the 2019-20 Master Contract and all following contract years.

**New Hampton Community School District  
Initial Proposal and Response to  
New Hampton Education Association Support Group  
March 22, 2018**

If the Association has made a proposal to which no specific response is set out herein, the Board's response to such a proposal is that it not be included in the contract.

The Board proposes and reserves the right to delete all current Articles and items of the Negotiated Agreement that are no longer mandatory topics of negotiation including all items that are permissive or illegal items by operation of House File 291. The Board and Administration expect that many of the deleted items will be provided for elsewhere such as in Board policies, work rules, and/or employee handbooks.

Specifically, the Board proposes deleting the following Articles and provisions which are now excluded from bargaining:

**Article III – Dues Deduction**

**Article VIII – Staff Reduction**

**Article IX—Insurance**

**Article X, Sec. A Health Provisions—Physicals.** Employer bearing costs of employee physical examinations is excluded as supplemental pay, requiring the exclusion of this section.

**Article XVI – Transfers**

**Article XVII—Seniority** The last paragraph in Item B relates to transfer procedures which is an illegal topic of bargaining so it must be eliminated.

**Article XVIII—Transportation.** Payment for to drivers for school being called off is excluded as supplemental pay and requires the elimination of the last sentence in this section.

**Article XIX—Employee Evaluations**

**Salary Schedule Page**—The two lines about paraeducator pay for certification must be eliminated as supplemental pay along with the second shift custodian’s additional pay. The last three sentences on the page must be eliminated as the first two talk about health insurance and the last one talks about supplemental pay for mileage.

**Side Letter of Agreement**—This is directly related to insurance which is a prohibited topic of bargaining so it must be removed.

The Board further proposes to delete the following permissive Articles and provisions but the Board is willing to discuss these Articles during the course of negotiations to see if there are terms under which the parties may agree to retain these Articles in the Agreement:

**Preamble**

**Article I—Definitions**

**Article II—Grievance Procedures**

**Article IV—Other Payroll Deductions**

**Article V—Temporary Leave of Absence**

**Article VI—Sick Leave**

**Article VII—In-Service Training**

**Article XI—Holidays**

**Article XII—Vacation**

**Article XIII—Wages and Salaries**

**Article XIV—Hours and Work Week**

**Article XV—Safety Provisions**

**Article XVII—Seniority** (The last paragraph in section B must be excluded as transfer procedures)

**Article XVIII—Transportation.** (The last sentence must be excluded as supplemental pay).

**Article XX-Separability Clause, Duration, Misc. Sections A, B, and C.**

**Salary Schedule Page.** All steps in each classification—except Step 0 fall under the Permissive category. Step 0 is considered the base wage for each classification and is a mandatory topic. Under bus drivers only the BASE number is mandatory all other items will be removed as permissive including activity routes and special routes.

Otherwise, the Board proposes:

Increasing base wages by 1.4899% 10 cent per hour increase and \$10 on bus driver base pay.

Renumber Article XX to Article I and Change Section D to A with the agreement effective beginning July 1, 2018 and shall continue in effect until June 30, 2019.

The meeting adjourned at 5:32pm.