

## Board Proceedings

The Board of Directors for the New Hampton Community School District met in special session, Monday, January 28, 2013 in the High School Media Center. The Board did not have a quorum present and did not call the meeting to order. Members present were Denner and Baltes along with Superintendent Jurrens and Board Secretary Ayers.

Dennis Pagel, the Chair, presented the members of the New Hampton Education Association; Kristie Brincks, Michelle Hoy, Jim Russ, Angela Staron, and Shelly Staker (UniServ Director)

The proposal Pagel presented reflects the desires and concerns of the New Hampton Education Association's general membership as gathered from surveys completed by a majority of the members of NHEA. He reported that the New Hampton Community School District has a loyal and professional teaching staff. Loyalty and professionalism are vital to the success of our District's children. Pagel stated that the proposal is based on 191 contract days, none of which include Saturdays, Sundays, holidays, or vacation days. Any days beyond the stated contract days shall be paid per diem. Articles or portions of articles not included in this initial proposal are to remain intact as per current contract. Pagel also stated it is the intent and expectation of the NHEA Contract Advancement team that the negotiations for the 2013 / 2014 contract will be conducted in good faith and in a professional manner. The Association believes that a fair settlement can be reached that will help to cover the costs of living increases for the current teachers while enhancing the District's ability to recruit and retain quality staff.

The District and Association currently have a two year agreement on language. Because of changes in the Iowa Code, Pagel is asking to create new language under Article IX - In-Service for Collaboration Time - Page 18, new item #5: Collaboration Time. A. Teachers will be required to participate in at least 36 hours annually of teacher driven collaboration time to deliver educational programs and assess student learning, or to engage in peer review pursuant to section 284.8, subsection 1. B. Designated professional development (as long as practitioner collaboration is a substantial component of this professional development) or professional learning community time shall count toward the requirement. C. Individual educator preparation time shall not be mandated as collaboration time. D. Any additional teacher time required beyond contracted work hours should be compensated by the employer at the employee's per diem wage.

Create new language under Article XI - Evaluation Procedure for Peer Review - Page 23, new item #8: PEER REVIEW. Peer review is a confidential process between the peer group of teachers through which peers collaborate, in and out of the classroom, with a focus on developing those skills that will enable them to enrich their professional work lives and increase student learning. Peer review will be conducted by non-probationary teachers during those years they are not on cycle for administrative evaluation by a peer group of teachers. Teachers shall self-select their peer reviewer or group of peer reviewers. All eligible teachers must be part of a peer group. In the event a teacher is unable to find a reviewer they will be assigned to a group by the building administrator. Peer groups may consist of CLT groups, departments, grade level, teaming, curriculum groups or any other group that is agreed upon by the group and building administrator. At the request of a peer group member, a provision for mediation will allow the relationship to be modified or dissolved. All teachers impacted by the dissolution of a peer group must join or re-form a new group to complete the peer review process. The peer group shall review all of the peer group members. Peer group reviews shall be formative and shall be conducted on an informal, collaborative and supportive basis that is focused on assisting each peer group member in achieving a component(s) of the teacher's individual professional development plan. Peer group reviews shall not be the basis for recommending that the teacher participate in an intensive assistance program, and shall not be used to determine the compensation, promotion, layoff or termination of a teacher, or any other determination affecting a teacher's employment status. Peer reviews and teacher interactions shall be confidential and the teacher being reviewed shall have exclusive right to all review documents. All review documents, including electronic documents become the property of the reviewee. Teachers will receive adequate training prior to conducting a peer review and shall receive release time if required. In the event that teachers are asked to work beyond the hours defined by the collective bargaining agreement, teachers shall be paid at their per diem rate.

The Association's proposal regarding Wages and Health Insurance reflects a disbursement between the base salary and the board's monthly contribution toward health insurance. The Contract Advancement Team, will decide, once an agreement is reached, where the money is to be disbursed. The Teacher's Association is requesting a total percent of increase on salary and benefits of 5.5%.

Board recessed for Exempt Session per Iowa Code 20.17(3), negotiations strategy.

The Board returned from the exempt session at 4:25 pm. Superintendent Jurrens thanked the Association for their offer. The Superintendent and Board were not prepared to respond to the request for opening language as part of the

Associations bargaining position. The language part of the contract was a two year agreement and the Board will prepare a response for the next meeting.

The Association did not have any questions on the offer. Superintendent Jurrens thanked everyone for their time.

Next meeting will be Tuesday, February 5, 2013.

The meeting adjourned at 4:30.

#### Board Proceedings

The Board of Directors for the New Hampton Community School District met in special session, Tuesday, February 5, 2013 in the High School Media Center. President Rasmussen called the meeting to order at 4:00 pm with Directors Baltes, Denner, Superintendent Jurrens, and Board Secretary Ayers present.

Superintendent Jurrens presented the Board's offer to the New Hampton Education Association. The Board offered a total package increase of 1.4986% increase with a cost of \$85,302.00. The Board did not offer any changes to the current contract language. Superintendent Jurrens asked the association if they had any questions.

Chairman Pagel spoke to the Board in regards to the comment that Superintendent Jurrens had made at January 28, 2013 meeting. Jurrens had remarked that he was unaware that the Association wanted to open up the contract language. Chairman Pagel commented that in the past the Board was never made aware of the Association's opening comments. The Association believes that because of the Iowa Statute, it is a mandatory item and that is why they asked for the changes in the contract language.

Superintendent Jurrens responded to Chairman Pagel in that he believes that mandatory item of negotiations do not necessarily have to be part of the contract language.

The Board adjourned at 4:12pm.