

The Board of Directors for the New Hampton Community School District met Thursday, March 3, 2016 at 5:30 pm in the High School Media Center for the Boards opening negotiations meeting with the certified staff. The Board presented the following initial offer.

NEW HAMPTON COMMUNITY SCHOOLS OPENING PROPOSAL MARCH 3, 2016

With the exception of the following items listed below, the district wishes to maintain all language as it is in the current contract.

1. **Article XIII – SALARY AND BENEFITS – NEW**

k. Each year the District shall distribute 95% of the District's annual allocation of TSS monies to all teachers according to the negotiated agreement (meet state law minimum salaries first and then the remainder is distributed through the salary schedule index) after deducting the District's costs for FICA, Medicare, and IPERS. The District shall distribute any remaining amount of the District's annual actual allocation of TSS monies in the June payroll after adjustments are made based upon any employment changes during the contract that increase or decrease the FTE eligible for the funds. The parties agree to use 100% of the previous years amount in costing the settlement. If the final amount of TSS is not known when contracts are issued, 95% of the amount from the previous year's TSS amount will be used to calculate the salary on each teacher's contract and an addendum with the final amount will be issued to each teacher when the final amount is known.

2. **Article X – Reduction In Force**

B. Reduction or Termination

The criteria to be applied in determining when reduction in force shall be necessary is in the sole, exclusive and final judgment of the Board and shall not be subject to the grievance procedure in this contract. When the contracts of one or more employees are to be terminated by reason of reduction in force, the following procedure shall determine those contracts of employees to be terminated first.

1. Attrition (Normal turnover due to retirement, resignation) within the areas hereinafter defined.
2. Employees with emergency and/or temporary certification in the affected area of staff reduction.
3. Part-time employees working less than 20 hours a week in the affected area of staff reduction.
4. **Evaluation of employee performance in accordance with the evaluation procedures of this agreement shall be the first and primary factor in determining which employees shall be reduced. Such evaluation will be based on at least two (2) years evaluations except for probationary employees.**

4-5. All remaining employees will next be terminated based on seniority.

Seniority - The seniority principle shall be defined as the total number of continuous years of teaching experience, without interruption, in the New Hampton Community School District. Seniority begins from the date/time the signed contract arrives at the central office. For all employees hired prior to the 2009-2010 master agreement, the seniority continues to accrue as past practice.

5. 6. When seniority principle is used, the different areas in which seniority will apply are as follows:

- a. Grades PK-6: Regular classroom teachers, Title I, elementary guidance (PK-4), preschool TLC, and special education including pre-school developmental.
- b. Grades 7-12: Specific curricular areas (i.e., Science, Mathematics, Reading, English, Social Studies, Family and Consumer Science, Foreign Languages, Business Education, Vocational Agriculture, Industrial Arts, Drivers Education, Guidance (5-12), Title I and Special Education.
- c. Any special area which may cover all Grade levels (PK-12) including but not limited to Art, Instrumental Music, Vocal Music, Physical Education, Media, Computer Science, Extended Learning Program, Empowerment, Technology, Hearing Impaired and Nurses.

~~6. Evaluation of employee performance in accordance with the evaluation procedures of this agreement shall next be considered in the event that all previous provisions have failed to determine the number of employees in the specific areas or levels to be reduced. Such evaluation will be based on at least two (2) years evaluations except for probationary employees.~~

Remaining Sections of Article X Part B remain the same

5. **ARTICLE VIII – WORK ASSIGNMENTS**

A. ~~1. The daily teaching load in grades 5-12 shall be a maximum of five (5) classes plus one (1) study hall. In block scheduling, one (1) block period is equal to two (2) classes. Each class taught in excess of five (5) shall be compensated in accordance with the supplemental schedule.~~

1. The daily teaching load in grades 5-12 shall be the number of available teaching periods in a day minus 1 to allow for a daily preparation period. For example, in an 8 period day, a teacher would have 1 prep period and seven periods available for teaching or study halls. Each class taught in excess of this, shall be compensated in accordance with the supplemental schedule.

4. **ARTICLE VI – TEMPORARY LEAVE OF ABSENCE**

Item A number 1c

In ~~extraordinary~~ **limited** situations the Superintendent may in his or her sole discretion waive these restrictions. **Examples of these situations may include son/daughter participating in a State or National Event (State Track or State Golf) or other similar situations that may be once in a lifetime opportunities. A vacation would not be considered for this exception.** These approvals shall be non-grievable under this contract.

5. **ARTICLE VI – TEMPORARY LEAVE OF ABSENCE**

Item A number 6

Each employee shall at the beginning of the year accrue ~~four~~ **eight** days of paid leave for absences due to hospitalization or illness of spouse, child, stepchild **who lives in the same household with the employee. In addition, two days will be accrued each year due to serious illness or hospitalization of a** parent, siblings, grandparents, son-in-law, daughter-in-law, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandchild, **child, or step-child not residing with the employee,** a person of close relationship, a member of his/her household, or individual to whom the employee serves as primary caregiver. This emergency leave ~~is in addition to~~ **will be deducted from the** sick leave as allowed to all employees ~~and is not accumulative~~. Employees may trade up to four (4) **additional** sick leave days from their yearly allotted amount for four (4) additional leave for sickness in family days.

6. **Article XIII – SALARY AND BENEFITS**

Item D Number 3.

For all full-time employees, the Board will contribute ~~\$781.50/month~~ **\$559/month** for all eligible employees with a tax sheltered annuity or ...

7. **ARTICLE VII – SICK LEAVE**

Item 5 letter e.

Sick leave bank days will be used for absence of any employee for his/her personal illness or medically related disability. **A normal pregnancy with normal delivery is not considered an illness or a disability under this plan and is not eligible to borrow days from the sick leave bank.** An employee on long-term disability will be ineligible to use days from the bank. If an employee is no longer on long term disability she/he is again eligible to participate in the bank.

THE DISTRICT PROPOSES AN INCREASE ON SALARY OF 1.42% (\$83,450) WHICH IS THE COST OF STEP AND LANE INCREASES

Attest: March 14, 2016

Joe Rosonke

Board President

Bob Ayers

Board Secretary