

The Board of Directors for the New Hampton Community School District met Monday, February 23, 2016 at 5:30 pm in the High School Media Center for the Boards opening negotiations meeting with the support staff. The Board presented the following initial offer.

**New Hampton Community School District Response to Opening Offer  
New Hampton Education Association Support Group  
February 23, 2016**

- I. Article VIII Staff Reduction—Item C. Lay-off—Strike entire section and replace with:

**In the event it becomes necessary to lay-off employees in a job classification for any reason, the procedure below will be followed to accomplish the staff reduction:**

**Evaluation of employee performance shall be the first determining factor in staff reduction.**

1. **If evaluations are equal, employees within the affected job classification shall be laid off in inverse order of seniority with the following exceptions:**
  - a. **In the event of a staff reduction within the Para-educator classification which would otherwise result in the layoff of a Hearing Impaired Para-educator the least senior Para-educator other than the Hearing Impaired Para-educator will be the employee laid off to accomplish the staff reduction**
- II. Article VI Sick Leave—Item C. Accumulation of Sick Leave
  1. If there are unused portions of sick leave in any one year, such unused portions, plus a given year's sick leave allowance shall be accumulated to ~~135~~ **105** days, not to exceed a maximum carryover of ~~120~~ **90** days. ~~For employees carrying over 120 sick leave days, days will be subtracted from new sick leave numbers granted each year first, then use carryover days thereafter.~~ It is understood and agreed by all parties to this agreement that it is meant to apply to only actual illness.
  2. **Any employee who is absent due to illness or family illness four or more days in a semester, may be required to provide a valid doctor's note for every additional sick leave or family illness day for that school year.**
- III. Article XIV Hours and Work Week
  - a. 4. When school is dismissed early or starts late for in-service, ~~associates~~ **Para-educators** shall have...
- IV. Article IX—Insurance

A. Health and Major Medical Insurance

The employer shall provide ~~\$747~~**\$559**/month for all full-time employees with a tax sheltered annuity over the cost of the selected policy. ~~The first dollar of coverage shall be paid by the employee if he/she desires medical coverage.~~ An employee may opt to take the family coverage with the additional premium to be deducted through payroll deductions.

~~The side agreement on One Hundred and no/100 Dollars (\$100) for insurance deductible reimbursement will remain in effect. The employer will provide up to one hundred eighty one (\$181) dollars per month for dependent health insurance for all full time employees who are contracted for 210 days or more.~~

Any employee working at least twenty-five (25) hours per week but less than thirty (30) hours per week may participate in the group health plan on the condition that the total cost is paid by the employee.

The employer will provide dental insurance to the support staff at no cost to the district. All employees wanting dental coverage will bear the cost of the insurance.

**The district proposes a wage freeze for one year for all support staff employees.**

Attest: March 14, 2016

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Joe Rosonke

Board President

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Bob Ayers

Board Secretary