

The Board of Directors for the New Hampton Community School District met Thursday, February 11, 2016 at 4:30 pm in the High School Media Center for the opening negotiations meeting with the support staff. The support staff presented the following initial offer to the Board.

New Hampton Education Association
2016-2017 Contract Proposal
February 11, 2016
Developed by:
NHEA Contract Advancement Team
Dennis Pagel-Chair
Kristie Brincks
Jim Russ
Shelly Staker, UniServ Director

The proposal we have brought before you today reflects the desires and concerns of our general membership as gathered from surveys completed by a majority of the members of NHEA.

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.

The proposal we bring before you this evening 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.

It is the intent and expectation of the NHEA Contract Advancement team that the negotiations for the 2016-2017 contract will be conducted in good faith and in a professional manner.

We feel 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.

1. ARTICLE VI - TEMPORARY LEAVE OF ABSENCE A - Leave - (b) At any time during the first five (5) or the last five (5) days of the student attendance year.
2. Article VI - Temporary Leave of Absence- A6- Leave for Sickness in Family - Each employee shall at the beginning of the year accrue four seven days of paid leave for absences due to hospitalization or illness of a spouse, child, stepchild, parent, siblings, grandparents, grandchild, 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 sick leave as allowed to all employees and is not accumulative. Employees may trade up to four (4) seven (7) sick leave days from their yearly allotted amount for four (4) seven (7) additional leave for sickness in family days. In extra-ordinary situations the Superintendent may, in his/her sole discretion, grant up to seven (7) days of additional family illness leave with pay. (For example, but not limited to, heart attack, auto accidents, life or death situations, etc.) (Page 13)
3. Article XIII - SALARY AND BENEFITS-NEW J. PER DIEM PAY An employee who is required to perform professional duties on days in addition to the regular 191 day school year contract shall be compensated at a minimum of that employee's per diem rate for each additional day. (Page 28)
4. Article XIII - SALARY AND BENEFITS-NEW K. Each year, the District shall distribute 97% 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 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 cost one hundred percent (100%) of the funds. (Page 28)

5. Article XVII (New Article) - SEVERANCE PAY A. SEVERANCE After 15 or more years of service, in the District, severance pay shall be promptly made to each employee in an amount equivalent to 60 percent of the per diem pay of the employee's beginning base salary in the year of separation from the District and shall be equivalent to all unused sick leave days, not to exceed 135, which the individual had accumulated but not used during employment with the District.

Employee-initiated resignations must be submitted in writing by June 1, to qualify for severance pay. Exceptions to the deadline may be made at any time in case of employee illness or disability, employee death, transfer of an employee's spouse outside the District, marriage and relocation outside the District, resignations at the request of the Board, or other circumstances allowed by the Board of Education. In the event that an employee who has been terminated elects to receive severance pay at the time of termination, that employee agrees to repay the entire severance pay upon recall, or to repay the severance pay in a manner mutually agreeable between the Board of Education and the individual employee. (Page 32)

6. Supplemental Schedule - Extra Duty Assignments-4B Employees will be compensated ~~\$12.00~~ \$20.00 per assignment for all duties. Extra-duty assignments of more than three (3) hours will be assigned to two (2) employees, or such a assignment will be compensated at the rate of ~~twenty-four~~ forty dollars per assignment.

4C. Reimbursement for these duties will be made on ~~quarterly basis~~ monthly basis. ~~Quarterly payments will occur during the month of April, June/July, October, and January.~~

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Article XIII- Salary and Benefits 2/11/16- This proposal regarding Wages and Health Insurance will reflect the district covering any and all increases to insurance for 2016-2017 contract year and will be reflected in Article XIII-SALARY AND BENEFITS, D(3). The percent of increase will apply to the base salary only.

TOTAL PERCENT OF INCREASE ON SALARY IS 6.32%

Attest: March 14, 2016

Joe Rosonke
Board President

Bob Ayers
Board Secretary