

NEW HAMPTON COMMUNITY SCHOOL DISTRICT
DISTRICT'S INITIAL PROPOSAL AND
RESPONSE TO THE NHEASG INITIAL PROPOSAL

March 10, 2022

The district has been visiting with and listening to various groups within the district. During these conversations, the district has heard concerns/ideas from a variety of stakeholders represented by the Association. This initial offer and response is a result of those conversations.

1. The district proposes a total salary increase of 3% as follows:
 - a. 50 cents per hour increase (\$57,042)
 - b. \$35 added to the base of bus drivers (\$4,701)
 - c. 25 cents per hour added to shift differential (35 cents) (\$1,755)
 - d. When a custodian drives during his/her regular shift (does not earn overtime) he/she will receive a \$10 stipend for each trip. If he stays late or comes early that day and earns overtime, he/she will not earn the \$10 stipend. (not sure of cost but will be over \$3,000)
2. The district will also put the following items in the handbook—this is being handled in this way so some things can be implemented right away.
 - a. When an individual works extra hours (that puts them over 40 for a week) and they have other paid leave that week (i.e. sick leave, holiday leave, personal leave, etc) that individual will still earn overtime pay for the extra hours worked outside their normal hours. This will start immediately so we don't have to wait for the new contract year to start. This is not included in the 3% cost above
 - b. When a bus driver gives up his/her route to take an activity trip, that driver will still be paid for that route trip in addition to the activity trip wage. This is not calculated in the 3% above and would take effect immediately.
 - c. The district would note in 9 month support staff employees contract the two built-in makeup days so they are not penalized when those days are used.
 - d. Beginning with the 2022-2023 school year, the district will give all support staff the option of receiving their pay over 9 months (the school year) or over 12 months.
3. The district will have on the March Regular Board meeting agenda an item related to providing a retention stipend to support staff and teachers not covered by the governor's COVID payment.
4. The district further proposes that the contract be for 1 year in length.
5. Anything in the NHEASG's initial proposal that is not covered in this document is rejected and the district's position is to go with current contract language.