

The Board of Directors for the New Hampton Community School District met Monday, February 8, 2016 at 5:30 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.

NEWHAMPTON EDUCATION ASSOCIATION SUPPORT GROUP
2016-2017 CONTRACT
REGARDING SALARY/BENEFITS
February 8, 2016
NHEASG CONTRACT ADVANCEMENT TEAM
SHAWN HULBERT – CHAIR
PATTY LENEHAN
ELAINE BEATTY
LEO DOWD
LEAH SCHWICKERATH
SUSIE TROYNA
JODI NJUS
MARILYN GROTE
SHELLY STAKER, UNI-SERV DIRECTOR

NHEASG OPENING STATEMENT

We would like to thank you for attending this initial meeting of collective bargaining for our members. We are bargaining for staff members of the New Hampton Community School District.

We are coming to the table in good faith and would like to work together to meet the needs of the school, its children, and our members.

To: Board of Education
New Hampton Community School District

From: New Hampton Education Association Association Support Group

Date: February 8, 2016

The article attached represent the New Hampton Education Association Support Group's initial bargaining proposal for the 2016 -2017 Collective Bargaining Agreement.

NHEASG IS PROPOSING
AN INCREASE OF 6% ON ALL STEPS IN THE CONTRACT
THE DISTRICT SHALL COVER ANY INCREASE ON INSURANCE
THIS INCREASE IN SALARY IS FOR THE
ENTIRE BARGAINING UNIT WHICH INCLUDES:
SECRETARIES
PARA-EDUCATORS
CUSTODIANS
FOOD SERVICE
BUS DRIVERS

ARTICLE V - TEMPORARY LEAVE OF ABSENCE

A. Personal Leave

Each employee shall be credited with three (3) days of personal leave to be used for any reason. Employees, who do not fully use the three (3) days allowed, shall be allowed to accumulate personal leave to a maximum of ~~five (5)~~ six (6) days for use in any given year.

Article XVI - Severance Pay

(Put Article XVI-Severance Pay after Article XIII Wages and Salary)

Severance Pay

Severance after 10 or more years of service, in the District, severance pay shall be promptly made to each employee in an amount equivalent to 75 percent of the per diem pay of the employee's 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.

ARTICLE XII - VACATION

All 12-month employees will receive two (2) weeks paid vacation. After ~~seven (7)~~ five (5) years employment in the District, employees will receive one (1) additional day of vacation for each year of employment above the ~~seven (7)~~ five (5) year base up to a maximum of four (4) weeks. Employees may take these vacation days on any non-student day and up to eight (8) days on any school day (except for immediately prior to or after the designated Christmas vacation) provided that in the discretion of the administration there are a sufficient number of regular employees remaining to perform the necessary work.

ARTICLE XIV - HOURS AND WORK WEEK

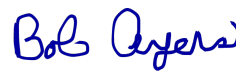
4. When school is dismissed early or starts late for in-service, ~~associates~~ Para-educators shall have the option to work the regular hours on the employee's contract subject to the supervisor's approval.

5. When an employee volunteers to serve as an emergency responder and they are called to an emergency call for ~~structure~~ fire or second page, the employee will keep track of the hours away from the job for the call. When the hours total four (4) hours, the employee will be charged a half-day from their available vacation. Such an employee may work extra hours in the same work week to make up for hours out of the building. At the end of the contract year, pay for any such hours not made up nor converted to vacation will be deducted from the final paycheck.

Attest: March 14, 2016



Joe Rosonke
Board President



Bob Ayers
Board Secretary