

Board Proceedings

The Board of Directors for the New Hampton Community School District met in special session, Monday February 9, 2015 in the High School Cafeteria. President Rasmussen called the meeting to order at 8:28 pm with directors Baltes, Denner, Superintendent Nicholson, and Board Secretary Ayers present.

New Hampton Education Association, 2015-2016 Contract Proposal, February 9, 2015 developed by the NHEA Contract Advancement Team, Dennis Pagel-Chair, Kristie Brincks, Jim Russ, and 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 a 191 contract days, none of which include Saturday, Sunday, holiday, or vacation work. 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 negotiating for the 2015-2016 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 increased for the current teachers while enhancing the District's ability to recruit and retain quality staff.

NHEA opening language 2015-2016 (Opening Proposal February 9, 2015).

1. 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)

2. 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)

Article XIII - Salaries and Benefits

This proposal regarding Wages and Health Insurance will reflect the district covering any and all increases to insurance for 2015-2016 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 6.55 %

The Board responded to the teacher's proposal - New Hampton School Board - (2015-2016 NHEA Master Contract Counter Proposals)

I. No Language Changes.

II. Step and Lane Increase 1.48% - \$86,191

a. This includes any increase in insurance costs

The next bargaining session will be March 24, 2015 at 6:30 pm.

Attest: March 9, 2015



Tom Rasmussen
Board President



Bob Ayers
Board Secretary