

# HRUSD-HRTA Negotiation Update

*Provided by the Hart-Ransom Union School District*

Negotiation Dates: April 12, 2016 and April 25, 2016

- **Overview**

- HRUSD and HRTA have met twice since the last Negotiation Update, and have now reached **tentative agreement as of April 25, 2016**. The next steps in the process are for the HRTA members to vote on ratification of the agreement, and then for the HRUSD Board of Trustees to take formal action during a public Board meeting regarding ratification of the agreement.
- The tentative agreement includes a 7.4% increase to the salary schedule, a \$600 increase to the annual benefit cap, and additions and increases to the stipend schedule, for a total equivalent compensation increase to the members of the association of 8.3%. Additionally, the tentative agreement establishes weekly extended staff meetings during which time will be provided for team collaboration, professional development, and school/district business. Several other topics were addressed in contract language revisions, which will be discussed below.
- In reaching tentative agreement, the HRTA members and their negotiation team demonstrated a very commendable focus on meeting student needs, and the district wishes to thank them for their notable commitment to student success. Most specifically, the union leadership worked closely with the district and with its own members to arrive at a mutually agreeable way of providing protected time for professional team collaboration among teachers without negatively impacting students and their families. Both parties agree that professional collaboration among teachers is crucial for ensuring high levels of student success, and the resulting tentative agreement reflects the mutual commitment of the district and the union to protect the instructional time that we provide to our students.
- **4/12/2016:** The parties met on Tuesday, April 12, 2016, and HRTA presented a package proposal to the district (attached). The district and union negotiation teams spent time discussing the union's proposal and its implications. The district discussed with the union a possible configuration for a counter package proposal from the district. In the following days, the district and union leadership met several times to brainstorm and discuss possible scenarios that might be mutually agreeable when the parties returned to the table on 4/25/2016.
- **4/25/2016:** The parties met on Monday, April 25, 2016, and the district presented a package proposal to HRTA. Based on discussion between the parties, the district then presented another package proposal with minor revisions (attached). The parties reached tentative agreement on the district's proposal at 10:00 AM.

- **Negotiation Notes about Specific Articles**

- Article 16: Salaries and Benefits (Mutual Reopener)
  - On 4/12/2016, HRTA proposed an 8% retroactive salary schedule increase (6% general increase, and 2% LCFF Targeted Funds in consideration of the additional benefits that students would receive through the implementation of weekly Monday staff meetings of 1.5 hours

- in length). Additionally, HRTA proposed a \$600 increase to the annual benefit cap, raising the cap from \$8,400 to \$9,000 annually.
- On 4/25/2016, both parties ultimately agreed to a 7.4% retroactive salary schedule increase (5% general increase, and 2.4% LCFF Targeted Funds in consideration of the additional benefits that students would receive through the implementation of weekly non-Monday staff meetings of two hours in length). Additionally, both parties agreed to a \$600 increase to the annual benefit cap, raising the cap from \$8,400 to \$9,000 annually.
  - Both parties ultimately agreed to the district's proposal to extend the patterned salary schedule placement figures into the upper right corner of the certificated salary schedule and to remove obsolete language at the bottom of the salary schedule that says, "Longevity pay through professional growth units."
  - Additionally, both parties also ultimately agreed about language to increase the number of years of related prior teaching experience that the district will recognize for initial placement on the salary schedule from 6 years (with a maximum initial placement of step 7) to 10 years (with a maximum initial placement of step 11), as well as making salary schedule placement adjustments for two specific currently employed teachers who had more than six years of public school teaching experience when they were hired, but who could not be given credit for more than six years of experience because of the limitations of the existing contract language.
  - Furthermore, both parties ultimately agreed to the district's proposed language in Article 16.6.7 to clarify the topic of grandfathered cash back for benefits.
- Article 3: Leaves of Absence (Reopened by HRTA)
    - Both parties ultimately agreed to make no changes to contract language in Article 3: Leaves of Absence during this year's negotiations.
  - Article 7: Class Size (Reopened by HRUSD)
    - Both parties ultimately agreed to make no changes to contract language in Article 7: Class Size during this year's negotiations.
  - Article 8: Teaching Conditions (Reopened by HRUSD)
    - Both parties ultimately agreed to a plan for providing protected collaboration time for teachers in a way that would not negatively impact students or their families. This plan involves a reduction of minimum days (see notes on Article 15 below), the scheduling of after-school staff meetings during the mid-week days (rather than on Mondays, as they have traditionally been scheduled), and a two-hour timeframe for staff meetings which will include team collaboration, professional development, and school/district business. The current plan is to hold these staff meetings on Wednesday afternoons after school. This plan does not include any "early release" school days, thereby keeping student dismissal times consistent for every day of the school year except for the eleven remaining minimum days referenced under Article 15 notes below.

- Additionally, both parties ultimately agreed to changes in the language of Article 8.2 regarding the teacher's work day to clarify the meaning of a professional day.
- Article 15 (8): Minimum Days (Recommended for mutual reopening by HRUSD)
  - Both parties ultimately agreed to reduce the number of minimum days from twenty (20) to eleven (11) per year, and to move the adjusted contract language to become part of Article 8 - Teaching Conditions.
- Article 19: Stipends (Reopened by HRTA)
  - Both parties ultimately agreed to the addition of specific stipends and specific increases in stipend amounts for certain stipended positions.

**The parties reached tentative agreement on Monday, April 25, 2016 at 10:00 AM.**

***A complete copy of the Tentative Agreement between the parties is attached below.***

***A complete copy of the union's package proposal from 4/12/2016 is attached below.***

***A complete copy of the district's package proposal from 4/25/2016 is attached below.***

## **Tentative Agreement: HRUSD - HRTA**

*Pending ratification by the association membership and the Board of Trustees.*

**4/25/2016 10:00 AM**

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### **Article 16 - Salaries and Benefits**

#### **Salary Schedule Increase**

7.4% total increase to the salary schedule, retroactive to July 1, 2015 (retroactively effective starting with each employee's first paycheck of the current school year), as detailed below:

- 5% general increase to the salary schedule
- 2.4% targeted increase to the salary schedule to be funded using LCFF Targeted Funds (supplemental and concentration grant funds) in consideration of the additional benefits that students will receive through the implementation of weekly staff meetings from 3:00 to 5:00 PM, to include (in order of priority, but not necessarily in order of occurrence): team collaboration, professional development, and school/district business. (The current intention is to implement staff meetings on Wednesday afternoons beginning in the 2016-2017 school year.)

Additional notes regarding the total proposed compensation increase:

- The increase to the benefit cap as outlined below represents the equivalent of a **0.81%** increase to the salary schedule
- The additions and increases to the stipend schedule as outlined below represent the equivalent of a **0.098%** increase to the salary schedule
- As described above, the overall total proposed increase in compensation to the Association members in this package proposal is the equivalent of a **8.3%** increase to the salary schedule

#### **Benefit Cap**

Increase the annual benefit cap from \$8,400 to **\$9,000**, retroactive to July 1, 2015, over and above the negotiated salary schedule increase, to be applied in the same manner as it would have been if it had actually been in place starting July 1, 2015.

#### **Salary Schedule Structure - Upper-Right Corner & Removal of Obsolete Language**

Extend the patterned salary schedule placement figures into the upper-right corner of the certificated salary schedule. Eliminate obsolete language at the bottom of the salary schedule that says, "Longevity pay through professional growth units." (See attached example.)

## Article 16.1.2 - Salary Schedule

A maximum of ~~(6) six years service credit in a public school setting~~ **ten (10) years of successful and related prior teaching experience** will be allowed for initial placement on the salary schedule. **for a maximum placement of step 11 for newly hired teachers.**

*Additional Notes (Not for inclusion as contract language)*

*A one-time only salary schedule placement adjustment to be made starting in the 2016-2017 school year for the following two employees only:*

- **[REDACTED]**: *Advance by four additional steps in the same column, from F12 to F16*
- **[REDACTED]**: *Advance by four additional steps in the same column, from D9 to D13*

## Article 16.6.7 - Benefits

Those employees receiving benefits as of June 30, 2005 may elect to receive the cash back at the frozen cap of \$4,400 per year instead of benefits. **Those employees receiving cash back may elect to take benefits at the current capped rate, but will not subsequently be able to revert to taking cash back once they have elected to take benefits at the current capped rate.** ~~Likewise, those receiving cash may elect to take benefits at the current capped rate.~~

## Article 8 - Teaching Conditions

### Article 8.2 - Work Day

The teacher's work day is to be considered a **professional day, meaning that in addition to the time spent in the classroom during the student day, teachers spend such additional time as is necessary to fulfill their professional responsibilities.** ~~(instructional time and preparation period)~~ ~~with the provision that the following are included in a professional teacher's obligations.~~ **A teacher's professional responsibilities may include, but are not limited to the following:**

- Attendance and participation at weekly staff meetings. One afternoon per week will be set aside for regularly scheduled staff meetings, including collaboration time. Emergency staff meetings may be called at other times if necessary. Regularly scheduled staff meetings will begin at 3:00 p.m. and will conclude at 5:00 p.m. The primary use of staff meeting time is intended for team collaboration and professional development that is meaningful, appropriate, and relevant to the teachers' professional responsibilities.** ~~a maximum of three meetings per month unless there is an emergency shall be from 3-4 p.m.~~
- Each teacher shall have a ten (10) consecutive minute daily yard duty assignment to be determined by the principal or designee.** ~~(See new MOU dated 5/20/14)~~
- Before-school rainy day supervision of students**

- (d) Formal parent conferences, as well as being available for informal parent meetings and other communications with parents
- (e) Back to School Night and Open House
- (f) Professional collaboration team meetings ~~Attendance at collegiality meetings shall be held from 1:10 p.m. — 2:40 p.m.~~
- (g) IEP meetings, SST meetings, 504 meetings, and other meetings relating to student needs and performance
- (h) Professional development and other in-service training
- (i) Voluntary participation on school and district committees and leadership teams
- (j) Voluntary participation at graduation ceremonies, awards events, and other school- and district-sponsored activities

**Article 8.3 - Minimum Days** *(Move language from Article 15 to Article 8)*

**Article 15 — Minimum Days**

**8.3 Number of Minimum Days**

The District agrees to provide minimum days on the day prior to Thanksgiving Break, Winter Break ~~Vacation~~, and Spring Break ~~Vacation~~, on the day of Open House, and on the last two days of school. ~~In addition, there will be one (1) floating minimum day each calendar year. The teachers may leave campus ten (10) minutes after students have been dismissed on these days.~~ In addition, at least five (5) minimum days for parent/student/teacher conferences will be provided.

**15.2** ~~The District will provide eight student attendance minimum days. These days are to be full workdays with time at the end of the day for staff planning and/or training.~~

**15.3** ~~On student attendance minimum days, two (2) roving subs, if needed, will be hired to provide classroom coverage for a prep period for teachers in grades K-3.~~

*Note: The subsequent paragraphs of Article 8 will be renumbered as “8.4 - Work Breaks,” “8.5 - Enrichment Periods,” and “8.6 - Participation on Committees.” Additionally, the subsequent articles of the contract will be renumbered accordingly.*

**Article 19 - Stipends**

**Article 8.2 - Work Day**

The list of stipend positions will be made available at the end of the current school year for placement in the next school year. If needed, the list will be revised at the beginning of the next school year. In the event that circumstances arise which might warrant an additional stipend, the

superintendent and the association president may discuss the possibility of an additional stipend. If the two parties agree on the addition and amount of the stipend, the new stipend will be added by written agreement and recorded in the contract during the next round of contract negotiations if it remains applicable.

If there is more than one person interested in one position, there will be an application and interview process. If there is no person on staff who is interested in a particular athletic coaching position, the district will seek to secure the services of a qualified walk-on coach for that position. Unless a qualified individual is found for a specific position in a timely manner, that activity will be eliminated for that school year.


Payment for stipends will be made according to Article 16.4.

#### **Appendix C - Stipend Schedule** *(only changes to the stipend schedule are noted below)*

- Add one (1) "Track Coach" stipend at \$700
- Add one (1) Volleyball Coach stipend, for a total of three (3) stipends
- Add one (1) Boys' Basketball Coach stipend, for a total of three (3) stipends
- Add one (1) Girls' Basketball Coach stipend, for a total of three (3) stipends
- Retitle "Yearbook" to "Yearbook Coordinator"
- Retitle "Graduation" to "Graduation Coordinator"
- Retitle "Student Council" to "Student Council Coordinator"
- Retitle "Science Olympiad" to "Science Olympiad Coach"
- Retitle "Spelling Bee" to "Spelling Bee Coordinator"
- Retitle "Speech Contest" to "Speech Contest Coordinator"
- Retitle "Talent Show" to "Talent Show Coordinator"
- Retitle "Character Program" to "Character Program Coordinator"
- Increase Volleyball Coach stipend from \$600.00 to \$700.00
- Increase Soccer Coach stipend from \$600.00 to \$700.00
- Increase Boys' Basketball Coach stipend from \$825.00 to \$925.00
- Increase Girls' Basketball Coach stipend from \$825.00 to \$925.00
- Increase Outdoor Education stipend from \$400.00 to \$500.00 per teacher (3 stipends)
- Increase Yearbook Coordinator stipend from \$500.00 to \$600.00 per stipend (2 stipends = \$1,200)
- Increase Student Council Coordinator stipend from \$500.00 to \$750.00 (1 stipend)
- Increase Dance Coordinator stipend from \$200.00 to \$300.00 (for 3 dances per year)
- Increase Athletic Director stipend from \$850.00 to \$1,650.00
- Increase Science Olympiad Coach stipend from \$400.00 to \$500.00 per team for local competition, and from \$400.00 to \$500.00 per team for state competition (for a maximum of four (4) stipends)
- Increase Spelling Bee Coordinator stipend from \$100.00 to \$150.00 (1 stipend)
- Increase Speech Contest Coordinator stipend from \$100.00 to \$150.00 (1 stipend)
- Increase Talent Show Coordinator stipend from \$100.00 to \$250.00 (1 stipend)
- Increase Character Program Coordinator stipend from \$100.00 to \$200.00 (1 stipend)

**Additional Note:** The numbering of all articles in the contract will be converted from the roman numeral system to the arabic numbering system.

### Signatures of Tentative Agreement

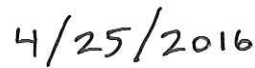
  
\_\_\_\_\_  
HRTA Lead Negotiator

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
HRTA President

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
HRUSD Superintendent/Lead Negotiator

  
\_\_\_\_\_  
Date



# HART-RANSOM UNION SCHOOL DISTRICT

2015-2016 CERTIFICATED SALARY SCHEDULE (Tentative, pending ratification)

	BASE BA		A BA+12	B BA+24	C BA+36	D BA+48	E BA+60	F BA+72
1	48,050	1	49,535	51,024	52,551	54,129	55,756	57,428
			50,535	52,024	53,551	55,129	56,756	58,428
2	49,496	2	51,024	52,551	54,129	55,756	57,428	59,149
			52,024	53,551	55,129	56,756	58,428	60,149
3	50,978	3	52,551	54,129	55,756	57,428	59,149	60,924
			53,551	55,129	56,756	58,428	60,149	61,924
4	52,509	4	54,129	55,756	57,428	59,149	60,924	62,751
			55,129	56,756	58,428	60,149	61,924	63,751
5		5	55,756	57,428	59,149	60,924	62,751	64,634
			56,756	58,428	60,149	61,924	63,751	65,634
6		6	57,428	59,149	60,924	62,751	64,634	66,572
			58,428	60,149	61,924	63,751	65,634	67,572
7		7	59,149	60,924	62,751	64,634	66,572	68,572
			60,149	61,924	63,751	65,634	67,572	69,572
8		8	60,924	62,751	64,634	66,572	68,572	70,628
			61,924	63,751	65,634	67,572	69,572	71,628
9		9	62,751	64,634	66,572	68,572	70,628	72,746
			63,751	65,634	67,572	69,572	71,628	73,746
10		10	64,634	66,572	68,572	70,628	72,746	74,930
			65,634	67,572	69,572	71,628	73,746	75,930
11		11		68,572	70,628	72,746	74,930	77,175
				69,572	71,628	73,746	75,930	78,175
12		12			72,746	74,930	77,175	79,098
					73,746	75,930	78,175	80,098
13		13				77,175	79,098	81,875
						78,175	80,098	82,875
14		14					81,875	84,322
							82,875	85,322
15		15						86,762
								87,762
16		16						89,203
								90,203
18		18						91,644
								92,644
20		20						94,086
								95,086
25		25						96,529
								97,529

Reflects TENTATIVE 7.4% Increase for FY15-16 PENDING NEGOTIATION RATIFICATION

TENTATIVE: \$9,000 Annual Benefit Cap (Reflects \$600 increase PENDING NEGOTIATION RATIFICATION)

**2015-2016 Officers**

**Annie Barber- President**

**Sabrina Hull- Vice President**

**Sarah Bullock-Secretary**

**Stacy Romanjuk-Treasurer**

**HRTA**

**2015-2016 Negotiations Team**

**Sara Davison**

**Marc DeVore**

**Sarah Bullock**

**Annie Barber**

**2015-2016 Elections Committee**

**Leslie Crooker**

**Hannah Phillips**

**Kim Cordeiro**

**April 12, 2016 Association Package Proposal- 10:45 a.m.**

**Article 3.7**

**B. Discretionary Days**

Effective July 1, 2006, except slowdown, stoppage, or any other concerned activities, an employee may use ~~up to (4) days~~ ten (10) days of personal necessity leave per school year at his/her discretion.

[Sunset until June 30, 2017]

**District Proposal Article 3.1 (Status Quo) [Agreement]**

**Article 3.6 (Status Quo) [Agreement]**

**Article 7.1 Class Size (Status Quo) [Agreement]**

**Article 8.2 Work Day**

**(a) Staff Meetings-**

**1. Mondays Only**

**2. + 30 minutes (1 ½ hours)**

**3. Four (4) Mondays a month**

**Monday #1- Staff Meeting/Professional Development**

**Monday #2- Grade Level/Curriculum/Collaboration**

**Monday #3- Assessments/Data Talks**

**Monday #4- Grade Level/Curriculum/Collaboration**

**(f) Change "Collegiality" to "Professional Development/Curriculum"**

#### **Article 15.1 Number of Minimum Days**

The District agrees to provide minimum days on the day prior to Thanksgiving **Break**, Winter Break, Spring Break, and the last two days of school. In addition, there will be one (1) floating minimum day each calendar year. The teachers may leave campus ten (10) minutes after the students have been dismissed on these days. In addition, at least (5) minimum days for parent/student/teacher conferences will be provided.

#### **Article 16.6.7- Benefits [Agreement]**

#### **Article 16.1.2- Salary Schedule [Agreement]**

##### **Association Salary Schedule Increase**

8% total increase to the salary schedule, retroactive to July 1<sup>st</sup>, 2015 (beginning of the fiscal year), as detailed below:

(6% general increase to the salary schedule/ +2% LCFF Targeted Funds in consideration of the additional benefits that students will receive through the implementation of weekly Monday staff meetings.)

Association proposes the district increase the benefit cap to \$9000/year.

#### **Article 19 Stipends:**

(See Attached Stipend Proposal)

## **Article 19- Stipends**

Athletic Director- \$1650.00

Volleyball Coach- \$700.00 per team

Soccer Coach- \$700.00 per team

Girl's Basketball Coach- \$925.00 per team

Boy's Basketball Coach- \$925.00 per team

Track Coach- \$700.00

Kindergarten Camp-\$ 100.00 per teacher

Outdoor Ed- \$500.00 per teacher

Yearbook Coordinator- \$1200.00

Graduation Coordinator- \$400.00

Student Council Coordinator- \$750.00

Dance Coordinator- \$300.00 (3 Dances Per Year)

Science Olympiad Coordinator- \$500.00 per team and state competition 500.00 per team

Spelling Bee Coordinator- \$150.00

Speech Contest Coordinator-\$ 150.00

Talent Show Coordinator- \$250.00

SST Coordinator-\$200.00

Character Program Coordinator-\$ 200.00

Safety Patrol Coordinator-\$100.00 per trimester @3 trimesters

\*In case of unforeseen events requiring supervision/attendance, the Superintendent and the HRTA President shall get together and discuss an appropriate stipend as appropriate.

## **Package Proposal - Certificated**

HRUSD

**4/25/2016 9:45 AM**

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### **Article 16 - Salaries and Benefits**

#### **Salary Schedule Increase**

7.4% total increase to the salary schedule, retroactive to July 1, 2015 (retroactively effective starting with each employee's first paycheck of the current school year), as detailed below:

- 5% general increase to the salary schedule
- 2.4% targeted increase to the salary schedule to be funded using LCFF Targeted Funds (supplemental and concentration grant funds) in consideration of the additional benefits that students will receive through the implementation of weekly staff meetings from 3:00 to 5:00 PM, to include (in order of priority, but not necessarily in order of occurrence): team collaboration, professional development, and school/district business. (The current intention is to implement staff meetings on Wednesday afternoons beginning in the 2016-2017 school year.)

*Note: Insomuch as various elements of this package proposal may change during the course of future negotiations, the district's proposed percentage(s) of salary schedule increase may also change in either direction as appropriate.*

Additional notes regarding the total proposed compensation increase:

- The increase to the benefit cap as outlined below represents the equivalent of a **0.81%** increase to the salary schedule
- The additions and increases to the stipend schedule as outlined below represent the equivalent of a **0.098%** increase to the salary schedule
- As described above, the overall total proposed increase in compensation to the Association members in this package proposal is the equivalent of a **8.3%** increase to the salary schedule

#### **Benefit Cap**

Increase the annual benefit cap from \$8,400 to **\$9,000**, retroactive to July 1, 2015, over and above the negotiated salary schedule increase, to be applied in the same manner as it would have been if it had actually been in place starting July 1, 2015.

*Note: The Association has expressed agreement with the district's proposed increase to the benefit cap as presented above.*

## **Salary Schedule Structure - Upper-Right Corner & Removal of Obsolete Language**

Extend the patterned salary schedule placement figures into the upper-right corner of the certificated salary schedule. Eliminate obsolete language at the bottom of the salary schedule that says, "Longevity pay through professional growth units." (See attached example.)

*Note: The Association has expressed agreement with the district's proposed changes to the format and structure of the salary schedule as presented above.*

### **Article 16.1.2 - Salary Schedule**

A maximum of ~~(6) six years service credit in a public school setting~~ **ten (10) years of successful and related prior teaching experience** will be allowed for initial placement on the salary schedule, **for a maximum placement of step 11 for newly hired teachers.**

*Additional Notes (Not for inclusion as contract language)*

*A one-time only salary schedule placement adjustment to be made starting in the 2016-2017 school year for the following two employees only:*

- *Jennifer Brinkman: Advance by four additional steps in the same column, from F12 to F16*
- *Leslie Van Hook: Advance by four additional steps in the same column, from D9 to D13*

*Note: The Association has expressed agreement with the district's proposed changes to the language of Article 16.1.2, as presented above.*

### **Article 16.6.7 - Benefits**

Those employees receiving benefits as of June 30, 2005 may elect to receive the cash back at the frozen cap of \$4,400 per year instead of benefits. **Those employees receiving cash back may elect to take benefits at the current capped rate, but will not subsequently be able to revert to taking cash back once they have elected to take benefits at the current capped rate.** ~~Likewise, those receiving cash may elect to take benefits at the current capped rate.~~

*Note: The Association has expressed agreement with the district's proposed changes to the language of Article 16.6.7, as presented above.*

## **Article 3 - Leaves of Absence**

### **Article 3.1 - Sick Leave**

*For the purposes of this package proposal, the district withdraws its previous proposal to adjust the language of Article 3.1 - Sick Leave.*

## **Article 3.6 - Bereavement Leave**

*For the purposes of this package proposal, the district withdraws its previous proposal to adjust the language of Article 3.6 - Bereavement Leave.*

## **Article 3.7.B - Discretionary Days**

Status Quo; No increase to the current number of discretionary days, which is four (4).

## **Article 7.1 - Class Size**

*For the purposes of this package proposal, the district withdraws its previous proposal to adjust the language of Article 7.1 - Class Size.*

## **Article 8 - Teaching Conditions**

### **Article 8.2 - Work Day**

The teacher's work day is to be considered a professional day, meaning that in addition to the time spent in the classroom during the student day, teachers spend such additional time as is necessary to fulfill their professional responsibilities. (instructional time and preparation period) with the provision that the following are included in a professional teacher's obligations. A teacher's professional responsibilities may include, but are not limited to the following:

- (a) Attendance and participation at weekly staff meetings. One afternoon per week will be set aside for regularly scheduled staff meetings, including collaboration time. Emergency staff meetings may be called at other times if necessary. Regularly scheduled staff meetings will begin at 3:00 p.m. and will conclude at 5:00 p.m. The primary use of staff meeting time is intended for team collaboration and professional development that is meaningful, appropriate, and relevant to the teachers' professional responsibilities. a maximum of three meetings per month unless there is an emergency shall be from 3-4 p.m.
- (b) Each teacher shall have a ten (10) consecutive minute daily yard duty assignment to be determined by the principal or designee. (See new MOU dated 5/20/14)
- (c) Before-school rainy day supervision of students
- (d) Formal parent conferences, as well as being available for informal parent meetings and other communications with parents
- (e) Back to School Night and Open House
- (f) Professional collaboration team meetings Attendance at collegiality meetings shall be held from 1:10 p.m. — 2:40 p.m.
- (g) IEP meetings, SST meetings, 504 meetings, and other meetings relating to student needs and performance

- (h) Professional development and other in-service training
- (i) Voluntary participation on school and district committees and leadership teams
- (j) Voluntary participation at graduation ceremonies, awards events, and other school- and district-sponsored activities

**Article 8.3 - Minimum Days** (Move language from Article 15 to Article 8)

**Article 15 – Minimum Days**

**8.3 Number of Minimum Days**

The District agrees to provide minimum days on the day prior to Thanksgiving Break, Winter Break Vacation, and Spring Break Vacation, on the day of Open House, and on the last two days of school. In addition, there will be one (1) floating minimum day each calendar year. The teachers may leave campus ten (10) minutes after students have been dismissed on these days. In addition, at least five (5) minimum days for parent/student/teacher conferences will be provided.

**15.2** The District will provide eight student attendance minimum days. These days are to be full workdays with time at the end of the day for staff planning and/or training.

**15.3** On student attendance minimum days, two (2) roving subs, if needed, will be hired to provide classroom coverage for a prep period for teachers in grades K-3.

*Note: The subsequent paragraphs of Article 8 are correspondingly proposed to be renumbered as “8.4 - Work Breaks,” “8.5 - Enrichment Periods,” and “8.6 - Participation on Committees.”*

**Article 19 - Stipends**

**Article 8.2 - Work Day**

The list of stipend positions will be made available at the end of the current school year for placement in the next school year. If needed, the list will be revised at the beginning of the next school year. In the event that circumstances arise which might warrant an additional stipend, the superintendent and the association president may discuss the possibility of an additional stipend. If the two parties agree on the addition and amount of the stipend, the new stipend will be added by written agreement and recorded in the contract during the next round of contract negotiations if it remains applicable.

If there is more than one person interested in one position, there will be an application and interview process. If there is no person on staff who is interested in a particular athletic coaching



position, the district will seek to secure the services of a qualified walk-on coach for that position. Unless a qualified individual is found for a specific position in a timely manner, that activity will be eliminated for that school year.

Payment for stipends will be made according to Article 16.4.

**Appendix C - Stipend Schedule** *(only changes to the stipend schedule are noted below)*

- Add one (1) "Track Coach" stipend at \$700
- Add one (1) Volleyball Coach stipend, for a total of three (3) stipends
- Add one (1) Boys' Basketball Coach stipend, for a total of three (3) stipends
- Add one (1) Girls' Basketball Coach stipend, for a total of three (3) stipends
- Retitle "Yearbook" to "Yearbook Coordinator"
- Retitle "Graduation" to "Graduation Coordinator"
- Retitle "Student Council" to "Student Council Coordinator"
- Retitle "Science Olympiad" to "Science Olympiad Coach"
- Retitle "Spelling Bee" to "Spelling Bee Coordinator"
- Retitle "Speech Contest" to "Speech Contest Coordinator"
- Retitle "Talent Show" to "Talent Show Coordinator"
- Retitle "Character Program" to "Character Program Coordinator"
- Increase Volleyball Coach stipend from \$600.00 to \$700.00
- Increase Soccer Coach stipend from \$600.00 to \$700.00
- Increase Boys' Basketball Coach stipend from \$825.00 to \$925.00
- Increase Girls' Basketball Coach stipend from \$825.00 to \$925.00
- Increase Outdoor Education stipend from \$400.00 to \$500.00 per teacher (3 stipends)
- Increase Yearbook Coordinator stipend from \$500.00 to \$600.00 per stipend (2 stipends = \$1,200)
- Increase Student Council Coordinator stipend from \$500.00 to \$750.00 (1 stipend)
- Increase Dance Coordinator stipend from \$200.00 to \$300.00 (for 3 dances per year)
- Increase Athletic Director stipend from \$850.00 to \$1,650.00
- Increase Science Olympiad Coach stipend from \$400.00 to \$500.00 per team for local competition, and from \$400.00 to \$500.00 per team for state competition (for a maximum of four (4) stipends)
- Increase Spelling Bee Coordinator stipend from \$100.00 to \$150.00 (1 stipend)
- Increase Speech Contest Coordinator stipend from \$100.00 to \$150.00 (1 stipend)
- Increase Talent Show Coordinator stipend from \$100.00 to \$250.00 (1 stipend)
- Increase Character Program Coordinator stipend from \$100.00 to \$200.00 (1 stipend)

# HART-RANSOM UNION SCHOOL DISTRICT

2015-2016 CERTIFICATED SALARY SCHEDULE (Tentative, pending ratification)

	BASE BA		A BA+12	B BA+24	C BA+36	D BA+48	E BA+60	F BA+72
1	48,050	1	49,535	51,024	52,551	54,129	55,756	57,428
			50,535	52,024	53,551	55,129	56,756	58,428
2	49,496	2	51,024	52,551	54,129	55,756	57,428	59,149
			52,024	53,551	55,129	56,756	58,428	60,149
3	50,978	3	52,551	54,129	55,756	57,428	59,149	60,924
			53,551	55,129	56,756	58,428	60,149	61,924
4	52,509	4	54,129	55,756	57,428	59,149	60,924	62,751
			55,129	56,756	58,428	60,149	61,924	63,751
5		5	55,756	57,428	59,149	60,924	62,751	64,634
			56,756	58,428	60,149	61,924	63,751	65,634
6		6	57,428	59,149	60,924	62,751	64,634	66,572
			58,428	60,149	61,924	63,751	65,634	67,572
7		7	59,149	60,924	62,751	64,634	66,572	68,572
			60,149	61,924	63,751	65,634	67,572	69,572
8		8	60,924	62,751	64,634	66,572	68,572	70,628
			61,924	63,751	65,634	67,572	69,572	71,628
9		9	62,751	64,634	66,572	68,572	70,628	72,746
			63,751	65,634	67,572	69,572	71,628	73,746
10		10	64,634	66,572	68,572	70,628	72,746	74,930
			65,634	67,572	69,572	71,628	73,746	75,930
11		11		68,572	70,628	72,746	74,930	77,175
				69,572	71,628	73,746	75,930	78,175
12		12			72,746	74,930	77,175	79,098
					73,746	75,930	78,175	80,098
13		13				77,175	79,098	81,875
						78,175	80,098	82,875
14		14					81,875	84,322
							82,875	85,322
15		15						86,762
								87,762
16		16						89,203
								90,203
18		18						91,644
								92,644
20		20						94,086
								95,086
25		25						96,529
								97,529

Reflects TENTATIVE 7.4% Increase for FY15-16 PENDING NEGOTIATION RATIFICATION

TENTATIVE: \$9,000 Annual Benefit Cap (Reflects \$600 increase PENDING NEGOTIATION RATIFICATION)