

HRUSD-HRTA Negotiation Update

Provided by the Hart-Ransom Union School District

Negotiation Date: April 5, 2016

- **Overview**

- HRUSD and HRTA had another positive and productive day of negotiations in which the union presented a counter-proposal to the district's package proposal from March 14. Both teams engaged in good discussion about the union's counter proposal, which requested a 7.5% increase to the salary schedule, a \$600 increase to the annual health benefit cap, and addressed a spectrum of contract language items that the negotiation teams have been discussing together. In the afternoon, HRUSD delivered to the union a new package proposal offering a 7% increase to the salary schedule, a \$600 increase to the annual health benefit cap, and addressing each of the contract language items under discussion between the parties. When this current package proposal from the district was delivered to the union yesterday afternoon, several of the union's negotiation team members had left for the day, so the HRTA negotiation team has not yet had an opportunity to discuss or respond to the district's current package proposal. Both teams are scheduled to meet again next week on Tuesday, April 12, 2016. (Please note that both teams' proposals from yesterday's negotiations are included at the end of this Negotiation Update.)

- **Articles Discussed**

- Article 16: Salaries and Benefits (Mutual Reopener)
 - On 3/14/2016, HRUSD had offered a 4% increase to the salary schedule (retroactive to July 2015) and no increase to the benefit cap.
 - HRTA'S counter-proposal on 4/5/2016 proposed a 7.5% increase to the salary schedule (retroactive to July 2015) and a \$600 increase to the annual benefit cap, raising the cap from \$8,400 to \$9,000 annually.
 - The district's current package proposal from 4/5/2016 includes a 7% increase to the salary schedule (retroactive to July 2015) and a \$600 increase to the annual benefit cap, raising the cap from \$8,400 to \$9,000 annually.
 - The 7% salary schedule increase currently proposed by the district represents the combination of a 5% general increase and a 2% targeted increase which would be funded using LCFF Targeted Funds in consideration of the additional benefits that students will receive through the implementation of Early Release Wednesdays and weekly Monday staff meetings.
 - HRUSD continues to propose an extension of the patterned salary schedule placement figures into the upper right corner of the certificated salary schedule in order to appropriately recognize the level of education that a new teacher has when coming to work for the district and to increase the marketability of the district when hiring teachers. HRTA formally rejected this proposal in their counter-proposal, but

communicated at the table that they would accept this proposal if the parties were to agree on a salary schedule increase. The district's current package proposal again includes this same provision to extend the patterned salary schedule placement figures into the upper right corner of the certificated salary schedule. The district's current package proposal also includes the removal of obsolete language at the bottom of the salary schedule that says, "Longevity pay through professional growth units." (An example of the proposed changes to the structure of the salary schedule is attached for public reference, as well as a copy of the current salary schedule.)

- HRUSD proposes 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). The district's proposal includes salary schedule placement adjustments to be made 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 existing contract language that the district is now seeking to change. HRTA formally rejected this proposal in their counter-proposal, but communicated at the table that they would accept this proposal if the parties were to agree on a salary schedule increase. The district's current package proposal again includes this same provision 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), and to make appropriate adjustments for two currently employed teachers as described above.
- HRUSD proposed language in Article 16.6.7 to clarify the topic of grandfathered cash back for benefits, and HRTA has agreed with the district's proposal regarding Article 16.6.7.
- Article 3: Leaves of Absence (Reopened by HRTA)
 - In their counter-proposal on 4/5/2016, HRTA again proposed to increase the number of discretionary leave days (AKA "No Tell" days) from four (4) days per year to ten (10) days per year in Article 3.7.B. In its current package proposal, HRUSD again proposed to make no change to the number of discretionary leave days currently allowed by contract, and to keep the status quo on this issue.
 - On 3/14/2015, HRUSD had proposed to change the language of Article 3.1 to allow teachers to take their sick leave in quarter-hour (15 minute) increments, and correspondingly proposed to remove language referencing "short duration emergency leave." (Current language requires teachers to take their sick leave in half-day increments and provides three hours per year of "short duration emergency leave.") In their counter-proposal, HRTA proposed to change the language of Article 3.1

to allow teachers to take their sick leave in quarter-hour (15 minute) increments, but to retain and keep in effect the language referencing three hours of “short duration emergency leave” per year. The district’s current package proposal presents a negotiation option to either change to ¼ hour increments of sick leave and eliminate the “short duration emergency leave,” or to make no changes at all to Article 3.1 (status quo).

- On 3/14/2016, HURSD had proposed to remove “aunt,” “uncle,” and “first cousin” from the list of relatives in Article 3.6 that are identified as members of the family for whom bereavement leave can be taken. In their counter-proposal on 4/5/2016, HRTA rejected the district’s proposal in this regard, and proposed to keep Article 3.6 as it is (status quo). The district has withdrawn this item for the purposes of its current package proposal.
- Article 7: Class Size (Reopened by HRUSD)
 - On 3/14/2016, HRUSD presented a proposal for Article 7.1 that did not seek to change the target class sizes in any way, but did seek to increase the threshold from 30 to 31 in grades four through eight as the number of students in a class that triggers the possibility of a classroom instructional aide being hired and placed in the class. In their counter-proposal on 4/5/2016, HRTA rejected the district’s proposal in this regard, and proposed to keep Article 7.1 as it is. The district has withdrawn this item for the purposes of its current package proposal.
- Article 8: Teaching Conditions (Reopened by HRUSD)
 - On 3/14/2016, HRUSD presented a proposal to establish early-release days on Wednesday afternoons in order to create protected time for teachers to engage in weekly professional collaboration about effective instruction. This proposal eliminated eight professional development minimum days that have been scheduled on Fridays in the past. In their counter-proposal on 4/5/2016, HRTA rejected the district’s proposal in this regard, and proposed to keep the status quo instead. The district’s current package proposal again includes this same provision to establish early-release days on Wednesday afternoons in order to create protected time for teachers to engage in weekly professional collaboration about effective instruction. The district also provided the union with an analysis of current annual instructional minutes and a proposed modification of the school schedule for 2016-2017 which would protect and preserve the amount of instructional time that is provided to students each year while providing the necessary time on Wednesday afternoons to implement Early Release Wednesdays. (An analysis of the proposed school schedule for 2016-2017 and annual instructional minutes as well as the current school schedule and annual instructional minutes are included at the end of this document for public reference as part of the district’s current package proposal to the union.)
 - On 3/14/2016, HRUSD proposed to change the language of Article 8.2 regarding the teacher’s work day to clarify the meaning of a professional day. In their counter-proposal on 4/5/2016, HRTA rejected the district’s

proposal in this regard, and proposed to keep the status quo instead. The district's current package proposal again includes this same provision to clarify the meaning of a professional day, including weekly staff meetings.

- Article 15: Minimum Days (Recommended for mutual reopening by HRUSD)
 - On 3/14/2016, HRUSD proposed to mutually reopen Article 15 if the parties mutually pursue "early release Wednesdays." Pending reopening, HRUSD proposed to adjust the language of what is currently Article 15 in order to address various aspects of the "early release Wednesdays" topic, and to move the remaining language into Article 8 (reopened by HRUSD). In their counter-proposal on 4/5/2016, HRTA did not address this proposed mutual reopening of Article 15, and was not obligated to do so. The district's current package proposal again includes this same proposal to mutually reopen Article 15 if the parties mutually pursue "early release Wednesdays," and to adjust the language of what is currently Article 15 in order to address various aspects of the "early release Wednesdays" topic, and to move the remaining language into Article 8, which was reopened by HRUSD.
- Article 19: Stipends (Reopened by HRTA)
 - On 3/14/2016, HRTA verbally proposed to add stipends, increase the number of certain types of stipends, and increase the amounts paid for certain types of stipends. In response, HRUSD included language in its first package proposal to make such appropriate additions and increases as had been proposed by HRTA, and HRUSD also proposed some minor wording changes on the stipend schedule (list of stipends). In their counter-proposal on 4/5/2016, HRTA proposed a broader range of additions and increases to the stipend schedule. In response, the district's current package proposal agrees with each added and/or increased stipend that was proposed by the union in their counter proposal.

- Tentative Agreements: None
- Next Negotiation Session: Tuesday, April 12, 2016

A complete copy of the union's counter-proposal is attached below.

A complete copy of the district's current package proposal is also attached below.

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 5, 2016 Association Proposal- 9:30 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.

District Proposal Article 3.1

An employee will take sick leave in ¼ hour increments ~~½ day or full day units only.~~ In the case of an absence of short duration, one and ½ hours or less with the class covered and/or no substitute required, the employee will not be charged with sick leave. This sick duration emergency leave is available for use up to three (3) hours per year. Anything beyond three (3) hours will be charged at ~~½ day~~ ¼ hour sick leave increments. Prior approval by an administrator is necessary and the appropriate documentation must be filed in the school office.

[Agreement as Amended]

Article 3.6 (Status Quo)

Article 7.1 Class Size (Status Quo)

Article 8 Proposed Collaboration Time (District) & Article 15 Minimum Day (Status Quo)

Article 8.2 Work Day (Status Quo)

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.~~

[Agreement]

Article 16.1.2- Salary Schedule (Status Quo)

Association Salary Schedule Increase Proposal

(HRTA believes the best way for HRUSD to be “attractive” to potential employees is to improve the salary schedule affecting all bargaining unit members. Toward this end, the Association proposes the salary schedule be improved by 7.5% retroactive to July 1, 2015.)

Retroactive to July 1st, 2015 + 7.5%

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 unforeseen events requiring supervision/attendance, the superintendent and the HRTA President shall get together and discuss and appropriate stipend as appropriate.

Package Proposal - Certificated

HRUSD

4/5/2016 3:00 PM

Article 16 - Salaries and Benefits

Salary Schedule Increase

7% total increase to the salary schedule, retroactive to July 1, 2015 (beginning of the fiscal year), as detailed below:

- 5% general increase to the salary schedule
- 2% increase to the salary schedule to be funded through LCFF Targeted Funds in consideration of the additional benefits that students will receive through the implementation of Early Release Wednesdays and weekly Monday staff meetings

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 **7.9%** increase to the salary schedule

Benefit Cap

Increase 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."

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.~~

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 - Leave of Absence

Article 3.1 - Sick Leave

The district proposes that the parties agree to one of the following two options:

Option 1: An employee will take sick leave in **¼ hour increments.** ~~½ day or full day units, only. In the case of an absence of short duration, one and ½ hours or less with the class covered and/or no substitute required, the employee will not be charged with sick leave. This short duration emergency leave is available for use up to three (3) hours per year. Anything beyond three (3) hours will be charged at ½ day sick leave increments. Prior approval by an administrator is necessary and the appropriate documentation must be filed in the school office.~~

Option 2: Status Quo

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

Early Release Wednesdays for Weekly Professional Learning Community Collaboration

- Establish weekly early-release days on Wednesday afternoons for PLC collaboration
 - Dismiss students one (1) hour earlier every Wednesday than current dismissal time
 - Add minutes to the student day on other days of the week as necessary to maintain current total annual instructional minutes
- Eliminate the eight (8) Friday minimum days that are currently dedicated to staff planning and training (as described in Article 15.2)
- The focus of staff meetings on Monday afternoons each week to be placed primarily on professional development

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 at staff meetings—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 - Minimum Days (Contingent on mutual pursuit of Early Release Wednesdays)

~~Article 15 – Minimum Days~~

8.3 ~~Number of~~ Minimum Days

The District agrees to provide minimum days on the day prior to Thanksgiving, Winter Break Vacation, Spring Break Vacation, and the last day ~~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.~~

Article 19 - Stipends

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 Elementary School

Instructional Minutes

Proposal for 2016-2017

| Regular Days | Grades TK & K | Grades 1-2 | Grade 3 | Grades 4-5 | Grade 6 | Grades 7-8 |
|---|------------------|---------------|------------|---------------|------------|---------------|
| Start of Day | 8:10 | 8:10 | 8:10 | 8:10 | 8:10 | 8:10 |
| End of Day | 14:08 | 14:08 | 14:08 | 14:46 | 14:46 | 14:46 |
| Number of Hours | 5:58 | 5:58 | 5:58 | 6:36 | 6:36 | 6:36 |
| Total Number of Minutes | 358.00 | 358.00 | 358.00 | 396.00 | 396.00 | 396.00 |
| Less Recess/Break | -20 | -20 | -20 | -20 | -20 | -10 |
| Less Lunch | -40 | -40 | -40 | -40 | -40 | -40 |
| Actual Daily Instructional Minutes | 298.00 | 298.00 | 298.00 | 336.00 | 336.00 | 346.00 |
| Number of Regular Days | 133 | 133 | 133 | 133 | 133 | 133 |
| Annual Minutes - Regular Days | 39634 | 39634 | 39634 | 44688 | 44688 | 46018 |
| Minimum Days | Grades TK & K | Grades 1-2 | Grade 3 | Grades 4-5 | Grade 6 | Grades 7-8 |
| Start of Day | 8:10 | 8:10 | 8:10 | 8:10 | 8:10 | 8:10 |
| End of Day | 13:00 | 13:00 | 13:00 | 13:00 | 13:00 | 13:00 |
| Number of Hours | 4:50 | 4:50 | 4:50 | 4:50 | 4:50 | 4:50 |
| Total Number of Minutes | 290.00 | 290.00 | 290.00 | 290.00 | 290.00 | 290.00 |
| Less Recess | -20 | -20 | -20 | -20 | -20 | -10 |
| Less Lunch | -40 | -40 | -40 | -40 | -40 | -40 |
| Actual Daily Instructional Minutes | 230.00 | 230.00 | 230.00 | 230.00 | 230.00 | 240.00 |
| Number of Minimum Days | 10 | 10 | 10 | 10 | 10 | 10 |
| Annual Minutes - Minimum Days | 2300 | 2300 | 2300 | 2300 | 2300 | 2400 |
| Early Release Days | Grades TK & K | Grades 1-2 | Grade 3 | Grades 4-5 | Grade 6 | Grades 7-8 |
| Start of Day | 8:10 | 8:10 | 8:10 | 8:10 | 8:10 | 8:10 |
| End of Day | 13:08 | 13:08 | 13:08 | 13:46 | 13:46 | 13:46 |
| Number of Hours | 4:58 | 4:58 | 4:58 | 5:36 | 5:36 | 5:36 |
| Total Number of Minutes | 298.00 | 298.00 | 298.00 | 336.00 | 336.00 | 336.00 |
| Less Recess | -20 | -20 | -20 | -20 | -20 | -10 |
| Less Lunch | -40 | -40 | -40 | -40 | -40 | -40 |
| Actual Daily Instructional Minutes | 238.00 | 238.00 | 238.00 | 276.00 | 276.00 | 286.00 |
| Number of Early Release Days | 37 | 37 | 37 | 37 | 37 | 37 |
| Annual Minutes - Early Release Days | 8806 | 8806 | 8806 | 10212 | 10212 | 10582 |
| Total Number of School Days | 180 | 180 | 180 | 180 | 180 | 180 |
| Total Minutes Calculations | | | | | | |
| Sub-total - Minutes for Year | 50740 | 50740 | 50740 | 57200 | 57200 | 59000 |
| Adjustments for Special Circumstances: | | | | | | |
| Description: _____ | | | | | | |
| Description: _____ | | | | | | |
| Actual Minutes for the Year | 50740 | 50740 | 50740 | 57200 | 57200 | 59000 |
| Required Minutes | 36000 | 50400 | 50400 | 54000 | 54000 | 54000 |
| Over/Under | 14740 | 340 | 340 | 3200 | 3200 | 5000 |

10 Total Minimum Days
 3 = Pre-Holiday
 5 = Parent Conferences
 1 = Open House
 1 = End of Year

Required Minutes Calculations

| Grade Span | Statutory Minimum |
|--------------|-------------------|
| Kindergarten | 36000 |
| Grades 1-3 | 50400 |
| Grades 4-6 | 54000 |
| Grades 7-8 | 54000 |

Hart-Ransom Elementary School

Instructional Minutes

2015-2016

| Regular Days | | Grades TK & K | Grades 1-2 | Grade 3 | Grades 4-5 | Grade 6 | Grades 7-8 |
|---|-----------------|------------------|---------------|------------|---------------|------------|---------------|
| Start of Day | | 8:10 | 8:10 | 8:10 | 8:10 | 8:10 | 8:10 |
| End of Day | | 14:00 | 14:00 | 14:00 | 14:40 | 14:40 | 14:40 |
| | Number of Hours | 5:50 | 5:50 | 5:50 | 6:30 | 6:30 | 6:30 |
| Total Number of Minutes | | 350.00 | 350.00 | 350.00 | 390.00 | 390.00 | 390.00 |
| Less Recess/Break | | -20 | -20 | -20 | -20 | -20 | -10 |
| Less Lunch | | -40 | -40 | -40 | -40 | -40 | -40 |
| Actual Daily Instructional Minutes | | 290.00 | 290.00 | 290.00 | 330.00 | 330.00 | 340.00 |
| Number of Regular Days | | 160 | 160 | 160 | 160 | 160 | 160 |
| Annual Minutes - Regular Days | | 46400 | 46400 | 46400 | 52800 | 52800 | 54400 |
| Minimum Days | | Grades TK & K | Grades 1-2 | Grade 3 | Grades 4-5 | Grade 6 | Grades 7-8 |
| Start of Day | | 8:10 | 8:10 | 8:10 | 8:10 | 8:10 | 8:10 |
| End of Day | | 12:50 | 12:50 | 12:50 | 12:50 | 12:50 | 12:50 |
| | Number of Hours | 4:40 | 4:40 | 4:40 | 4:40 | 4:40 | 4:40 |
| Total Number of Minutes | | 280.00 | 280.00 | 280.00 | 280.00 | 280.00 | 280.00 |
| Less Recess | | -20 | -20 | -20 | -20 | -20 | -10 |
| Less Lunch | | -40 | -40 | -40 | -40 | -40 | -40 |
| Actual Daily Instructional Minutes | | 220.00 | 220.00 | 220.00 | 220.00 | 220.00 | 230.00 |
| Number of Minimum Days | | 20 | 20 | 20 | 20 | 20 | 20 |
| Annual Minutes - Minimum Days | | 4400 | 4400 | 4400 | 4400 | 4400 | 4600 |
| Early Release Days | | Grades TK & K | Grades 1-2 | Grade 3 | Grades 4-5 | Grade 6 | Grades 7-8 |
| Start of Day | | 8:10 | 8:10 | 8:10 | 8:10 | 8:10 | 8:10 |
| End of Day | | 12:50 | 12:50 | 12:50 | 12:50 | 12:50 | 12:50 |
| | Number of Hours | 4:40 | 4:40 | 4:40 | 4:40 | 4:40 | 4:40 |
| Total Number of Minutes | | 280.00 | 280.00 | 280.00 | 280.00 | 280.00 | 280.00 |
| Less Recess | | -20 | -20 | -20 | -20 | -20 | -10 |
| Less Lunch | | -40 | -40 | -40 | -40 | -40 | -40 |
| Actual Daily Instructional Minutes | | 220.00 | 220.00 | 220.00 | 220.00 | 220.00 | 230.00 |
| Number of Early Release Days | | 0 | 0 | 0 | 0 | 0 | 0 |
| Annual Minutes - Early Release Days | | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Number of School Days | | 180 | 180 | 180 | 180 | 180 | 180 |
| Total Minutes Calculations | | | | | | | |
| Sub-total - Minutes for Year | | 50800 | 50800 | 50800 | 57200 | 57200 | 59000 |
| Adjustments for Special Circumstances: | | | | | | | |
| Description: _____ | | | | | | | |
| Description: _____ | | | | | | | |
| Actual Minutes for the Year | | 50800 | 50800 | 50800 | 57200 | 57200 | 59000 |
| Required Minutes | | 36000 | 50400 | 50400 | 54000 | 54000 | 54000 |
| Over/Under | | 14800 | 400 | 400 | 3200 | 3200 | 5000 |

20 Total Minimum Days
 3 = Pre-Holiday
 8 = Professional Development
 5 = Parent Conferences
 1 = Floating
 1 = Open House
 2 = End of Year

Required Minutes Calculations

| Grade Span | Statutory Minimum |
|--------------|-------------------|
| Kindergarten | 36000 |
| Grades 1-3 | 50400 |
| Grades 4-6 | 54000 |
| Grades 7-8 | 54000 |

HART-RANSOM UNION SCHOOL DISTRICT

2014 - 2015 CERTIFICATED SALARY SCHEDULE w/ 5% INCREASE

| BASE BA | | A BA+12 | | B BA+24 | | C BA+36 | | D BA+48 | | E BA+60 | | F BA+72 | |
|------------|--------|------------|--------|------------|--------|------------|--------|------------|--|------------|--|------------|--|
| 1 | 44,739 | 1 | 46,122 | 47,508 | 48,930 | 50,399 | 51,914 | 53,471 | | | | | |
| | 47,122 | | 48,508 | 49,930 | 51,399 | 52,914 | 54,471 | | | | | | |
| 2 | 46,086 | 2 | 47,508 | 48,930 | 50,399 | 51,914 | 53,471 | 55,074 | | | | | |
| | 48,508 | | 49,930 | 51,399 | 52,914 | 54,471 | 56,074 | | | | | | |
| 3 | 47,466 | 3 | 48,930 | 50,399 | 51,914 | 53,471 | 55,074 | 56,726 | | | | | |
| | 49,930 | | 51,399 | 52,914 | 54,471 | 56,074 | 57,726 | | | | | | |
| 4 | 48,891 | 4 | 50,399 | 51,914 | 53,471 | 55,074 | 56,726 | 58,427 | | | | | |
| | 51,399 | | 52,914 | 54,471 | 56,074 | 57,726 | 59,427 | | | | | | |
| 5 | | 5 | 51,914 | 53,471 | 55,074 | 56,726 | 58,427 | 60,181 | | | | | |
| | 52,914 | | 54,471 | 56,074 | 57,726 | 59,427 | 61,181 | | | | | | |
| 6 | | 6 | 53,471 | 55,074 | 56,726 | 58,427 | 60,181 | 61,985 | | | | | |
| | 54,471 | | 56,074 | 57,726 | 59,427 | 61,181 | 62,985 | | | | | | |
| 7 | | 7 | 55,074 | 56,726 | 58,427 | 60,181 | 61,985 | 63,847 | | | | | |
| | 56,074 | | 57,726 | 59,427 | 61,181 | 62,985 | 64,847 | | | | | | |
| 8 | | 8 | 56,726 | 58,427 | 60,181 | 61,985 | 63,847 | 65,762 | | | | | |
| | 57,726 | | 59,427 | 61,181 | 62,985 | 64,847 | 66,762 | | | | | | |
| 9 | | 9 | 58,427 | 60,181 | 61,985 | 63,847 | 65,762 | 67,734 | | | | | |
| | 59,427 | | 61,181 | 62,985 | 64,847 | 66,762 | 68,734 | | | | | | |
| 10 | | 10 | 60,181 | 61,985 | 63,847 | 65,762 | 67,734 | 69,767 | | | | | |
| | 61,181 | | 62,985 | 64,847 | 66,762 | 68,734 | 70,767 | | | | | | |
| 11 | | 11 | | 63,847 | 65,762 | 67,734 | 69,767 | 71,858 | | | | | |
| | | | 59,169 | 66,762 | 68,734 | 70,767 | 72,858 | | | | | | |
| 12 | | 12 | | | 67,734 | 69,767 | 71,858 | 73,648 | | | | | |
| | | | | 68,734 | 70,767 | 72,858 | 74,648 | | | | | | |
| 13 | | 13 | | | | 71,858 | 73,648 | 76,234 | | | | | |
| | | | | | 72,858 | 74,648 | 77,234 | | | | | | |
| 14 | | 14 | | | | | 76,234 | 78,512 | | | | | |
| | | | | | | 77,234 | 79,512 | | | | | | |
| 15 | | 15 | | | | | | 80,784 | | | | | |
| | | | | | | | 81,784 | | | | | | |
| 16 | | 16 | | | | | | 83,057 | | | | | |
| | | | | | | | 84,057 | | | | | | |
| 18 | | 18 | | | | | | 85,330 | | | | | |
| | | | | | | | 86,330 | | | | | | |
| 20 | | 20 | | | | | | 87,603 | | | | | |
| | | | | | | | 88,603 | | | | | | |
| 25 | | 25 | | | | | | 89,878 | | | | | |
| | | | | | | | 90,878 | | | | | | |

Reflects 5% Increase for FY14-15

\$8,400 Annual Benefit Cap (Reflects \$600 Annual increase for FY2014-15)

HART-RANSOM UNION SCHOOL DISTRICT

2014 - 2015 CERTIFICATED SALARY SCHEDULE w/ 5% INCREASE

| BASE BA | | A BA+12 | | B BA+24 | C BA+36 | D BA+48 | E BA+60 | F BA+72 |
|------------|--------|--|--------|------------|------------|------------|------------|------------|
| 1 | 44,739 | 1 | 46,122 | 47,508 | | | | |
| | | | 47,122 | 48,508 | | | | |
| 2 | 46,086 | 2 | 47,508 | 48,930 | 50,399 | | | |
| | | | 48,508 | 49,930 | 51,399 | | | |
| 3 | 47,466 | 3 | 48,930 | 50,399 | 51,914 | 53,471 | | |
| | | | 49,930 | 51,399 | 52,914 | 54,471 | | |
| 4 | 48,891 | 4 | 50,399 | 51,914 | 53,471 | 55,074 | 56,726 | |
| | | | 51,399 | 52,914 | 54,471 | 56,074 | 57,726 | |
| 5 | | 5 | 51,914 | 53,471 | 55,074 | 56,726 | 58,427 | 60,181 |
| | | | 52,914 | 54,471 | 56,074 | 57,726 | 59,427 | 61,181 |
| 6 | | 6 | 53,471 | 55,074 | 56,726 | 58,427 | 60,181 | 61,985 |
| | | | 54,471 | 56,074 | 57,726 | 59,427 | 61,181 | 62,985 |
| 7 | | 7 | 55,074 | 56,726 | 58,427 | 60,181 | 61,985 | 63,847 |
| | | | 56,074 | 57,726 | 59,427 | 61,181 | 62,985 | 64,847 |
| 8 | | 8 | 56,726 | 58,427 | 60,181 | 61,985 | 63,847 | 65,762 |
| | | | 57,726 | 59,427 | 61,181 | 62,985 | 64,847 | 66,762 |
| 9 | | 9 | 58,427 | 60,181 | 61,985 | 63,847 | 65,762 | 67,734 |
| | | | 59,427 | 61,181 | 62,985 | 64,847 | 66,762 | 68,734 |
| 10 | | 10 | 60,181 | 61,985 | 63,847 | 65,762 | 67,734 | 69,767 |
| | | | 61,181 | 62,985 | 64,847 | 66,762 | 68,734 | 70,767 |
| 11 | | 11 | | 63,847 | 65,762 | 67,734 | 69,767 | 71,858 |
| | | | | 59,169 | 66,762 | 68,734 | 70,767 | 72,858 |
| 12 | | 12 | | | 67,734 | 69,767 | 71,858 | 73,648 |
| | | | | | 68,734 | 70,767 | 72,858 | 74,648 |
| 13 | | 13 | | | | 71,858 | 73,648 | 76,234 |
| | | | | | | 72,858 | 74,648 | 77,234 |
| 14 | | 14 | | | | | 76,234 | 78,512 |
| | | | | | | | 77,234 | 79,512 |
| 15 | | 15 | | | | | | 80,784 |
| | | | | | | | | 81,784 |
| 16 | | 16 | | | | | | 83,057 |
| | | | | | | | | 84,057 |
| 18 | | 18 | | | | | | 85,330 |
| | | | | | | | | 86,330 |
| | | Longevity pay through professional growth units. | | | | | | |
| 20 | | 20 | | | | | | 87,603 |
| | | | | | | | | 88,603 |
| 25 | | 25 | | | | | | 89,878 |
| | | | | | | | | 90,878 |

Reflects 5% Increase for FY14-15

\$8,400 Annual Benefit Cap (Reflects \$600 Annual increase for FY2014-15)