

# HRUSD-HRTA Negotiations Update

*Provided by the Hart-Ransom Union School District*

Negotiation Date: March 14, 2016

- **Overview**

- HRUSD and HRTA had a positive and productive day of negotiations in which both teams presented and discussed the specifics of each party's initial proposals. After a good amount of discussion, HRUSD presented a package proposal offering a 4% increase to the salary schedule and addressing all of the items of contract language that the teams had discussed. HRTA determined to prepare a response to the district's proposal and present it on April 5, 2016, when both teams are scheduled to reconvene to continue negotiations.

- **Articles Discussed**

- Article 16: Salaries and Benefits (Mutual Reopener)
  - HRUSD offered a 4% increase to the salary schedule (retroactive to July 2015) and no increase to the benefit cap
  - HRUSD proposed to extend 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.
  - HRUSD proposed 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). There was discussion about how this change would affect employees who were hired in the past. No data were immediately available to help answer that question, and so the district's proposal, pending the gathering of relevant data, was to make no change to existing employees.
  - ***Update as of 3/23/2016: After reviewing relevant data, the district submitted to HRTA an amended package proposal which now 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. Some other currently employed teachers who also had more than six years of experience when they were hired are not named in the proposal for salary schedule placement adjustments because they are already at the highest step in their respective salary schedule column, and there is no higher placement to consider for them.***
  - HRUSD 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)
  - HRTA proposed to increase the number of discretionary leave days (AKA “No Tell” days) from four days per year to ten days per year in Article 3.7.B. In its package proposal, HRUSD proposed to make no change to the number of discretionary leave days currently allowed by contract.
  - HRUSD 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.”
  - HRUSD 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.
- Article 7: Class Size (Reopened by HRUSD)
  - HRUSD presented a proposal for Article 7.1 that does not seek to change the target class sizes in any way, but does 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.
- Article 8: Teaching Conditions (Reopened by HRUSD)
  - HRUSD presented a proposal establish early-release days on Wednesday afternoons in order to create protected time for teachers to engage in weekly professional collaboration about instruction. This proposal eliminates eight professional development minimum days that have been scheduled on Fridays in the past.
  - HRUSD proposed to change the language of Article 8.2 regarding the teacher’s work day to clarify the meaning of a professional day.
- Article 15: Minimum Days (Recommended for mutual reopening by HRUSD)
  - 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).
- Article 19: Stipends (Reopened by HRTA)
  - HRTA 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 package proposal to make such appropriate additions and increases as had been proposed by HRTA. HRUSD also proposed some minor wording changes on the stipend schedule (list of stipends).
- Tentative Agreements: None
- Next Negotiation Session: Tuesday, April 5, 2016

***A complete copy of the district’s package proposal is attached below.***

# **Package Proposal - Certificated**

HRUSD

~~3/14/2016 1:43 PM~~

**Amended 3/23/2016 3:19 PM**

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

### **Salary Schedule Increase**

4% on the salary schedule, retroactive to July 2015

### **Benefit Cap**

No increase to the current benefit cap of \$8,400

### **Salary Schedule Structure - Upper-Right Corner**

Extend the patterned salary schedule placement figures into the upper-right corner of the certificated salary schedule.

### **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.**

~~\*No salary placement adjustments for current employees as a result of this language change.~~

**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 3 - Leave of Absence**

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

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.~~

### **Article 3.6 - Bereavement Leave**

An employee shall be entitled to up to three (3) days of paid bereavement leave for the death of a member of the family, or five (5) days if out-of-state travel is required. An employee shall be entitled to paid bereavement leave, not to exceed five (5) days for the death of a parent, spouse or child. Members of the family, as used in this paragraph, means: grandmother, grandfather, or a grandchild of the employee, or the mother, father, child, grandmother, grandfather, or a grandchild of the spouse of the employee, and the son-in-law, daughter-in-law, brother, or sister, brother-in-law and sister-in-law of the employee, ~~aunt, uncle, first cousin,~~ or a person who was, at the time of death, a permanent member of the employee's household. Employee shall also be entitled to paid bereavement leave, not to exceed ½ day, for the death of a student and parent/guardian of student.

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

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

## **Article 7.1 - Class Size**

The District shall attempt to maintain class size at no more than twenty-four (24) students in grades Transitional Kindergarten (TK) through third and thirty (30) in grades four through eight. The Superintendent will publish a quarterly enrollment report, which will be made available to all employees. When any individual class size exceeds twenty-five (25) in grades TK through three, **thirty-one (31)** ~~thirty (30)~~ in grades four through six, or **thirty-one (31)** ~~thirty (30)~~ for three or more periods in grades seven and eight, one or more of the following options will be implemented within 30 days.

## **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 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

- Add "Track Coach" stipend at \$600 x 1
- Add one Volleyball Coach stipend, for a new allocation of "\$600 per team x 3"
- Add one Boys' Basketball Coach stipend, for a new allocation of "\$825 per team x 3"
- Add one Girls' Basketball Coach stipend, for a new allocation of "\$825 per team x 3"
- 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
- Retitle "Yearbook" to "Yearbook Coordinator"
- Retitle "Graduation" to "Graduation Coordinator"
- Retitle "Student Council" to "Student Council Coordinator"
- Retitle "Science Olympiad" to "Science Olympiad Coordinator"
- 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"