

Hart-Ransom Union School District

2018-2021 Classified Labor Successor Contract

Initial District Bargaining Proposal

January 11, 2018

The Hart-Ransom Union School District Governance Team has identified the following articles for negotiation during 2018-2019 successor contract negotiations:

Article 6 – Hours and Overtime

- The district seeks to improve language regarding the workweek.
- The district seeks to clarify and improve language regarding the equal distribution of overtime.
- The district seeks to clarify and improve language regarding length of workday.
- The district seeks to clarify language regarding duty-free lunch period.
- The district seeks to clarify and improve language regarding summer hours.
- The district seeks to clarify and improve language regarding holiday hours.

Article 7 – Pay and Allowances

- The district seeks to improve the placement of language regarding evening employee lunch periods.
- The district seeks to improve the placement of language regarding mileage.

Article 9 – Health and Welfare

- The district seeks to make appropriate and sustainable adjustments to the benefit cap that will allow the district to maintain a balanced and conservative budget in the current fiscal year and in the future.

Article 10 – Vacation

- The district seeks to clarify language regarding vacation carryover.

Article 11 – Holidays and Minimum Days

- The district seeks to clarify and improve language regarding minimum days.

Article 12 – Leaves

- The district seeks to clarify and improve language regarding extended illness leave.
- The district seeks to clarify and improve language regarding bereavement leave.
- The district seeks to clarify language regarding personal necessity leave.

- The district seeks to clarify language regarding discretionary leave.

Article 13 – Transfers and Vacancies

- The district seeks to clarify language regarding filing/application.

Article 15 – Layoff and Reemployment

- The district seeks to correct language regarding notice of layoff.
- The district seeks to clarify language regarding reemployment rights.

Article 16 – Disciplinary Action

- The district seeks to clarify and improve language regarding disciplinary action in non-critical situations.

Article 18 – Severability

- The district seeks to clarify and improve the language of the savings clause.

Article 22 – Criteria for Placement of Classified Employees on the Salary Schedule

- The district seeks to improve the placement and clarity of language regarding placement of classified employees on the salary schedule.

Article 23 – Transportation

- The district seeks to clarify and improve language regarding bus trip rotation.

New Article – Definitions

- The district seeks to establish a new definitions article to define specific words and align the use of specific words throughout the collective bargaining agreement.

Appendix A – Bargaining Unit Exclusions

- The district seeks to clarify the list of bargaining unit exclusions.

Appendix B – Salary Schedule

- The district seeks to make appropriate and sustainable adjustments to the 2018-2019 salary schedule that will allow the district to maintain a balanced and conservative budget in the 2018-2019 current fiscal year and in future years.

Appendix F – New Employee Orientation Checklist

- The district seeks to delete Appendix F.