

**Negotiations Meeting
May 21, 2018**

Negotiations between the School Board and NPEA were held at New Plymouth School District Office on May 21, 2018 at 6:00 p.m. Board Members present were Dave Brogan—Chairperson, and Arlo Decker. NPEA Members present were Pierrette Madrid-Harris, Mae Holady, and Jodie Smith. Board Attorney, Amy White was also present as well as NPEA Representative, David Tjaden.

Negotiations

The Board and the NPEA met to discuss salary and benefits for the **2018-2019** school year.


The **NPEA** presented the following proposals to the board:

1. Article I Personal Leave: No change
2. Article II Bereavement Leave: No change
3. Article III Professional Leave: No change
4. Article IV Association Leave: No change
5. Article V Extended Leave of Absence: No change
6. Article VI Sick Leave: No change
7. Article VII Sick Leave Bank: No change
8. Article VIII: Fringe Benefits: District would pay health insurance increase of \$13.70/month per full time employee
9. Article IX Salary Schedule: 5.5% salary increase across the board plus steps and lanes
10. Article X (formerly XVI) Language For Evaluation Appeal: No change
11. Article XI Extra Curricular: Add Cross Country Head Coach (12%)
Level out Advisors from \$150 to \$200 each for:
 - Pep Club
 - HS Student Council
 - TSA Advisor
 - HS Quiz Bowl
 - HS Foreign Language Club
 - HOSA
 - National Honor Society
12. XII Performance Pay Committee: Add letter h. The first meeting of the committee shall occur on or before the end of October. The committee will meet to finalize plans on or before the end of January.
13. Article XIII Dual Compensation: No change
14. Article XIV Negotiations Time: No change
15. Article XV Negotiations: No change
16. Article XVI Duration: No change

Additional NPEA proposals to District:

1. Article XII Problem Solving Mechanism (Grievance Procedure)
2. Article XIII Association Rights
3. Article XIV Protections from Inappropriate Behavior from Supervisors, Co-Workers and Parents
4. Changes to Impasse section D-3 Mediation: Strike out sections a, b, and c
5. Housekeeping-correcting typos and other discrepancies


Chairman


Clerk of the Board