

**Negotiations Meeting
May 31, 2018**

Negotiations between the School Board and NPEA were held at New Plymouth School District Office on May 31, 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 the NPEA Representative.

Negotiations

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

The Board Attorney, Amy White presented the following counter proposals to the NPEA:

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: Article 4.2 Placement and Movement
 - 4.2.1 For the 2018-2019 school year, Professional Employees who are returning to the District shall be frozen in the compensation cell placement for the 2017-2018 school year, with no movement in steps or lanes and no increase in salary from the 2017-2018 school year.

 - 4.2.2 For the 2018-2019 school year, Professional Employees new to the District shall be placed where they would have been placed had they been employed by the District during the 2017-2018 school year.

 - 4.2.3 No Professional Employee shall earn less than the state mandated minimum salary, regardless of the figure stated in the above salary schedule (4.0 Salary Schedule for Professional Employees)

10. Article X (formerly XVI) Language For Evaluation Appeal: No change
11. Article XI Extra Curricular: Add Cross Country Assistant Coach (6%)
Level out Advisors from \$150 to \$200 each for:
 - Pep Club
 - HS Student Council
 - BPA
 - TSA
 - HS Quiz Bowl
 - HS Foreign Language Club
 - HOSA
 - National Honor Society

12. XII Performance Pay Committee: Article 7.0 Leadership Premiums
"In furtherance of Leadership compensation, the Board shall make every effort to have committees meet and finalize formal plans and programs prior to the end of the first semester of the school year.
13. Article XIII Dual Compensation: No change
14. Article XIV Negotiations Time: No change
15. Article XV Negotiations: No change

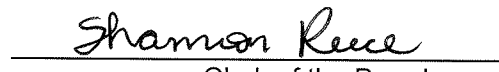
16. Article XVI Duration: No change

Additional NPEA proposals to District:

1. **Article XII Problem Solving Mechanism (Grievance Procedure)** See wording: Article 9.0 Certificated Employee Grievance
2. **Article XIII Association Rights** See wording: Article 1.4 Association Rights and Responsibilities
3. **Article XIV Protections from Inappropriate Behavior from Supervisors, Co-Workers and Parents** Board did not accept this proposal
4. **Changes to Impasse section D-3 Mediation:** Strike out sections a, b, and c
5. **Housekeeping-correcting typos and other discrepancies** Changes to typos, discrepancies, and re-wording made in red



Chairman



Clerk of the Board