

MINUTES

Negotiations Meeting June 4, 2018

Negotiations between the School Board and NPEA were held at New Plymouth School District Office on June 4, 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.

Negotiations

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

The following Articles were agreed upon by the NPEA and the Board at this meeting:

1. *Removal of Pre-amble (June 4, 2018)*
2. *Procedural Agreement (June 4, 2018)*
3. *Article 9-Duration (will be renumbered) (June 4, 2018)*

The NPEA presented the following counter proposals to the Board:

1. The Board and NPEA agreed to take Preamble wording out
2. Article I Personal Leave: No change
3. Article II Bereavement Leave: No change No change
4. Article III Professional Leave: No change No change
5. Article IV Association Leave: No change Added 2.4.3
6. Article V Extended Leave of Absence: No change Wording changes (e.)
7. Article VI Sick Leave: No change No change
8. Article VII Sick Leave Bank: No change Strike out in 2.7.3
9. Article VIII: Fringe Benefits: District would pay health insurance increase of \$13.70/month per full time employee Changes in 3.1.1 and keep 3.3
10. 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. NPEA counter proposed 5% increase in salary across the board plus steps and lanes; Strike out 4.1; Add 4.2.1
 - 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. Not added
 - 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) Not added
11. Article X (formerly XVI) Language For Evaluation Appeal: No change Changes in red
12. 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

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Order changes

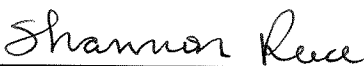
13. **XII Performance Pay Committee: Article 7.0 Leadership Premiums**
"In furtherance of Leadership compensation, the Board shall make every effort to have committees meet and finalize formal plans and programs prior to the end of the first semester of the school year. See Article 7 changes from NPEA
14. **Article XIII Dual Compensation: No change**
15. **Article XIV Negotiations Time: No change**
16. **Article XV Negotiations: No change**
17. **Article XVI Duration: No change the Board and NPEA agreed on Acceptance and Duration**

Additional NPEA proposals to District:

1. **Article XII Problem Solving Mechanism (Grievance Procedure)** See wording: Article 9.0 Certificated Employee Grievance Article 8 see changes
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 NPEA counter proposed this
4. **Changes to Impasse section D-3 Mediation: Strike out sections a, b, and c** No change
5. **Housekeeping-correcting typos and other discrepancies** Changes to typos, discrepancies, and re-wording made in red
6. Proposed item 4 to Procedural Agreement-Board and NPEA agreed on this item
7. Proposed item 4.4.4 If a Professional Employee instructs the District to cease withdrawal of Association dues from payroll deduction, the District shall notify the Association with five (5) days



Chairperson



Clerk of the Board