

BARGAINING UPDATE: April 27, 2018

On April 16, 2018 the District and NHTA Bargaining teams met for the third time. At the end of the day, the Mediator considered the discussion and proposals from both sides and crafted a “Mediator’s Proposal” that she felt was a fair compromise between the parties. The sides adjourned and came back together for a conference call on Thursday April 19 to decide if they would pass the Proposal on to their respective Boards. At that time, the District agreed to pass on the Mediator’s proposal to the Superintendent and School Board and NHTA agreed to bring the Proposal before their Executive Board and Rep Council for approval to put out to the members for a ratification vote. The District understands that on April 25 NHTA leadership agreed to put the Mediator’s Proposal out to the members for a ratification vote.

The District believes that there may be some confusion as to whether the parties were required or forced to pass the Mediator's Proposal on to their respective Boards. For the record, neither party was required or forced to accept the Mediator’s Proposal. Rather, both parties chose to do so. If accepted and ratified by the members, the proposed settlement will come before the School Board for final approval on May 15. If the Proposal fails, the parties will either continue the mediation process or ask the Mediator to be released to Fact Finding. If the parties are released to Fact Finding, the Proposal reverts back to the parties’ *Last Best Offers* prior to Mediation. Below is the full Mediator’s Proposal that is on the table:

Mediator’s Proposal

April 16, 2018 4:06 pm

1. 2% on schedule retro 7/1/17
2. \$600.00 stipend for 17/18 school year
3. Salary schedule compression (32-29) begins in 19/20 school year
4. Calendar: Transition to having first semester end before winter break as follows:
 - a. 19/20 school year: Calendar Start to move 1 week earlier to August 21, 2019 (first student day)
 - b. 20/21 school year: Continued implementation towards full implementation
 - c. 21/22 school year: Full implementation of goal for first semester to end before winter break
 - d. Calendar Task Force: Task Force to have an equal number of District, NHTA, CSEA, parents and students to convene beginning in 18/19 school year and shall conduct regular meetings to investigate and recommend a plan to reach the goal of finishing

semester 1 before winter break 21/22. The Task Force shall report their recommendation(s) to the Superintendent prior to March 1, 2019.

5. Reopeners for salary (including salary schedule compression) in 18/19 and 19/20
6. Kinder language as stated in NHTA proposal on 4/16/18 at 3pm (see below *)
7. All TA's reached previously in bargaining
8. Status Quo on rest of contract

*** Full Day Kinder Side Letter/Article 6**

~~6.1.4 Kindergarten teachers in a team teaching situation will have primary responsibility for the instruction of one class of kindergarten students for 200 minutes per day. During the remainder of the kindergarten instructional day, they will be available to assist and to complete other activities appropriate to the kindergarten program. Each team of kindergarten teachers shall be given one additional 40-minute joint planning period per week as long as the 200-minute kindergarten day remains in existence.~~

6.1.4 Each Kindergarten teacher will have the same number of minutes of prep as all other elementary teachers and the prep classes will be age appropriate and delivered in the afternoon if possible.

Allow half-day Kindergarten instruction during August and September in the morning (am) to allow for assessments in the afternoon (pm), except Kinder SDC

Provide a lavatory in each Kindergarten room whenever possible.

In consultation with the site principal, sites will develop an appropriate lunch schedule for students in full day Kindergarten classes.

In the process of site budget development, schools are strongly encouraged to consider the use of site funds to provide each full day Kindergarten teacher with at least 40 minutes of instructional support per day.

Sites are strongly encouraged to provide additional Lunch Duty Supervision and extra recess supervision for students.

→ Strike Article 6.1.4 and the remainder of the Full Day Kinder Side Letter. All remaining sections of this article remain status quo.