

**HARWOOD UNIFIED UNION SCHOOL DISTRICT
NEGOTIATIONS WORK GROUP
THURSDAY, JUNE 8, 2017, 4:30-6:30 P.M.
HARWOOD UNION HIGH SCHOOL LIBRAR**

Present: Nancy Myrto, Donna Constant, Becky Auger, Cindy Lyons, Jim Casey, Michelle Baker, Brigid Nease, Christine Sullivan, Maureen McCracken (4:40), Jill Schwenderman (4:45), Donna Mullins (5:10)

Call to order 4:35

See if we can make one last package proposal before we go to mediation/impasse
Salary/benefit: counter proposals first
ESP loses coin flip, they go first

3 year duration

lunch Moretown only

6 mos. 90/10

then 95/5 based on Gold CDHP with HRA only at 95% board pays first dollar
salary base 13.50 no new money for new hires (stays same for duration)

status quo .50 BA/BS

different step situation 1-3 yrs. 2%, 3%, 3%

4-9 years 3.8% each year

10+ years 4% across all three years

6.11 Prior to posting, Superintendent will notify Association president/designee via email of new job category, starting wage, and education requirements

On written request (email) of association, superintendent or designee will provide report with wage rate, experience credits given, and placement for a new hire

7.3 Orientation shall be given... (remove adequate)

7.4 1st sentence "pay rate will change to be consistent with that of the new job category"

Add 7.5 An employee assigned to work at more than one campus during the workday will be compensated at regular hourly rate for all scheduled time necessary to transition between campuses and reimbursed for mileage necessary to transition between campuses.

8.5 grandfather Moretown employees' (as of 8/8/17) (including recall) paid lunch (TA pending benefits/salary agreement)

8.7 TA accept board language status quo

8.8 PD package would include bringing everyone to \$800

8.14 - willing to accept ESP language regarding notification - Building administrator rather than Administration "Employees who are requested by Building Administration to drive their personal automobiles on official school business will be reimbursed at the current IRS rate to be paid

monthly. Employees who agree to transport students at Building Administrator's request will be informed of insurance requirements.

9.4 TA

14.4 personal leave full year(4)/partial year(3)

HUUSD employees will be paid for unused personal leave days at the rate of pay consistent with the daily wage paid for a substitute employee

14.11 if it still applies, okay sunset language still in there not sure how many people it applies to staying with language

15.1 - three floating and day after Christmas for full year employees (same total of 11)

Are we still 6 for partial year? No, that was part of package

5 is where we want to stay if we grandfather Moretown paid lunch

15.2 15-24, then 25 or more

16.3 strong that we need word "credentials" TA

Article XX - Duration should be July 1, 2017 to June 30, 2020 Strike 2nd paragraph
Okay with night custodian language for sick time

Wages

Year one increase hourly wage by \$1 for anyone currently employed making less than \$15.50, 3% for those making more than \$15.50, 5.2% new money 3% in years 2 and 3 for everyone 13.50 with .50 on BA/BS

Benefits

- 90/10 for 6 months, then 80/20 based on Gold CDHP for dollar amount, 100% HRA OOP max. for Gold CDHP

Caucus

-13.50 plus .50

those making less than 15.50 -.50 increase in first year then 3%, 3%

15.50 and up 3.25, 3%,3%

insurance 85/15 dollar on gold CDHP, 95% HRA ESP pays 1st dollar (5%)

- Board okay to .50 for those less than 15.50 and percent steps indicated above

we will pay monthly HRA management fee

83/17 we will add holiday (6 total) 95% HRA with first dollar for ESP

3 year contract Agreement!

95% HRA (medical deductible spending only) first 5% out of ESP, 85/15 dollar amount of Gold CDHP dollar amount, we will pay HRA admin. fee (60 day run out time for spending - 90?)

6 holidays IN EXCHANGE FOR current employees 15.50 and below .75 increase 3%, 3% two years after

new hire amount 13.50 start .50 on BA/BS

15.50 and up 3.25%, 3%, 3%

Anybody here lower than \$13.50 will come up to that rate and get the .75