

PROCEEDINGS: WH CSD

WEST HANCOCK

COMMUNITY SCHOOL DISTRICT

Bargaining for FY 21 meeting #1

First meeting March 23, 2020 – West Hancock Elementary School board room – Britt, IA

Wayne Kronemann called the meeting to order at 4:20 p.m. Those present: Angie Johnson, Jon Harle, Paul Sonius, Shawn Mallen, Mark Sanger, Nedra Horstman, Jolene Bruns and Paul Francis, Bus. Mgr. Larson.

Agenda was approved and ground rules were set.

West Hancock Education Association Initial Proposal to West Hancock Community School District Board of Education

March 23, 2020

The WHEA is proposing a yearly salary increase of 2.05% (75,859) increase using the multiplier put out there by Mr. Kronemann to us. This increase would include \$600 added on to the base.

Since the implementation of TLC, there is a shortage of substitute teachers throughout all communities. Due to the, teachers are being asked to cover classes during their prep periods. A prep period should be defined as 30 consecutive minutes where a teacher may use that time to prepare for lessons, grade papers, communicate with parents, and work with the TLC and their colleagues.

With that definition in place, if a teacher is requested by the administration to cover a class during their prep period then they should be compensated. This compensation is based on the cost of the substitute teacher being \$105 per day so for 8 periods. If you pay each teacher that cover \$10 the district saves \$25. An example would be if a teacher in the district says they covered classes 3 times during the 1st quarter for a teacher that would

be \$240 spent compensating teacher instead of paying \$315. That is a savings of \$75. Of course, this does not include taxes etc.

Many school districts have done this as compensation for teacher's prep period.

Adjourned at 4:31 p.m.

Wayne Kronemann called the meeting to order at 4:50 p.m. Those present: Angie Johnson, Jon Harle, Paul Sonius, Shawn Mallen, Mark Sanger, Nedra Horstman, Jolene Bruns and Paul Francis, Bus. Mgr. Larson.

West Hancock Community School District Board of Education Initial and Final Proposal to West Hancock Education Association March 23, 2020

1. The West Hancock Board of Education proposes to only bargain base salary based on past practice. They are proposing a \$500 increase on the base pay and are also willing to add \$500 on schedule B. This equates to approximately \$86,000 increase or 2.32% overall when you include coaching steps and increase, plus covering insurance increases.

2. All illegal, permissive items, and non-negotiable items will remain in the staff handbook with no change.

Where no changes are proposed, the West Hancock Board is proposing current language and practice, except that all dates should be changed to reflect the 2020-21 term of the agreement.

West Hancock Education Association tentatively accepted proposal by West Hancock Community School District Board of Education.

Adjourned at 5:04 p.m.

Facilitator: Paul Sonius

Time Keeper: Angie Johnson

Published in The Leader
on Wednesday, April 1, 2020