

## **December 2021 - Tentative Agreement parameters between Hanover/Dresden School Board and Hanover Education Association**

General language change throughout document for all references from “his/her” to a gender-neutral pronoun e.g. they/their; change all reference of “Board” to “Boards”

Article 1: A, C & D – clean up wording and redundancies.

F – with regards to the school year, changes the absolute first day of work start date to a movable date based on a specific parameter on the calendar in August

K – added section to clarify how shared staff shall be treated and what the expectations are for multiple locations

Article 2: Updates the recognition of employees to include the latest position name changes and filing thereof with the NH PELRB

Article 4: grievance procedure – sections E, F, H & I – clean up typos, clarify language with regards to forwarding documents and update singular Board to plural: Boards

Article 5: employee evaluation –

- A – clarify expectations should changes to the evaluation policy be necessary
- E – update wording from difficulties to deficiencies with regards to performance
- H – with regards to mentors, clarify proration for partial year assignment and payment
- N – remove old policy no longer in effect and add wording surrounding grievances with regards to evaluation procedures and methods of implementation

Article 6: Leaves of Absence –

- G. Sabbatical leave – change availability of leave to every other year beginning 2022-2023
- I. Unpaid leave – limit employees on leave from engaging in employment with other public or private schools or risk termination and clarify notification of intent to return where failure to do so will constitute a resignation

Article 7 Part-Time Employees – A – update gender neutrality; update references to Article 17 to Article 14

Article 8 Insurance Provisions:

- Medical change copay increase 1% per year to 10% in 2022-23 and 11% in 2023-24
- Update language to clarify cash in lieu payment as an annual one

Article 9 Compensation:

- B. Placement - clarify how a new employee is placed on the scale and what constitutes time recognition
- D. Withholding of Base or Step Increases – add language to include the requirements of an improvement plan
- H. Annuity - clarify when payments for 403b contributions will be made and eliminate language which is no longer valid; increase top step match from 3% to 3.5%
- I. Longevity - remove the Longevity language and section as it only applies to one employee who will be grandfathered with an MOU
- J. Early Retirement - Relabel to I. and add updates to the following sections:
  - 1) include the requirement for employees to be actively engaged in duties to elect this option, and
  - 2) clarify notification requirements, and

4) make changes to insurance availability for retirees' spouses who reach Medicare eligibility, removing them from regular plans and requiring enrollment in Medicare supplement plans as well as updating the VT State Retirement System coverage and percentage of shared cost, and cash in lieu payments for retirees

Article 10 Voluntary Dues Deduction – update wording to actual current process

Article 14 Reduction in Force

- A. update wording to include a required notification period should RIF be necessary due to annual budget changes
- B. remove old policy no longer in effect and add wording allowing grievances

Article 18 Salary Schedule:

Increase to scale of 2% per year for 2 years and allow for 1 step

Warrant Articles (updated Jan. 6.2021) – Additional costs over status quo:

**Warrant Article Amounts - updated 1.6.21**

	Year 1		Year 2	% of total
<b>Dresden</b>	421,994		401,175	
(insur budgeted)	(20,227)		(21,238)	
less sabbat			(80,460)	68.77%
retiree change	(7,760)		(15,520)	
<b>WA Amt.</b>	394,007		283,957	
<b>Hanover</b>	210,353		213,755	
(insur budgeted)	(9,996)		(10,386)	
less sabbat			(36,540)	31.23%
retiree change	(4,530)		(9,060)	
<b>WA Amt.</b>	195,827		157,769	
<b>Totals</b>	589,834		441,726	
	2.76%		1.98%	4.74%

<b>DRESDEN:</b>		<b>HANOVER:</b>	
Hanover - Assess. & Proj Tax Rate		Hanover - Assess. & Proj Tax Rate	
Year 1:	268,212 0.10	Year 1:	195,827 0.07
Year 2:	193,298 0.07	Year 2:	157,769 0.06
Norwich - Assess & Proj Tax Rate			
Year 1:	125,795 0.0183		
Year 2:	90,659 0.0132		