

HWRSC Executive Session of Full School Committee
Current Status of Negotiations
Meeting Date: April 9, 2015

6:05 PM meeting called to order by Sheila MacDonald and moved to enter into executive session for the purpose of discussing strategy related to collective bargaining with the Hamilton Wenham Regional Education Association (HWREA).

Motion by Sheila MacDonald, 2nd Roger Kuebel.

Roll call voice Vote: Yes from all – Bill Wilson, Larry Swartz, Barbara Lawrence, Roger Kuebel, Sheila MacDonald, Deb Evans, Jeanise Bertrand

Stacey Metternick arrived at 6:07 PM

1. COLA--2.5% per year x 3 years
2. Health Insurance: Continue to work collaboratively to reduce costs to District and HWREA Membership
3. Planning Time:

Elementary Planning Time (restructuring of paragraphs only]

All elementary teachers will be guaranteed a minimum of 200 minutes per week of non-assigned preparation time during the student day. In addition, elementary teachers will also be guaranteed one (1] sixty (60) minute planning period on Wednesday. Non-assigned preparation time shall be scheduled so that no time period is less than thirty (30] minutes' duration for kindergarten teachers and specialists teachers and forty (40] minutes' duration for teachers of grades 1 through 5 and all day kindergarten. Every effort will be made to provide this time on four (4] different days per week. Non-assigned preparation time will be spent in the best interest of the students and their education by reserving the time for research, preparation, correcting, and student consultation.

In addition teachers will be allocated a 20-25 minute block of time surrounding the 20-minute duty free lunch. This block will be defined as teacher administrative time. Every effort will be made to ensure that teachers will determine use of this time for activities including, but not limited to: student tutorials, parent communications, afternoon setup, completing reports and forms and engaging in professional discourse. On occasion, teachers may be asked to attend a meeting during this time provided that the teacher has a preparation period during the day of the meeting.

Middle School Planning Time:

There will be a minimum of 500 minutes per week of planning time. This time will be used for both individual and common (team] planning time. Individual activities may include, but are not limited to: course research, assessing student work, and class

minutes of common planning time.

2 It is understood by both parties that, should any conflict occur as to the manner in which the individual and common planning time is being utilized, the immediate resolution will be that the Union President and the Superintendent of Schools will work to resolve the conflict. If resolution cannot be reached, the established grievance process will be followed.

High School Planning Time

There will be a minimum of 440 minutes per week of planning time. This time will be used for both individual and collaborative activities. Individual activities may include, but are not limited to: course research, correcting, and class preparation. Collaborative activities may include the development of common assessments, analysis of student work and curriculum development and will be spent in the best interest of the students and their education as they align with the departmental, school and district-wide goals.

Notes:

1. It is understood that the specific amount of planning allocated to individual or collaborative activities during any given week may vary. In general, a typical week may include 350 minutes of individual work and 90 minutes of collaborative work.
2. It is understood by both parties that, should any conflict occur as to the manner in which the individual and common planning time is being utilized, the immediate resolution will be that the Union President and the Superintendent of Schools will work to resolve the conflict. If resolution cannot be reached, the established grievance process will be followed.
4. Curriculum Pay Hourly Rate: Increase from \$18 to \$30 per hour
5. Stipends-Add the following:

-Elementary Morning Bus Duty 3 x \$1000 per year stipends per building -Teacher in

Charge for Elementary \$2133 x 3 -MS Team Leader \$3000 x 6

-John Kotch will provide 3 names for stipend committee. The Committee will review all stipends and develop a schedule that incorporates the new stipends into a structure that has an overall cost as the FY15 Actual Stipends +2.5%. Changes to the structure will be incorporated through a side letter with HWREA.

-Add "morning bus duty" to the list of duties an elementary teacher does not have to do (new stipend alleviates this need)

Vote to Adjourn (Larry Swartz moved) Deb Evans 2nd

Roll Call Voice Vote: All in favor, Bill Wilson Larry Swartz, Barbara Lawrence, Roger Kuebel, Sheila MacDonald, Deb Evans, Jeanise Bertrand, Stacey Metternick