

January 2019 - Ratified Agreement parameters between Hanover/Dresden School Board and Hanover Education Association

General language change throughout document to change “tenured/non-tenured” to “continuing/non-continuing”

Article 1: definition of a typical day being 7.5 hours

Article 4: grievance procedure – remove ability to appeal arbitration decision

Article 5: employee evaluation – update language to current policy and practice, set up ability for committee to revisit practice and make changes

Article 6: rearrange all of the leave section alphabetically and move all leave into one article location, other changes include the following –

- Clarify use of bereavement leave (post death matters) & define “partner”
- Define emergency leave and process (superintendent approval or designee)
- Add military service leave (non paid) to comply with law
- Consolidate all leave with regards to pregnancy & or adoption into one section labeled parental leave and break down into child bearing & child rearing
- Allow for personal leave to be used in increments of ¼ hour instead of ½ day
- Sabbatical leave – earlier notification dates for budgeting purposes, CSDC by Nov. 1 and approval by Dec. 31
- Sick leave – accrual for non-continuing contract from 12 each year 1st 5 years to 12/12/15/15 then 60 like continuing with no rollover; 7 days allowed for family sick

Article 8 (was 11) Insurance Provisions:

- Medical change to School Care Yellow with Choice Fund HRA (deduct 1K/2K), copay increase 1% per year in Yr. 2 & 3 (considerable savings from first year vendor/product change)
- Dental - fixed wording to actual coverage
- Disability – legal language update

Article 9 Compensation:

- Clean up prior years carryover language for placement on scale
- Move last pay day from last day worked to next regular pay date in cycle
- Early retirement – remove old, outdated prior years language
- Define level of wage for extra days worked or projects over the summer – 1 set rate
- Early retirement – set age parameters 55 to 62, earlier notification date & withdrawal for budgeting purposes and limit number of people per site to 3
- Track Advancement – clean language, earlier dates for notification and clarify process for payments; process for transcripts

Article 20 Staff Development: raise fund reimbursements from \$1,200 to 1,500

Article 22 Salary Schedule:

Increase to scale of 2% per year for 3 years and allow for 1 step

Warrant Articles – Additional costs over status quo:

Dresden	Hanover
Year 1 \$101,814	Year 1 \$ 66,215
Year 2 285,069	Year 2 142,149
<u>Year 3 285,528</u>	<u>Year 3 137,114</u>
Total: \$ 672,411	Total: \$345,478