

Highland Community Schools
HEA Negotiations Meeting
Monday, March 29, 2021
4:00 p.m. – High School Board Room

The meeting convened at 4:00 p.m. The following persons were in attendance:

Board of Directors

Ken Crawford, Superintendent
Sue Rich, Board Secretary
Rachel Longbine, Board Member

Highland Education Association

Jayne Kallaus Clint Jones
Carla Trees Justin Rapier

The HEA presented their proposal for the 2021-22 school year. The proposal is to have a salary increase of step and lane movement with a \$550.00 increase on the base wage, on Schedule B increase speech sponsor and school play sponsor to 10% of base and high school student council sponsor, middle school student council sponsor and national honor society sponsor to 7% of base, no changes to current contract language, adoption of current contract language, revise the initial statement for the compendium to The District reserves the right to amend or revise this Compendium annually and removal of .5 Technology Integrationist.

The meeting adjourned at 4:10 p.m.

Highland Community Schools
HEA Negotiations Meeting
Monday, March 29, 2021
4:15 p.m. – High School Board Room

The meeting convened at 4:17 p.m. The following persons were in attendance.

Board of Directors

Ken Crawford, Superintendent
Sue Rich, Board Secretary
Rachel Longbine, Board Member
Kevin Engel, Board Member

Highland Education Association

Jayne Kallaus
Clint Jones
Carla Trees
Justin Rapier

The Board of Directors presented their proposal for the 2021-22 school year. The proposal is to have a salary increase of one step, TSS money and add \$125.00 to base salary for a 1.99% total package. Language changes as follows: under leave strike the entire general leave section and change the personal leave section one to 3 personal days, section two to 4 personal days and section three strike entire paragraph, under employee hours under section one change start time to 7:45 am, under prep time add the bolded language Elementary at the beginning of the paragraph and add Secondary teachers (6-12) would have a period and half of prep time over a two-day period based on the A/B block schedule in addition to their 27 minutes of duty free lunch, have the contract and compendium run from July 1, 2021 through June 30, 2022, add to Schedule B golf coach at 10%, add boys track coach and girls track coach each at 14%, and add 10 days summer extended contract, per diem, for Agriculture Instructor.

The remaining negotiations meetings will be held in closed session.

The meeting adjourned at 4:27 p.m.

BOARD SECRETARY, SUE E RICH