

Highland Community Schools  
HEA Negotiations Meeting  
Thursday, March 30, 2023  
3:30 p.m. – High School Board Room

The meeting convened at 3:30 p.m. The following persons were in attendance.

Board of Directors

Ken Crawford, Superintendent  
Sue Rich, Board Secretary

Highland Education Association

Jayme Kallaus     Clint Jones  
Zach Hebl         Andy McDonald  
Mike Eden

The HEA presented their proposal for the 2023-24 school year. The proposal is to have a salary increase of step and lane movement with a \$425.00 increase on the base wage, compendium changes to the Teacher Leadership Compensation positions and add a nurse salary schedule to the contract.

The meeting adjourned at 3:39 p.m.

Highland Community Schools  
HEA Negotiations Meeting  
Thursday, March 30, 2023  
3:40 p.m. – High School Board Room

The meeting convened at 3:40 p.m. The following persons were in attendance.

Board of Directors

Ken Crawford, Superintendent  
Sue Rich, Board Secretary

Highland Education Association

Jayme Kallaus     Clint Jones  
Zach Hebl         Andy McDonald  
Mike Eden

The Board of Directors presented their proposal for the 2023-24 school year. The proposal is to have a salary increase of one step, TSS money and add \$250.00 to base salary for a 2.44% total package. Language changes as follows: Add Nurses scale for a nurse with a BSN and a scale for a nurse without a BSN, Compendium changes: Teacher Leadership Grant Selection/Members section.

The remaining negotiations meetings will be held in closed session.

The meeting adjourned at 3:45 p.m.

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SECRETARY, SUE E RICH