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HUDSON SCHOOL BOARD COLLECTIVE BARGAINING PROPOSAL TO AFSCME  
LOCAL 1906, COUNCIL 93, AFL-CIO - LEADERSHIP TEAM

December 16, 2021 *tentative agreement w/*

The School Board makes the following ~~package proposal~~ to the Leadership Team (AFSCME Local 1906). This ~~proposal~~ <sup>agreement</sup> calls for no other changes to the contents of the parties' 2020-2022 collective bargaining agreement other than those expressly contained herein.

(Proposed new language is identified in *bold italics*, proposed deletions are identified by ~~strikeouts~~.)

ARTICLE 3

COMPENSATION

3.1 — Basic Salary Schedule Salaries

The salaries and differentials of the members of the bargaining unit, as set forth in Appendix A, are attached and made a part of this Agreement.

a. For the ~~2020-2021~~ *2022-2023* school year, members of the bargaining unit shall receive ~~one step on their respective salary schedules. Members at the top step of their respective schedule shall receive a 2.25%~~ *3.5%* "cost of living" increase. and shall go ~~off schedule.~~ ✓

For the ~~2021-2022~~ *2023-2024* school year, members of the bargaining unit shall receive ~~one step on their respective salary schedules. Members at the top step of their respective schedule shall receive a 2.25%~~ *4.25%* "cost of living" increase. and shall go ~~off schedule.~~ ✓

Category 7 members at Step 12 or below, as of the effective date of this agreement, shall receive a one-time payment in the amount of \$500 in the first payroll in December 2020.

*b. Salaries are subject to the following adjustment:*

*Base salaries are for Master's degree, \$1,000 deduction for a Bachelor's degree.* ✓

*c. Unit members shall receive a stipend of \$1,000 for 30 credits beyond Master's degree.* ✓

*d. Unit members with a Ph.D will receive an additional \$1,000 stipend.*

e. Salaries will be adjusted on a per diem basis for employees whose work year extends beyond the work year in her/his category. The stipends referenced in (c) and (d) above, are not included for purposes of calculating the per diem rate.

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**3.3 Placement on Salary Schedule Hiring Rates**

- a. ~~Members of the Leadership Team shall be placed at the step appropriate for degree status and creditable years of experience.~~
- b. ~~Exclusive of individuals currently employed by the District and those positions within Category V,~~ The District may place newly hired employees on the salary schedule at a step higher than entry level **at a salary rate** that is commensurate with their training and experience, except that, in no case shall training and experience be used to place such new hires ~~on a step greater~~ **at a salary greater than** a current and continuing employee with similar training and experience **within** the same category. ✓

*New hire salaries shall fall within the following ranges by job category:* ✓

**Category 1: High School Principal (Full Year)**

**\$101,230 to \$120,000**

**Category 2: Middle School Principal (Full Year)**

**\$97,900 to \$115,000**

**Category 3: Elementary Principal, Deans, CTE Director (Full Year)**

**\$91,384 to \$108,000** ✓

**Category 4: Elementary Asst. Principal, Directors, Associate Principal (Full Year)**

**\$85,708 to \$100,000**

**Category 5: School Psychologist (198 Days)**

**\$65,059 to \$82,771**

**Category 6: Asst. Principals (HS & MS), Department Head, Special Education Coordinator (188 Days)**

**\$65,264 to \$85,000**

**Category 7: School Counselors (186 days)**

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\$41,752 to \$71,359 ✓

ARTICLE 4

WORKING CONDITIONS

**4.1 Length of Work Year**

- a. The length of the work year for members of the Leadership Team shall be as follows per position:

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208 day Employees  
 Special Education Department Head *Coordinators* ✓

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ARTICLE 5

SUPPLEMENTAL BENEFITS

**5.1 Medical Insurance**

- a. The School District will offer members of the bargaining unit a Cigna SchoolCare Yellow Open Access with Choice Fund Plan, Cigna SchoolCare Yellow Open Access with No Choice Fund Plan or comparable plan chosen by the School District. Members may select individual, two-person or family coverage. The School District shall pay the following percentage of the premiums for the Cigna SchoolCare Yellow Open Access with Choice Fund plan and unit members shall pay the remaining percentage dependent upon the plan selected:

	<u>2020-22</u>	<u>2022-23</u>	<u>2023-24</u>
School District	92%	91%	90%

The School District shall pay the following percentage of the premiums for the Cigna SchoolCare Yellow Open Access with No Choice Fund plan and unit members shall pay the remaining percentage dependent upon the plan selected.

	<u>2020-22</u>	<u>2022-23</u>	<u>2023-24</u>
School District	93%	91%	90%

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5.2 Life Insurance

a. The Hudson School District shall pay one hundred percent (100%) of the premium for a term life insurance policy *for each member of the bargaining unit* equal to twice the employee's salary ~~for each member of the bargaining unit~~, *but subject to a maximum benefit amount of \$250,000*. The carrier shall be chosen by the School Board. ✓

ARTICLE 6

LEAVE POLICIES

6.1 Sick Leave

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6.2 Short-term Disability Leave

(a) If a member of the Leadership Team is unable to work due to illness, injury, or childbirth, for a period of 10 consecutive days or longer, and otherwise qualifies for long-term disability payments, the employee will be granted short-term disability leave at full pay until the employee is able to return to work or until 90 *calendar* days after the commencement of said illness or injury, whichever is less. In no event may an employee use more than ~~60~~ 90 days of short-term disability leave each year. A year, for these purposes, shall be 12 months on a rolling calendar basis, calculated from the date that the leave begins. ~~The first 15 days of short-term disability leave will count as sick leave for the purpose of calculating sick days used. Any remaining sick leave must be used before an employee can begin collecting long term disability.~~ The usage sequence shall be as follows: (1) 15 days of sick leave and *use of any accrued sick leave* (2) *up to 60* 75-days short term disability *to cover any period of absence between exhaustion of accrued sick leave and 90 calendar days following commencement of the illness or injury*; (3) ~~any remaining sick leave~~; (4) long term disability. The employee may be required to furnish medical certification to the Superintendent indicating the extent of the illness or injury and verifying the employee's inability to work as a result. ✓

(b) Mini Sick Bank:

*Any employee who has exhausted all of their accrued sick leave upon return from short- or long-term disability leave, may access the "mini" sick bank. This sick bank will be used by, and available to, all bargaining unit employees, employed by the District for one-year or more, to access up to ten sick days. The sick bank may only be used for the employee's own personal illness or injury.* ✓

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*Any employee may apply for the use of the Sick Bank by providing the following to the Sick Bank Committee:*

- (1) A written request to draw from the Sick Bank.*
- (2) A letter from his/her doctor stating the nature of the illness, the initial date of required absence, and the expected date of ability to return to work.*

*3. All employees shall donate one (1) day to the sick bank as of the first payroll of each contract year until the total number of days exceeds a number equivalent to one times the number of employees in the bargaining unit. If at any time the number of sick days in the sick bank falls below ten days, one day per employee will be deducted from each employee on the first pay day in the following fiscal year and added to the sick bank until the number of days exceeds a number equivalent to one times the number of employees in the bargaining unit.*

*4. A committee consisting of 2 Leadership Team members and the Superintendent or his/her designee will then review the request and related information and determine the appropriateness of granting Bank Days and to what extent use will be permitted.*

*5. The committee's decision shall be final and binding, and is not subject to the parties' grievance procedure.*

## ARTICLE 11

### VOLUNTARY SEPARATION

In order to qualify for the voluntary separation benefit, the staff member must have a minimum of fifteen (15) years of District service.

The amount of the separation payment shall be determined as follows: \$1,000 per year of service in the District *plus 1/3 times the number of unused sick days; which, combined, shall result in* a maximum payment of *up to* \$25,000. The staff member must provide written notice to the District, in order to receive payment on July 1<sup>st</sup> of the following calendar year, *no earlier than the July 1<sup>st</sup> and* no later than September 1<sup>st</sup> of the preceding school year. The Hudson School Board may, in its complete discretion, grant waivers to the September 1<sup>st</sup> date of notice in cases of serious unforeseen circumstances.

*Once written notice under this article is received by the School Board, it may not be withdrawn by the staff member except for good cause as determined by the Board in its sole discretion.*

A maximum of three people a year shall be granted this benefit. In the event of multiple applications, the date of hire by the School District shall be used to determine benefit eligibility. Then, if necessary, the date of application for voluntary separation.

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**APPENDIX A: Salary Schedule 2020-2022**

<u>Category 1</u>	<u>High School Principals (Full Year)</u>	<u>Category 5</u>	<u>School Psychologist</u> <u>(198 Days)</u>
Step 1	101,230	Step 1	65,059
Step 2	104,773	Step 2	67,336
Step 3	108,440	Step 3	69,692
Step 4	112,236	Step 4	72,131
Step 5	116,163	Step 5	74,656
		Step 6	77,268
		Step 7	79,973
		Step 8	82,771
<u>Category 2</u>	<u>Middle School Principal (Full Year)</u>	<u>Category 6</u>	<u>Asst. Principals (HS &amp; MS)</u> <u>Department Heads (188 Days)</u>
Step 1	97,900	Step 1	65,264
Step 2	101,325	Step 2	67,548
Step 3	104,871	Step 3	69,913
Step 4	108,542	Step 4	72,360
Step 5	112,341	Step 5	74,892
		Step 6	77,513
		Step 7	80,227
		Step 8	83,034
<u>Category 3</u>	<u>Elementary Principal, Deans,</u> <u>CTE Director (Full Year)</u>	<u>Category 7</u>	<u>School Counselors,</u> <u>(186 Days)</u>
Step 1	91,384	Step 1	41,752
Step 2	94,582	Step 2	43,357
Step 3	97,893	Step 3	44,958
Step 4	101,319	Step 4	46,563
Step 5	104,865	Step 5	48,163
		Step 6	49,765
		Step 7	52,304
<u>Category 4</u>	<u>Elementary Asst. Principal, Directors,</u> <u>Associate Principal (Full Year)</u>	Step 8	54,842
Step 1	85,708	Step 9	56,574
Step 2	88,709	Step 10	57,960
Step 3	91,813	Step 11	59,347
Step 4	95,027	Step 12	60,732
Step 5	98,256	Step 13	62,554
		Step 14	64,175
		Step 15	66,263
		Step 16	67,921
		Step 17	69,619
		Step 18	71,359

a. Base salaries are for Master's degree, \$1,000 deduction for a Bachelor's degree

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b. Stipend of \$1,000 for 30 credits beyond Master's degree

c. Ph.D will receive an additional \$1,000 stipend

d. Salaries will be adjusted on a per diem basis for employees whose work year extends beyond the work year in her/his category

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HUDSON SCHOOL BOARD TENTATIVE AGREEMENTS WITH  
AFSCME LOCAL 1906, COUNCIL 93, AFL-CIO

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October 6, 2021

The School Board makes the following tentative agreements with the Leadership Team, relative to the following proposed changes to the 2020-2022 collective bargaining agreement.

Proposed (new) language is identified in ***bold italics***, proposed deletions are ~~stricken~~

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**ARTICLE 3**

**COMPENSATION**

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3.4 **Method and Time of Salary Payment**

- a. Salaries of members of the Leadership Team ***bargaining unit*** who work less than 211 days per year shall be paid in twenty-six (26) or twenty-one (21) equal gross installments at the option of the member of the Leadership Team, ~~starting with the second (2nd) Thursday of the work year and continuing bi-weekly. A member of the Leadership Team will receive all remaining installments owed in one (1) sum on the last day of his/her work year.~~ ***Under the twenty-six (26) pay option, a balloon payment shall be made on the last bi-weekly pay day of the fiscal year (on or before June 30) for the payment of any remaining installments.***
- b. Leadership Team members who work two-hundred eleven (211) or more days per year will be paid bi-weekly throughout the twelve (12) month period.

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3.6 **Mileage Allowance**

~~Travelling~~ ***Traveling*** Leadership Team members covered by this Agreement who are authorized by the Superintendent or the Superintendent's designee to use private automobiles for School business shall be reimbursed at the prevailing rate per mile allowed by Federal IRS guidelines.

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ARTICLE 5

SUPPLEMENTAL BENEFITS

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5.5 Credit Union Direct Deposit

The Hudson School District agrees to ~~deduct from salary and~~ transmit to a credit union *or other financial institution* of the employee's choice, *via direct deposit*, such money as is designated, in writing, by individual Leadership Team members.

5.6 Dental Plan

The School District shall offer ~~either the basic Delta Dental Plan with coverage A, B, C and D,~~ *Cigna Dental through SchoolCare* or any comparable plan chosen by the School District. Members may select individual, two-person or family coverage. The School District shall pay 100% of dental coverage.

5.7 Long-term Disability

The District shall maintain the long term disability plan previously made available to members of the bargaining unit, subject to the following condition on eligibility: Employees shall be eligible to receive 66.67% of their pay up to a maximum monthly benefit of ~~\$4,000~~ *\$7,000* upon the later of 90 days of disablement or the date any accumulated sick leave payments end.

ARTICLE 6

LEAVE POLICIES

6.1 Military Leave  
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c. Notice of leave request: Any employee needing time away from work for service or training in the military must make the ~~superintendent~~ *Human Resources Department* aware of the need for leave as soon as written or verbal orders from the military are received. Such notice will be in writing and shall provide all pertinent information such as first day on leave and the anticipated return to work date. If an employee is seeking military leave for reserve training during the school year, s/he shall provide verification that such training could not otherwise occur during the summer recess period when school is not in session.

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d. Reinstatement to work: As soon as an employee on active duty has a return to work date, s/he must notify the superintendent **Human Resources Department** in writing. The District will reinstate the employee promptly in accordance with applicable law. Employees seeking reinstatement may be asked to provide documentation of the timeliness of the reinstatement request and/or the total time spent in active service (i.e., for periods of service of 181 days or more, application for reemployment must occur within 90 days of release from duty).

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6.7 Court Appearances Jury Duty

A member of the **bargaining** unit who is called for service on a jury, shall ~~not have deducted from Sick Leave any work days lost due to the above mentioned services, nor~~ **not suffer any loss of** the unit member lose any pay or benefits. The unit member shall remit to the Hudson School District any fee received for jury duty, excluding reimbursement for mileage, meals and lodging.

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ARTICLE 14

DURATION

- 14.1 This Agreement shall become effective on July 1, ~~2020~~ **2022** and shall continue in full force and effect until June 30, ~~2022~~ 2024. PJP
- 14.2 The Board agrees to provide the PELRB with a copy of this Agreement within fourteen (14) days of its execution in accordance with PUB 207.02(b).