

**HUMBOLDT COUNTY SCHOOL DISTRICT**  
**310 East Fourth Street**  
**WINNEMUCCA, NEVADA 89445**

A special meeting of the Humboldt County Board of School Trustees was held September 25, 2013 at 8:00 a.m. in the District Office Boardroom.

Board members present were: President-John Seeliger, Boyd Betteridge, Bruce Braginton, Glenda Deputy, John Hill and Andrew Hillyer. Absent: Clerk, Ann Miller

Others in attendance were: Superintendent Dr. Dave Jensen, Asst. Superintendent Dawn Hagness, Attorney John Doyle, Amy Nelson, DeAnna Owens, Debbie Watts, Byron Jeppsen, Janet Kennedy, Doc Welter, Tim Connors, Dustin Christean, Ray Parks, Robert Lindsay, Dorene Kitras, Sandy Hammargren-Silver Pinyon Journal and Secretary Paula Wright. Absent: Director Kelly Novi

President Seeliger opened the meeting with the Pledge of Allegiance.

**Correspondence:** None

**Minutes:** None

**Public Comment:** None

**Superintendent Report:** Reported at the September 24<sup>th</sup> meeting.

**Public Comment:** None

**Discussion and Possible Action – Ratification of the 2013-15 HCSSO Contract Negotiation – Dr. Dave Jensen**

Dr. Jensen thanked the administrators for attending the meeting.

Dr. Jensen disclosed to the audience, as he did with the Classified bargaining unit, that his spouse is a classified employee, however, he has an ultimate responsibility to the Board to ratify the contract. The Classified Association had no issue with this.

He extended a sincere appreciation to Mrs. Deputy, Mr. Betteridge, Debbie Watts, Dorene Kitras, Janet Kennedy, Mrs. Hagness and Mr. Novi for serving on the negotiations team.

Dr. Jensen noted that this was an outstanding session; it required give and take on both sides and truly represented what to expect under interest based bargaining. He extended his greatest appreciation to the Classified staff because they were prepared in what they wanted to address and represented their membership very well.

Dr. Jensen reviewed the language with Board members at their meeting on September 24<sup>th</sup>. As we prepare to ratify a contract it is required to provide the Board with the fiscal impact to the District, prior to asking the Board to ratify. The contract was overwhelming ratified by the Classified bargaining group.

- Salary package: 3% and 2% over the biennium, with 1% of the 3% going to the PERS increase. Net impact is an increase of 2% per year of the biennium on the base salary.

2%, Year 1-this figure is lower than Year 2 because we have already granted the step increase and PERS has already been submitted, effective July 1<sup>st</sup>. The additional 2% will cost the District \$128,271.43, with a total for Year 1 of \$219,904.43. Year 2-2% will cost the District (with step and benefits included) \$ 273,497.80, for a total of \$365,030.80, which includes insurance adjustments. One additional paid holiday was granted to 9 month employees. Cost: \$16,628.73

- One additional personal leave day is granted to a classified employee, once they reach year 16, which is the first year there is no step increase. Potential impact is \$8,364.87.
- One concern the District has is in regards to expectations under affordable health care. Currently, 9 month employees are responsible to pay for three months of their health care insurance. In order to begin closing that gap, the District has granted that they will pay one additional month of insurance for 9 month employees. Cost: \$28,563.92
- The Association approached the District for adjustment to some salary schedules. The District agreed that there needed to be some differentiation. Health Assistants: a three tiered system has been agreed upon. There will be an adjustment for Column II and Column III, which requires additional certification to meet that criterion. Currently, four employees fall under Column I and three fall under Column III (based upon certification as EMT's). Cost: \$10,162.15  
Food Service: (least paid) Adjusted their salary schedule. Cost: \$27,913.33
- The Association asked to create a Maintenance IV Column. The District has yet to determine cost because we have not determined who is currently eligible.

Dr. Jensen feels this was a very fair negotiations session. He asked that the Board support to ratify the contract as presented on behalf of the Humboldt County Support Staff Organization.

Mr. Seeliger and Mr. Braginton both disclosed that they have a family member/s that work for the District as teachers, even though it does not apply to the Classified contract.

Mr. Hillyer moved to accept and ratify the negotiations and contract as presented. Mr. Braginton and Mr. Betteridge seconded, motion carried.

**Public Comment:** None

**Board/Staff Reports:** None

Adjourned 8:11 a.m.

Submitted by Secretary, Paula Wright

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Ann Miller, Clerk