

**Nurses Proposal**

Guideline Section	Nurses Current	Nurses Proposed	Management Proposal
Section 1. Unit Determination	This guideline applies to all Nurses. For the purposes of this guideline, the term "Nurse" means a registered nurse licensed in the State of Indiana.	Changing the title of Healthcare Aide to LPN	<b>Modify language:</b> This guideline applies to all Nurses and Healthcare Aides. For the purposes of this guideline, the term "Nurse" means a registered nurse licensed in the State of Indiana and "Healthcare Aide" means a licensed practical nurse licensed in the State of Indiana
Section 4. Work Day	Beginning August 1, 2009, the Corporation's Records Day will be an optional work day with the same work day options as teachers		<b>Strike language:</b> <del>Beginning August 1, 2009, the Corporation's Records Day will be an optional work day with the same work day options as teachers</del>
Section 12. Time off without pay	Each Nurse request for time off without pay will be considered on an individual basis according to the situation. Nurses wishing to request time off without pay must do so in advance with a full explanation regarding the request. The Director of Human Resources will approve/disapprove all requests for time off without pay. Time off without pay will not be approved after the absence. The failure on the part of any employee to comply with this regulation shall be considered an act of		<b>Modify language:</b> Each Nurse request for time off without pay will be considered on an individual basis according to the situation. Nurses wishing to request time off without pay must do so in advance, unless it is an emergency and unforeseen, with a full explanation regarding the request. The request should be submitted to the Nurse Coordinator for initial approval. Requests will then be forwarded to Human Resources and the Superintendent for approval. All requests are submitted to the Board for final approval.  The failure on the part of any Nurse to comply with this regulation shall be considered an act of

	<p>insubordination and appropriate disciplinary action will be taken. A Nurse needing to use more than five (5) unpaid days in a year but not requiring an extended Board-approved unpaid leave of absence, may apply to the Director of Human Resources for permission to take additional unpaid days. The Director of Human Resources, at his/her discretion, may grant such request based upon a determination of the existence of extenuating circumstances and a determination that no substantial or material disruption will occur in school operations if the request for extended leave were granted.</p>		<p>insubordination and appropriate disciplinary action will be taken.</p>
<p>Section 15. Public Employees' Retirement Fund Participation.</p>	<p>Any Nurse serving in a position requiring one thousand (1000) hours or more per year will become a member of the Public Employees' Retirement Fund (PERF) at the time of hire. Any Nurse in a position requiring at least six hundred (600) hours but less than one thousand (1000) hours per year will have the option of becoming a member of PERF at the</p>		<p><b>Propose that Board pay the employee portion:</b> Any Nurse serving in a position requiring one thousand (1000) hours or more per year will become a member of the Public Employees' Retirement Fund (PERF) at the time of hire. Any Nurse in a position requiring at least six hundred (600) hours but less than one thousand (1000) hours per year will have the option of becoming a member of PERF at the time of hire subject to all applicable PERF rules and regulations.</p>

	<p>time of hire subject to all applicable PERF rules and regulations.</p> <p>Any Nurse participating in PERF will contribute that percentage of gross salary designated by PERF as the "employee's share" and the Board will contribute that percentage of gross salary designated as the "employer's share" under the laws, rules and regulations governing PERF contributions.</p>		<p>Effective January 1, 2019 for any Nurse participating in PERF, the Board will contribute that percentage of gross salary designated by PERF as the "employee's share" and the Board will also contribute the percentage of gross salary designated as the "employer's share" under the laws, rules and regulations governing PERF contributions.</p>
--	--	--	---

Section 18. Compensation Nurses	<u>Years of Service</u>  Start: 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 25	<u>Current</u>  \$20.61 \$20.83 \$21.07 \$21.31 \$21.55 \$21.79 \$22.02 \$22.50 \$22.98 \$23.46 \$23.94 \$23.94 \$23.94 \$23.94 \$23.94 \$23.94 \$23.94 \$23.94 \$23.94 \$23.94 \$23.94 \$23.94 \$23.94 \$23.94		Group requested 3-5% wage increase	Proposed rates for 2019 have not changed
Section 18. Compensation...Continued	<u>Current:</u>  \$16.48				<b>Add compensation information for LPNs</b> Proposed: \$16.48
Section 23. Miscellaneous	New hires and those rehired after a break in service will be considered probationary Nurses for the first sixty (60) actual workings days. <del>However, probationary Nurses will be eligible for</del>				<b>Modify language:</b> New hires and those rehired after a break in service will be considered probationary Nurses for the first sixty (60) working days.  <b><i>Was to be replaced last year</i></b>

	benefits after a period of sixty calendar days.		
Other:		Group requested to be paid an hourly wage for a regular work day for three federal holidays: Thanksgiving, Christmas, and New Year's Day	Administration declines the request for paid holidays

Revised 6/29/18