

**Madison Board of Education, Madison District #1**

Special Meeting: Teacher Negotiations  
Monday, October 24, 2016 7:30 PM  
Conference Room, Madison Middle/High School  
700 South Kent St.  
Madison, NE 68748-0450

*The sequence of items on the agenda is provided as a courtesy. The board reserves the right to consider items in any sequence deemed appropriate. Therefore, visitors are encouraged to attend the meeting from the beginning.*

1. Call Meeting to Order
  - 1.1. Roll Call
  - 1.2. Pledge of Allegiance
  - 1.3. Declare the meeting to be open, legal, and properly advertised
  - 1.4. Reading of the Mission Statement.
2. Consent Agenda
  - 2.1. Accept the agenda as the official agenda
3. Negotiations Meeting #1 with representatives of the Madison Education Association
  - 3.1. Discussion on 2017-18 Ground Rules for Negotiation
  - 3.2. Copies provided of: Current Array, Staff Insurance placement, 2016-2017 Agreement
4. Adjournment

*The board reserves the right to enter executive session if it deems it necessary to prevent needless injury to a staff member's reputation or for the protection of the public interest.*

# Madison Public Schools

**Alan Ehlers**  
Superintendent  
**Jim Crilly**  
Secondary Principal  
**Kenny Loosvelt**  
Elementary Principal

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**Ruffin Stirling**  
Curriculum Director  
**Mike Sunderman**  
Athletic Director  
**Terri Gross**  
Guidance Counselor

## GROUND RULES FOR NEGOTIATIONS

developed during negotiations sessions for the 2006-07 school year  
updated August 9, 2007 and June 13, 2012

1. All negotiations proposals will be presented in written form. Fiscal impact of proposals is to be based on current available data using current year staff as though they would remain in the district.
2. The Board's negotiation chairman will preside at each meeting. The superintendent will serve as recorder of negotiations sessions. It is the goal of both the Board and the certified staff excluding administrators and nurses to complete negotiations in four meetings, but more meetings may be held if necessary.
3. Meeting duration will be limited to two hours. Extension of this time limit is possible if both parties agree.
4. Caucus will be granted to either party upon request but will be limited to fifteen minutes in length. Extension of caucus time limits is possible if both parties agree.
5. Meetings shall be held in open session.
6. The negotiations process will involve item-by-item discussion but final settlement will be based on agreement on all points. Contract considerations will be on current staff with credit given for present year experience.
7. Tentative agreements will be reduced to writing and submitted to certified staff excluding administrators and nurses for approval. After approval, the agreement will be submitted to the Board of Education for approval.
8. The Board and certified staff excluding administrators and nurses will each pay fees and expenses for their fact-finding representative, and the fees and expenses for the third member of the fact-finding group shall be borne equally by the two parties if the need for a third member is mutually agreeable to the MEA and Board teams.
9. An agenda item for each negotiations meeting will be to establish a time and date for the next meeting agreeable to both parties.



**1516 and 1617 Health, Dental, and Life Insurance Costs**

Coverage	# Teachers	monthly H.I.	monthly D.I.	monthly L.I.	Cost	Cost	Cost	Cost	total cost
<b>\$950 DEDUCTIBLE (15-16 rates)</b>									
employee	12	\$518.55	\$25.31		\$74,671.20	\$3,644.64			\$78,316
employee & child(ren)	1	\$959.36	\$25.31		\$11,512.32	\$303.72			\$11,816
employee & spouse	7	\$1,088.97	\$25.31		\$91,473.48	\$2,126.04			\$93,600
employee, spouse, & child(ren)	26	\$1,462.21	\$25.31		\$456,209.52	\$7,896.72			\$464,106
employee couple	0	\$0.00	\$53.13		\$0.00	\$0.00			\$0
employee couple & child(ren)	1.5	\$1,462.21	\$71.37		\$26,319.78	\$1,284.66			\$27,604
life insurance	49		\$0.00	\$3.80	\$0.00	\$0.00	\$2,234.40		\$2,234
<b>\$150 DEDUCTIBLE (16-17 rates TBA)</b>									
employee	12	\$543.96	\$26.55		\$78,330.24	\$3,823.20			\$82,153
employee & child(ren)	1	\$1,006.37	\$26.55		\$12,076.44	\$318.60			\$12,395
employee & spouse	7	\$1,142.33	\$26.55		\$95,955.72	\$2,230.20			\$98,186
employee, spouse, & child(ren)	28	\$1,533.86	\$26.55		\$515,376.96	\$8,920.80			\$524,298
employee couple	0	\$0.00	\$55.73		\$0.00	\$0.00			\$0
employee couple & child(ren)	1	\$1,533.86	\$74.87		\$18,406.32	\$898.44			\$19,305
life insurance	49		\$0.00	\$3.80	\$0.00	\$0.00	\$2,234.40		\$2,234
<b>\$150 DEDUCTIBLE (17-18 rates TBA)</b>									
employee	12	\$543.96	\$26.55		\$78,330.24	\$3,823.20			\$82,153
employee & child(ren)	1	\$1,006.37	\$26.55		\$12,076.44	\$318.60			\$12,395
employee & spouse	7	\$1,142.33	\$26.55		\$95,955.72	\$2,230.20			\$98,186
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life insurance	49		\$0.00	\$3.80	\$0.00	\$0.00	\$2,234.40		\$2,234
employee	Greunke	Cooper	Lafleur, V	Jones	Price	Swedberg			
	Wolta	Fredenbourg	Hoffart	Klingelhoef	Eggerling	Kaps			
employee and child(ren)	Anderson								
employee and spouse	Engelmann	Abler	Osten	Sunderman	Wehrle	Kush	M. Lewis		
employee, spouse, and child(ren)	Cleveland	Braithwait	Brandl	Ferguson	Goedeken	Harrington	Herz	Jirsa	
	Johnson, D.	Jordan	Jurgens	Kratochvil	Lafleur, J	J. Lewis	Lovercheck	Eischeid	
	Reeves	Temus	Wagner	Weidner	Rother	Fuhs	Middleton	Fraendorfer	
	Sorensen	Viergutz	Pollreisz	Calderon					
employee couple									
employee couple and child(ren)	Fites								
Admin Team	Ehlers	Crilly	Khlan	Offner			All Family Health Plans		

# Madison Public Schools

**Alan Ehlers**  
Superintendent

**Jim Crilly**  
Secondary Principal

**Scott Siegel**  
Elem Principal/AD

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**Andrew Offner**

MS Principal/  
Student Services

**Christine Knapp**  
Business Manager

**The mission of Madison Public Schools is to prepare students to be competent, confident, productive, and responsible citizens.**

October 24, 2016

To: MPS board of education members & MEA Team  
From: Alan Ehlers, Superintendent  
Subject: updated status of array schools regarding teacher negotiations for 2017-18

FYI, a little information for you regarding the status of negotiations among array schools\* for 2017-18:

<u>District</u>	<u>2015-16 base</u>	<u>2016-17 base</u>	<u>Increase</u>	<u>18-19 base</u>	<u>Deduct</u>
<b>Battle Creek</b>	<b>\$32,900</b>	<b>\$33,650</b>	<b>\$750</b>		<b>\$900</b>
<b>Boone Central</b>	<b>\$33,200</b>	<b>\$33,800</b>	<b>\$600</b>		<b>\$900</b>
<b>Elkhorn Valley</b>	<b>\$33,250</b>	<b>\$34,000</b>	<b>\$750</b>		<b>\$900</b>
<b>Lakeview</b>	<b>\$33,000</b>	<b>\$33,750</b>	<b>\$750</b>		<b>\$900</b>
<i>Madison</i>	<b>\$33,300</b>	<b>\$34,000</b>	<b>\$700</b>		<b>\$1150</b>
<b>Neligh-Oakdale</b>	<b>\$32,900</b>	<b>\$33,640</b>	<b>\$740</b>		<b>\$900</b>
<b>Pierce</b>	<b>\$32,100</b>	<b>\$32,900</b>	<b>\$800</b>		<b>\$1500</b>
<b>Plainview</b>	<b>\$33,000</b>	<b>\$33,625</b>	<b>\$625</b>	<b>\$34,375</b>	<b>\$900</b>
<b>Stanton</b>	<b>\$33,450</b>	<b>\$34,400</b>	<b>\$950</b>		<b>\$900</b>
<b>Twin River</b>	<b>\$33,300</b>	<b>\$34,300</b>	<b>\$1000</b>		<b>\$900</b>
<b>Wayne</b>	<b>\$33,000</b>	<b>\$34,050</b>	<b>\$750</b>		<b>\$750</b>
<b>West Point</b>	<b>\$33,000</b>	<b>\$33,400</b>	<b>\$400</b>		<b>\$900</b>
<b>Wisner-Pilger</b>	<b>\$32,700</b>	<b>\$33,400</b>	<b>\$700</b>		<b>\$900</b>
<b>Average</b>	<b>\$33,007</b>	<b>\$33,762</b>	<b>\$731</b>		