

Madison Board of Education, Madison District #1

Special Meeting: Teacher Negotiations
Wednesday, January 11, 2017 7:00 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.
 - 1.4.1. Consent Agenda
2. Negotiations Meeting #4 with representatives of the Madison Education Association
3. Discuss and review MEA response to the Board of Educations last counter proposal #3 dated 12/8/16.
4. Possible request for a caucus from Board of Education
5. Possible counter offer #4 from the Board of Education
 - 5.1. Request for caucus from the MEA.
 - 5.2. 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.

2017-2018 MEA Proposal #1

1. Increase Base Salary to \$34,700
2. Any teacher with more than 35 sick days accumulated at the end of the current school year, will be reimbursed at a rate of \$50 a day for those days over 35.
3. After a minimum tenure of 10 years teaching in the district, any teacher leaving or retiring will be reimbursed at a rate of \$50 a day for the total accumulated sick days in their Personal Sick Leave Bank
4. Article IV. C Personal Leave (language)

“Beginning with the 2013-2014 school year, certificated staff **will be allowed** to carry over one personal day to the following year.”

“Certificated staff ~~would~~ **will** not be allowed to have more than four personal days in any year.”

5. Article IV. C Personal Leave

a) New sentence – “After accumulating the maximum sick leave days of 45 by the beginning of current contract year, teachers are allowed to take up to two extra personal days per year, up to a total of four personal days off per year, providing that they pay the substitute for the extra days.”

6. Middle School Coaches Salary – add new row (percent of base salary)

Head Coaches – start at 5.5%, to max of 8.36%

Asst. Coaches – start at 4%, to max of 6.08%

Previous schedule

Head Coach – 3.63%, to max of 5.52%

Asst. Coach – 3.06%, to max of 4.6512%

Array Schools

Head Coach – 5.3%, to max of 9.46%

Asst. Coach – 3.875%, to max of 7.375%

7. Remove Article IV. (Leave) sections A & C and replace with following:

Article IV. Section A

Teachers shall be entitled to have 10 days Personal Time Off a year. The use of these days is up to the discretion of the teacher. Any unused days will be placed into a Personal Sick Leave Bank to be used by that employee in future years for personal illnesses, or for illness or death in the family. A maximum of 45 days may be accumulated in the Personal Sick Leave Bank.

Madison Public Schools

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Karla Kush
Student Services/GC
Gary Klahn
Principal/AD/IPM
Christine Knapp
Office Manager

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Board of Education Counter Proposal - 11/21/16

Board of Education Counter Proposal #1 11/21/16

1. Willing to offer a one-year contract for the 2017-2018 school year with a total increase of \$300.00 on base. Base at \$34,300
2. Not willing to Negotiate at this time
3. Not willing to Negotiate at this time
4. OK with adjustment to wording
5. After accumulating the maximum sick leave days of 45 by the beginning of the current contract year, teachers are allowed to take up to one extra personal day per year providing that they pay the substitute and total daily teacher cost based on 1/185 days.
6. Willing to Add 1.00% to the MS Extra Duty Schedule for Head MS Coach(FB,VB,BB,WR,TR) and Asst.MS/Practice Coach
7. Willing to provide 20 extra-duty days for FFA Sponsor
8. Would like to remove current Grievance policy from Negotiated agreement and replace with Board Policy 4013.
9. Willing to leave the Insurance deductible at \$1150.00 for the 2017-18 school year.

2017-2018 MEA Counter Proposal #1

1. Increase Base Salary to \$34,400 (\$400 increase), move insurance deductible to \$900
2. Reimbursed for unused sick days each year - Drop
3. Reimbursed for unused sick day when leave district - Drop
4. Article IV. C Personal Leave (language)

“Beginning with the 2013-2014 school year, certificated staff **will be allowed** to carry over one personal day to the following year.”

“Certificated staff ~~would~~ **will** not be allowed to have more than four personal days in any year.”

5. Article IV. C Personal Leave - Drop
6. Middle School Coaches Salary – (percent of base salary)

Head Coaches – start at 5.3%
Asst. Coaches – start at 3.875%

7. Sick Days & Personal Time Off change to all Personal Time Off – Drop
8. FFA Extra Duty Days – Drop
9. Grievance Policy –

Grievance Policy Proposal

Definition of Grievance: A grievance is an allegation by an employee or group of employees that there has been a violation of a provision of the negotiated agreement, a policy of the board of education, **or a complaint/ dispute between employees.**

A complaint between employees should be first discussed directly between the employees involved. If the complaint is not resolved to the satisfaction of either party involved in that meeting, the following procedural steps should be followed.

Procedural Steps: The procedure for handling grievances is as set forth below.
(Same procedural steps as Board Policy 4013)

Time Limitations: All references to days are as follows: when grievance process is started between August 15 and April 14, days mean school days; when grievance process starts between April 15 and August 14, days mean business days.

BOLD – MEA proposed changes or additions

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Board of Education Counter Proposal – 12/8/16

Board of Education Counter Proposal #2 12/8/16

1. Willing to offer a one-year contract for the 2017-2018 school year with a total increase of \$350.00 on base. Base at \$34,350 for the 2017-2018 school year.
2. N/A
3. N/A
4. OK with adjustment to wording
5. N/A
6. Willing to Add 1.37% to the MS Extra Duty Schedule for Head MS Coach(FB,VB,BB,WR,TR) and Asst.MS/Practice Coach.
5.0% Head Junior High
4.43% Asst. Junior High Coaches
7. Would like to remove current Grievance policy from Negotiated agreement.
9. Willing to leave the Insurance deductible at \$1150.00 for the 2017-18 school year.
10. Would like to remove EMMLB from the Negotiated Agreement. (The district would plan to operate the EMMLB as it is currently being used but outside the agreement.)

2017-2018 MEA Counter Proposal #2

1. Increase Base Salary to \$34,700 (\$700 increase), insurance deductible to \$1,500
2. Reimbursed for unused sick days each year - Drop
3. Reimbursed for unused sick day when leave district - Drop
4. Article IV. C Personal Leave (language)

“Beginning with the 2013-2014 school year, certificated staff **will be allowed** to carry over one personal day to the following year.”

“Certificated staff ~~would~~ **will** not be allowed to have more than four personal days in any year.”

5. Article IV. C Personal Leave - Drop
6. Middle School Coaches Salary – (percent of base salary)

Head Coaches – start at 5.3%

Asst. Coaches – start at 4.43%

7. Not negotiating
8. N/A
9. Insurance
10. Not negotiating

2017-2018 MEA Counter Proposal #2

1. Increase Base Salary to \$34,700 (\$700 increase), insurance deductible to \$1,150
2. Reimbursed for unused sick days each year - Drop
3. Reimbursed for unused sick day when leave district - Drop
4. Article IV. C Personal Leave (language)

“Beginning with the 2013-2014 school year, certificated staff *will be allowed* to carry over one personal day to the following year.”

“Certificated staff ~~would~~ *will* not be allowed to have more than four personal days in any year.”

5. Article IV. C Personal Leave - Drop
6. Middle School Coaches Salary – (percent of base salary)

Head Coaches – start at 5.3%
Asst. Coaches – start at 4.43%

7. Not negotiating
8. N/A
9. Insurance
10. Not negotiating

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Board of Education Counter Proposal – 12/8/16

Board of Education Counter Proposal #3

12/8/16

1. Willing to offer a one-year contract for the 2017-2018 school year with a total increase of \$350.00 on base. Base at \$34,350 for the 2017-2018 school year.
2. N/A
3. N/A
4. OK with adjustment to wording
5. N/A
6. Willing to Add 1.51% to the MS Extra Duty Schedule for Head MS Coach(FB,VB,BB,WR,TR) and 1.37% Asst.MS/Practice Coach.

5.15% Head Junior High Coaches
4.43% Asst. Junior High Coaches
7. Would like to remove current Grievance policy from Negotiated agreement.
8. Willing to leave the Insurance deductible at \$1150.00 for the 2017-18 school year.
9. Would like to remove EMMLB from the Negotiated Agreement. (The district would plan to operate the EMMLB as it is currently being used but outside the agreement.)

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January 11, 2017 update

To: MPS board of education members
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: **Still Pending Board Approval**

| District | 2015-16 base | 2016-17 base | Increase | 17-18 base | Deduct |
|-----------------------|--------------|--------------|----------|--------------------------|-------------|
| Battle Creek | \$32,900 | \$33,650 | \$750 | \$34,250 | \$900/1500D |
| Boone Central | \$33,200 | \$33,800 | \$600 | \$34,350 | \$900/1500D |
| Elkhorn Valley | \$33,250 | \$34,000 | \$750 | | \$900/1500D |
| Lakeview | \$33,000 | \$33,750 | \$750 | \$34,000 | \$900 |
| Madison | \$33,300 | \$34,000 | \$700 | | \$1150 |
| Neligh-Oakdale | \$32,900 | \$33,640 | \$740 | \$34,240 | \$900 |
| Pierce | \$32,100 | \$32,900 | \$800 | \$33,350 | \$1500* |
| Plainview | \$33,000 | \$33,625 | \$625 | \$34,375 | \$900 |
| Stanton | \$33,450 | \$34,400 | \$950 | | \$900 |
| Twin River | \$33,300 | \$34,300 | \$1000 | | \$1000 |
| Wayne | \$33,000 | \$34,050 | \$750 | \$34,050 | \$750 |
| West Point | \$33,000 | \$33,400 | \$400 | \$34,200 | \$900 |
| Wisner-Pilger | \$32,700 | \$33,400 | \$700 | \$33,900 | \$900 |
| Average | \$33,007 | \$33,762 | \$731 | <u>\$494.44 increase</u> | |

* District pays \$750.00 of \$1500.00 Deductible

2 YEAR AGREEMENTS:

Wisner-Pilger \$500.00 on base for 18-19 year

West point a 2.5% increase for 18-19 year on teachers payroll including all salaries and benefits.

Other notes:

Wisner-Pilger is offering a \$900.00/\$3500 HSA option

Wayne is insurance is with Aetna not EHA \$1000/\$3000 HSA

2017-2018 MEA Counter Proposal #3

1-11-2017

1. Increase Base Salary to \$34,550 (\$550 increase), insurance deductible to \$1,150
2. Reimbursed for unused sick days each year - Drop
3. Reimbursed for unused sick day when leave district - Drop
4. Article IV. C Personal Leave (language)

“Beginning with the 2013-2014 school year, certificated staff **will be allowed** to carry over one personal day to the following year.”

“Certificated staff ~~would~~ **will** not be allowed to have more than four personal days in any year.”

5. Article IV. C Personal Leave - Drop
6. Middle School Coaches Salary – (percent of base salary)

Head Coaches – start at 5.35%

Asst. Coaches – start at 4.23%

7. Not negotiating
8. Insurance
9. Not negotiating

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Board of Education Counter Proposal - 1/11/17

Board of Education Counter Proposal #4

1/11/16

1a. Willing to offer a one-year contract for the 2017-2018 school year base salary of \$34,200 (\$200 increase), move insurance deductible to \$900.00. The boards offer is contingent upon removal of Grandfathered staff steps (1.625, 1.67 & 1.82) from the Negotiated Agreement. The offer is also contingent on Board policy 4013 replacing current Grievance policy within the agreement.

1b. Willing to offer a one-year contract for the 2017-2018 school year base salary of \$34,400 (\$400 increase), insurance deductible remains at \$1150.00. The boards offer is contingent upon removal of Grandfathered staff steps (1.625, 1.67 & 1.82) from the Negotiated Agreement. The offer is also contingent on Board policy 4013 replacing current Grievance policy within the agreement.

2. **OK with adjustment to wording suggested on Article IV. C Personal Leave (language)**

" Beginning with the 2013-2014 school year, certificated staff **will be allowed** to carry over one personal day to the following year."

"Certificated staff would **will** not be allowed to have more than four personal days in any year.."

3. **Willing to Add 1.51% to the MS Extra Duty Schedule for Head MS Coach (FB, VB, BB, WR, TR) and 1.37% Asst.MS/Practice Coach.**

5.15% Head Junior High Coaches
4.43% Asst. Junior High Coaches

4. Willing to place FFA sponsorship on the Extra Duty Schedule at the same level as Coronation Sponsor w/o CL, Head MS CC, Speech, HAL , FBLA, FCCLA, Sk. USA, Jr. Class Sponsors (2)