

Madison Board of Education, Madison District #1

Special Meeting: Teacher Negotiations
Monday, October 30, 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.
2. Consent Agenda
 - 2.1. Accept the agenda as the official agenda
3. Negotiations Meeting #1 with representatives of the Madison Education Association
4. Discussion on Ground Rules for Negotiations, Array of Schools, current cost of Insurance.
5. Consider Possible proposal #1 for the MEA
6. Possible request to Caucus from the Board of Education.
7. Possible Counter Offer from the Board of Education.
8. Settle or Schedule the next meeting date.
9. Executive Session
 - 9.1. Strategy session to discuss collective bargaining for the 2018-19 school year.
10. 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
Andrew Offner
Elem Principal/CD

700 So Kent St.
P.O. Box 450
Madison, NE 68748
District Phone (402) 454-3336 Fax (402) 454-2238
Elementary Phone (402) 454-2656 Fax (402) 454-3978

Karla Kush
MS Principal/IPM/EL
Reid Ehrisman
Athletic Director
Christine Knapp
Office Manager

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

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.



1617 and 1718 Health, Dental, and Life Insurance Costs

Coverage	# Teachers	monthly H.L.	monthly D.L.	monthly	Total H.L.	Total D.L.	Total L.L.	total cost
\$1150 DEDUCTIBLE (16-17 rates)								
employee	12	\$543.96	\$25.31		\$78,330.24	\$3,644.64		\$81,975
employee & child(ren)	1	\$1,006.37	\$25.31		\$12,076.44	\$303.72		\$12,380
employee & spouse	7	\$1,142.33	\$25.31		\$95,955.72	\$2,126.04		\$98,082
employee, spouse, & child(ren)	28	\$1,533.86	\$25.31		\$515,376.96	\$8,504.16		\$523,881
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	\$720,146	\$15,477	\$2,234.40	\$737,857
\$900/\$3500 DEDUCTIBLE (17-18 rates)								
employee	13	\$577.53	\$26.55		\$90,094.68	\$4,141.80		\$94,236
employee & child(ren)	2	\$1,068.45	\$26.55		\$25,642.80	\$637.20		\$26,280
employee & spouse	5	\$1,212.82	\$26.55		\$72,769.20	\$1,593.00		\$74,362
employee, spouse, & child(ren)	25	\$1,628.51	\$26.55		\$488,553.00	\$7,965.00		\$496,518
employee couple	0	\$0.00	\$60.18		\$0.00	\$0.00		\$0
employee couple & child(ren)	0	\$1,628.51	\$80.85		\$0.00	\$0.00		\$0
life insurance	46		\$0.00	\$3.80	\$677,060	\$14,337	\$2,097.60	\$703,494
\$900/\$3500 DEDUCTIBLE (18-19 rates TBA)								
employee	13	\$577.53	\$26.55		\$90,094.68	\$4,141.80		\$94,236
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life insurance	46		\$0.00	\$3.80	\$677,060	\$14,337	\$2,098	\$703,494
employee	Greinke	Cooper	Lafleur, V	Jones	Price	Swedberg		
employee and child(ren)	Wolla	Fredenburg	Kalin	Hertel	Nelson	Koopman	Malone	
employee and spouse	Anderson	Goedeken						
employee, spouse, & child(ren)	Engelmann	Abler	Wehrle	J. Lewis	Herz			
	Cleveland	Braithwait	Brandl	Ferguson	Harrington	Calderon	Jirsa	M. Lewis
	Johnson, D.	Jordan	Jurgens	Kratochvil	Kaps	Fite	Lovercheck	Eischeid
	Reeves	Ternus	Wagner	Weidner	Rother	Fuhs	Middleton	Frauentorfer
	Pollreisz							
employee couple								
employee couple and child(ren)								
Admin Team	Ehlers	Crilly	Ehrishman	Offner		All Family Health Plans		

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October 1, 2017 update

To: MPS board of Education members & MEA Members
 From: Alan Ehlers, Superintendent
 Subject: 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 2018-19

<u>District</u>	<u>2017-18 base</u>	<u>2018-19 base</u>	<u>Salary Sch</u>	<u>Deduct</u>
Battle Creek	\$34,300		4 x 5 MA+ 27	\$900/1500D
Boone Central	\$34,350	\$	4 x 5 MA+ 27	\$900/3500
Elkhorn Valley	\$34,650	\$	4 x 4.5 MA+ 18	\$900/3500D
Lakeview	\$34,100	\$ 34,450	5 x 4 MA+ 36	\$900
<i>Madison</i>	\$34,200	\$	5 x 4 MA+ 27	\$900/3500
Neligh-Oakdale	\$34,240	\$	4 x 4 MA+ 18	\$750
Pierce	\$33,450	\$	5 x 4 MA+ 36	\$1500*
Plainview	\$34,375	\$	4.25 x 4.25 MA+ 27	\$900
Stanton	\$35,000	\$35,600	4 x 5 MA+ 18	\$900
Twin River	\$34,900	\$	4 x 5 MA+ 36	\$1000
Wayne	\$34,050	\$	4 x 5 MA + 36	\$1/3000
West Point	\$34,200	\$	4 x 5 MA+ 27	\$900
Wisner-Pilger	\$33,900	\$34,400	4 x 5 MA+ 18	\$900
Average	\$34,278	\$34,683	\$405	

* District pays \$750.00 of \$1500.00 Deductible

2 YEAR AGREEMENTS:

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 HAS
 Madison is offering the \$900.00/\$3500.00 plan

