



Waverly Community Schools

Special Meeting

Thursday, March 21, 2013 7:00 AM

Agenda of Special Meeting

The Board of Education Waverly Community Schools

A Special meeting of the Board of Education of Waverly Community Schools will be held March 21, 2013, beginning at 7:00 AM in the Board Room, 515 Snow Road, Lansing, MI.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- I. Call to Order - President Britt Slocum
- II. Adoption of Agenda
- III. Presentation of Reports
 - A. Finance & Personnel
 - 1. Recommendation to approve Report #12-63 - Ratification of Master Agreement - Waverly Education Association 3
 - 2. Recommendation to approve Report #12-64 - Ratification of Master Agreement - Waverly Educational Support Personnel Association 4
- IV. Board Member Comment
- V. Public Comment
- VI. Other Board Business
- VII. Adjournment

**WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
March 21, 2013**

Report #12-63

FOR ACTION

Subject:

Ratification of Master Agreement - Waverly Education Association

Recommendation:

The Superintendent recommends the Board approve the tentative agreement as negotiated between the Waverly Education Association and the Board of Education as presented.

Statement of Purpose:

The Board of Education and the Waverly Education Association must both ratify the agreement in order for it to take effect as of the dates prescribed in the agreement.

Background Information:

The Board and WEA representatives reached a tentative agreement for a three year contract on Thursday, March 7, 2013. The agreement includes language changes reflected throughout the contract. This includes Articles of negotiation procedure, teaching load and working conditions, teaching hours, professional compensation and duration.

The economic proposal of the tentative agreement includes no salary step or schedule increases for Year 1 of the agreement. In Year 2 and Year 3, eligible members will advance one-half step on the salary schedule. In Year 1 of the agreement, off schedule payments will be provided to the membership if any of the following occur: a) blended pupil count increases above 9 students; b) foundation allowance plus best practice incentives, increase. In Year 2 and Year 3, off schedule payments will also be provided if academic achievement targets are met. This tentative agreement includes a change in District premium contributions towards an employee health plan in each of the three years, capped at rates to be in compliance with 2011 PA 152. A change in health plans to MESSA ABC Plan 1 shall be implemented on January 1, 2014.

Budget Impact:

The estimated savings to the District in the first year will be approximately \$67,329. The total cost of the contract for three years is estimated at \$133,421

Discussion of Options:

The Board may entertain a motion to ratify the contract as presented or reject the contract as presented and continue negotiations with the bargaining unit.

Rationale for Recommendation:

The bargaining unit has voted to ratify the agreement. Waverly Community Schools has a deficit of approximately \$1.5 million. This agreement allows the Board of Education to control costs for the next three years, while working on eliminating the budget deficit. This agreement also offers additional compensation if the District has additional resources or achieves its goal of improving academic achievement.

**WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
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Report #12-64

FOR ACTION

Subject:

Ratification of Master Agreement - Waverly Educational Support Personnel Association

Recommendation:

The Superintendent recommends the Board approve the tentative agreement as negotiated between the Waverly Educational Support Personnel Association (WESPA) and the Board of Education as presented.

Statement of Purpose:

The Board of Education and the Waverly Educational Support Personnel Association must both ratify the agreement in order for it to take effect as of the dates prescribed in the agreement.

Background Information:

The Board and WESPA representatives reached a tentative agreement for a three year contract on Thursday, March 14, 2013. The agreement includes language changes reflected throughout the contract. This includes Articles of grievance procedure, compensation, benefits and duration of the agreement.

The economic proposal of the tentative agreement includes no salary schedule increases for the duration of the agreement. In Year 2 and Year 3, members will receive off schedule payments of \$25/50/75/100 for employees working less than or equal to 2/4/6/8 hours per day. This tentative agreement includes a change in District premium contributions towards an employee health plan in each of the three years, capped at rates to be in compliance with 2011 PA 152. A change in health plans to MESSA ABC Plan 1 shall be implemented on January 1, 2014.

Budget Impact:

The estimated savings to the District in the first year will be approximately \$3,241. The total cost of the contract for three years is estimated at \$16,019

Discussion of Options:

The Board may entertain a motion to ratify the contract as presented or reject the contract as presented and continue negotiations with the bargaining unit.

Rationale for Recommendation:

The bargaining unit has voted to ratify the agreement. Waverly Community Schools has a deficit of approximately \$1.5 million. This agreement allows the Board of Education to control costs for the next three years, while working on eliminating the budget deficit.