

## NEGOTIATIONS

5/24/16

### Those Present:

Dr. Cox, Tina Williams, Maria Fassett, Ashley Johnson, Sherry Bingham, Bryan McKinney, Karl Sandmann, Tina Williams, Robyn Frieburger

Call to Order: Meeting began at 1:40 p.m.

### Check In:

### Approval of

Minutes: Minutes from May 19 and May 23, 2016 were approved

Workday: It was pointed out that we still need to address prep time and the length of the work day.

### Salaries:

### Interests

Balanced budget  
Attract and retain teachers (new and experienced)  
Retain early career teachers  
Acceptable contingency fund  
Teacher morale  
Equitable salaries for all  
Alignment with State allocations (career ladder)  
Competitive with other districts  
Living wage  
Recognizing advanced degrees with compensation  
Rewarding experience

### Supposals

1. District salary schedule
2. Option 3 of Select Health
3. Leave credit levels at \$200, \$400, \$700
4. 3% raise for grandfathered staff
5. 3% for all staff
6. Option 2 from Select Health
7. \$1,300 for all staff
8. Double credit amount \$400, \$800, \$1,400
9. Credit levels at \$200, \$400, masters column would be \$1,400
10. Grandfathered 3% with salary schedule 2017-18 if beneficial
11. Select health new option (\$2, 500 deductible)
12. 4% for all staff without additional education money
13. 3% raise for all staff plus credit amounts \$400, \$800, \$1,400
14. 4% for all staff without additional education money and Option 2 from Select Health

Dr. Cox pointed out that some of these are not in accordance with what the State is trying to accomplish (12). There are difference percentages for raises on the career ladder that benefit beginning and mid-career teachers. MCEA has concerns about how the career ladder is set up.

MCEA spoke to Todd Seamons and he gave them a new option from Select Health. That option would double the percentage rate the District can pay.

Caucus called at 2:45

Returned 3:10

Dr. Cox reviewed the numbers with the team. If a 3% raise it would be \$9,222,000 within budget. At a 4% raise it would be \$9,302,000. That is an additional \$80,000 – this is not within the budget. He expressed his concerns that what MCEA is proposing is defeating what the State has done with the career ladder. Option 2 with a 4% raise verses 3% raise – which is better for the future of the District?

Dr. Cox pointed out that the career ladder is an allocation formula. In following the career ladder, it shows the State we are spending as close to possible as what they give us.

Comment was made that new teachers are not getting paid well. If on the career ladder, they would move up faster.

Caucus called at 3:45

Returned at 3:54

Suggestions made: If people opted out of insurance, would they be willing to put the money in a health plan for someone else? The amount of people who opt out changes each year. This could not be used as a bargaining chip because of the change yearly.

Next meeting will be May 31, 2016 at 9:00 a.m.

Adjournment: 4:10 p.m.

  
MCEA Signature

  
MCSD Signature