

SUMMARY OF THE MASTER AGREEMENT

BETWEEN

INDEPENDENT SCHOOL DISTRICT NO. 2683

AND THE

**GREENBUSH MIDDLE RIVER EDUCATION ASSOCIATION
(GMR EA)**

2019 - 2020 & 2020 - 2021

NEGOTIATION COMMITTEE FOR THE BOARD

Carrie Jo Howard, Clerk
Joe Melby, Treasurer
Allison Harder, Director
Larry Guggisberg, Ex-Officio Board Member

NEGOTIATION COMMITTEE FOR THE ASSOCIATION

Kent Christian: High School Teacher & Chief Negotiator
Brad Dahl: Elementary Teacher

OVERVIEW OF NEGOTIATIONS SESSIONS

The School Board and the Greenbush Middle River Education Association (GMR EA) negotiation committees began work to negotiate a new Agreement for 2019-2020 & 2020-2021 in late August 2019. Negotiations were conducted in a business-like atmosphere with a reasonable amount of "give and take" on both sides. Some factors that influenced both the substance and outcome of the negotiation process were:

Time was spent on collecting, assessing, and comparing information from school districts comparable to the GMR School District. Time was also spent on reviewing and discussing negotiation proposals within the context of a total package settlement.

Altogether, there were four (4) meetings from August 28 to December 11, 2019 to reach a new Agreement. A number of informal discussions also took place between negotiation sessions to clarify each other's position on negotiation issues. The proposed GMR EA Agreement in the opinion of the negotiators, is a fair and equitable settlement.

HIGHLIGHT OF AGREEMENTS REACHED & DISCUSSION FOR THE 2019-2021 AGREEMENT

GMR and School Board proposals and discussion(s) included:

- [a] The GMR EA proposed to have language associated with the Middle River School site deleted from the Agreement. The language was deemed as not necessary because the Middle River School was no longer a school site [closed at the end of the 2017-2018 school year. The Board agreed.
- [b] The GMR EA proposed to have language associated paying Union dues associated with FAIR SHARE deleted from the Agreement. In a June 2018 ruling by the U.S. Supreme Court, licensed teachers voluntarily not a part of the Union cannot be required to pay a fee (FAIR SHARE) for the work of the Union.
- [c] The GMR EA proposed to increase the number of teachers on the Continuing Education Committee to two (2). (Previously there was one (1) person for the Greenbush site and one (1) person for the Middle River site.) The Board agreed.
- [d] The GMR EA proposed to have teachers receive Personal Time Off (PTO) for in-house subbing. After discussion, this proposal was rejected by the Board.
- [e] The Board proposed to eliminate the existing *Cash-in-lieu of* language and replace it with a 403b Tax Shelter Annuity. This proposal was rejected by the GMR EA.
- [f] The GMR EA and Board exchanged proposals for the District to increase its contribution to Health & Hospitalization premium. The Board and GMR EA agreed to an increase in the District's contribution to Health and Hospitalization insurance premiums as follows:
 - No change from the previous (2018-2019) year; and
 - from \$7,000 in 2019-2020 to \$7,500 in 2020-2021.
- [g] The Board and GMR EA agreed to an increase in the District's contribution to *Cash-in-lieu of* as follows:
 - No change from the previous (2018-2019) year; and
 - from \$5,500 in 2019-2020 to \$5,800 in 2020-2021.
- [h] The GMR EA proposed increasing the existing payout for unused accumulated PTO days at three different levels based on years of continuous service to the District. The Board and GMR EA agreed to change only the category [level] for teachers serving 25 years or more.
- [i] The GMR EA proposed a 1.5% salary increase for teachers in Steps 0-12 and a 3.0% salary increase for teachers in Steps 13-30 for both years of the Agreement. The Board agreed with this proposal as long as the percent increase is a part of the total salary schedule (matrix) within the total settlement package.
- [j] Through the negotiations process, the GMR EA and School Board agreed to a total dollar settlement package of 7.5% for the two (2) year Agreement. Included in this increase was the School District's contribution to the teacher salary schedule (Steps & Lanes), Extra Compensation schedule, FICA, Teachers Retirement Association (TRA), Health Insurance benefit and *Cash-in-lieu of*. [NOTE: Statutory increase in TRA from 7.71% in 2019 to 7.92% in 2020 to 8.13% in 2021.]
- [k] The GMR EA initially proposed changes in the compensation categories of about a ½ dozen extra-curricular assignments as well as adding a position to the extra-curricular schedule. The GMR EA and Board exchanged multiple proposals and in the end, agreed to changing categories and increases as follows:
 - (1) increase by 2.5% for the 2019-2020 school year; and
 - (2) increase by 2.5% for the 2020-2021 school year.
- [l] The GMR EA and Board exchanged proposals for new language associated with Unrequested Leave of Absence (ULA). This effort required consultation from various outside sources including legal counsel for the Board and GMR EA.
- [m] Correct date changes to the appropriate articles and sections were made throughout the Agreement.
- [n] Since the 2019-2021 Agreement year was nearly at its mid-point, agreement was also made towards

retroactive pay for hourly compensation.

SCHEDULE A: GMR 2019 - 2020 SALARY SCHEDULE STEPS & LANES

STEP	BA	BA+15	BA+30	BA+45	MA/BA+60	MA+15
0	42,845	43,592	44,350	45,110	45,868	46,613
1	43,592	44,350	45,110	45,868	46,613	47,371
2	44,350	45,110	45,868	46,613	47,371	48,134
3	45,110	45,868	46,613	47,371	48,134	48,893
4	45,868	46,613	47,371	48,134	48,893	49,638
5	46,613	47,371	48,134	48,893	49,638	50,396
6	47,371	48,134	48,893	49,638	50,396	51,154
7	48,134	48,893	49,638	50,396	51,154	53,930
8	50,788	51,562	52,351	53,139	53,930	54,704
9	51,562	52,351	53,139	53,930	54,704	55,508
10	52,351	53,139	53,930	54,704	55,508	56,297
11	53,139	53,930	54,704	55,508	56,297	57,087
12	56,061	56,836	57,640	58,428	59,218	59,994
13	57,676	58,492	59,292	60,093	60,881	61,682
14	58,492	59,291	60,093	60,881	61,682	62,483
15	59,292	60,093	60,881	61,682	62,483	63,284
16	60,093	60,881	61,682	62,483	63,284	64,086
17	60,881	61,682	62,483	63,284	64,086	64,872
18	61,682	62,483	63,284	64,086	64,872	65,673
19	62,390	63,191	63,990	64,792	65,578	66,380
20	62,390	63,191	63,990	64,792	65,578	66,380
21	62,390	63,191	63,990	64,792	65,578	66,380
22	62,390	63,191	63,990	64,792	65,578	66,380
23	62,390	63,191	63,990	64,792	65,578	66,380
24	62,390	63,191	63,990	64,792	65,578	66,380
25	63,097	63,899	64,697	65,499	66,286	67,087
26	63,097	63,899	64,697	65,499	66,286	67,087
27	63,097	63,899	64,697	65,499	66,286	67,087
28	63,097	63,899	64,697	65,499	66,286	67,087
29	63,097	63,899	64,697	65,499	66,286	67,087
30	63,804	64,606	65,406	66,206	66,994	67,795

SCHEDULE B: GMR 2020 - 2021 SALARY SCHEDULE STEPS & LANES

STEP	BA	BA+15	BA+30	BA+45	MA/BA+60	MA+15
0	43,488	44,246	45,016	45,786	46,556	47,312
1	44,246	45,016	45,786	46,556	47,312	48,082
2	45,016	45,786	46,556	47,312	48,082	48,856
3	45,786	46,556	47,312	48,082	48,856	49,626
4	46,556	47,312	48,082	48,856	49,626	50,382
5	47,312	48,082	48,856	49,626	50,382	51,152
6	48,082	48,856	49,626	50,382	51,152	51,921
7	48,856	49,626	50,382	51,152	51,921	54,739
8	51,549	52,335	53,136	53,936	54,739	55,525
9	52,335	53,136	53,936	54,739	55,525	56,341
10	53,136	53,936	54,739	55,525	56,341	57,141
11	53,936	54,739	55,525	56,341	57,141	57,943
12	56,902	57,688	58,504	59,305	60,106	60,894
13	59,406	60,247	61,071	61,896	62,707	63,532
14	60,247	61,070	61,896	62,707	63,532	64,357
15	61,071	61,896	62,707	63,532	64,357	65,183
16	61,896	62,707	63,532	64,357	65,183	66,009
17	62,707	63,532	64,357	65,183	66,009	66,818
18	63,532	64,357	65,183	66,009	66,818	67,643
19	64,262	65,087	65,910	66,736	67,545	68,371
20	64,262	65,087	65,910	66,736	67,545	68,371
21	64,262	65,087	65,910	66,736	67,545	68,371
22	64,262	65,087	65,910	66,736	67,545	68,371
23	64,262	65,087	65,910	66,736	67,545	68,371
24	64,262	65,087	65,910	66,736	67,545	68,371
25	64,990	65,816	66,638	67,464	68,275	69,099
26	64,990	65,816	66,638	67,464	68,275	69,099
27	64,990	65,816	66,638	67,464	68,275	69,099
28	64,990	65,816	66,638	67,464	68,275	69,099
29	64,990	65,816	66,638	67,464	68,275	69,099
30	65,718	66,544	67,368	68,192	69,004	69,829