

SUMMARY OF THE MASTER AGREEMENT

BETWEEN

INDEPENDENT SCHOOL DISTRICT NO. 2683

AND THE

GREENBUSH MIDDLE RIVER EDUCATION ASSOCIATION
(GMR EA)

2021 - 2022 & 2022 - 2023

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 / Elementary 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 2021-2022 & 2022-2023 in August 2021. 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 six (6) meetings from early August to September 8, 2021 to reach a new Agreement. The number of meetings was more than that in the past because having all Neg. Committee members in the same place at the same time was problematic. At least half of the meetings did not have the full attendance of committee members from one side or the other. 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 2021-2023 AGREEMENT

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

- [a] There was Agreement to the Board's proposal to add Agreement language relating to Salary and Benefits associated with Full Time Equivalency (FTE) of a licensed teacher.
- [b] There was Agreement to the Board's proposal to add language relating to successful completion of Graduate credits to apply towards advancement on the salary schedule.
- [c] There was Agreement to the Board's proposal to decrease the number of teachers on the Continuing Education Committee from two (2) to one (1). [Previously there was one (1) person for the Greenbush site and one (1) person for the Middle River site.]
- [d] There was Agreement to GMR EA's proposal for extended season pay for Academic Advisors.
- [e] There was Agreement to GMR EA's proposal for increasing FCCLA compensation due to the reduction of an Assistant FCCLA Advisor effective with the 2021-2022 school year.
- [f] There was Agreement to clarify driving time language for Coaches and Academic Advisors.
- [g] The GMR EA brought forth a proposal to change current Agreement language by increasing the pay from \$30 to \$40 or \$50 for unused sick days exceeding 200 days. After some discussion both parties agreed drop this proposal.
- [h] Much discussion about a Board proposal to eliminate the existing *Cash-in-lieu* of language and replace it with a 403b Tax Shelter Annuity. This proposal was eventually rejected by the GMR EA.
- (i) The GMR EA brought forth a Memo of Understanding (MOU) by the state-wide Ed. MN organization for language associated with COVID leave. The MOU was dropped from consideration by the Board upon recommendation of MN School Boards Association.
- [j] 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:
 - from \$7,500 in 2020-2021 to \$8,000 in 2021-2022; and
 - from \$8,000 in 2021-2022 to \$8,500 in 2022-2023.
- [k] The Board and GMR EA agreed to an increase in the District's contribution to *Cash-in-lieu* of as follows:
 - from \$5,800 in 2020-2021 to \$6,200 in 2021-2022; and
 - from \$6,200 in 2021-2022 to \$6,600 in 2022-2023.
- [l] The GMR EA and Board exchanged multiple cost of settlement proposals and in the end, agreed to increases in basic salary compensation and extra-curricular compensation for the base year (2020-2021) co-hort moving forward as follows:
 - (1) increase by 2.0% for the 2021-2022 school year; and (2) increase by 2.0% for the 2022-2023 school year.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 8.13% in 2021 to 8.34% in 2022 to 8.55% in 2023.] Through the negotiations process, the GMR EA and School Board agreed to a total dollar settlement package of 7% for the two-year period.
- [m] Correct date changes to the appropriate articles and sections were made throughout the Agreement.

SCHEDULE A: GMR 2021 - 2022 SALARY SCHEDULE STEPS & LANES

STEP	BA	BA+15	BA+30	BA+45	MA/BA+60	MA+15
0	\$44,358	\$45,131	\$45,916	\$46,702	\$47,487	\$48,258
1	\$45,131	\$45,916	\$46,702	\$47,487	\$48,258	\$49,044
2	\$45,916	\$46,702	\$47,487	\$48,258	\$49,044	\$49,833
3	\$46,702	\$47,487	\$48,258	\$49,044	\$49,833	\$50,619
4	\$47,487	\$48,258	\$49,044	\$49,833	\$50,619	\$51,390
5	\$48,258	\$49,044	\$49,833	\$50,619	\$51,390	\$52,175
6	\$49,044	\$49,833	\$50,619	\$51,390	\$52,175	\$52,959
7	\$49,833	\$50,619	\$51,390	\$52,175	\$52,959	\$55,834
8	\$52,580	\$53,382	\$54,199	\$55,015	\$55,834	\$56,636
9	\$53,382	\$54,199	\$55,015	\$55,834	\$56,636	\$57,468
10	\$54,199	\$55,015	\$55,834	\$56,636	\$57,468	\$58,284
11	\$55,015	\$55,834	\$56,636	\$57,468	\$58,284	\$59,102
12	\$58,040	\$58,842	\$59,674	\$60,491	\$61,308	\$62,112
13	\$60,594	\$61,452	\$62,292	\$63,134	\$63,961	\$64,803
14	\$61,452	\$62,291	\$63,134	\$63,961	\$64,803	\$65,644
15	\$62,292	\$63,134	\$63,961	\$64,803	\$65,644	\$66,487
16	\$63,134	\$63,961	\$64,803	\$65,644	\$66,487	\$67,329
17	\$63,961	\$64,803	\$65,644	\$66,487	\$67,329	\$68,154
18	\$64,803	\$65,644	\$66,487	\$67,329	\$68,154	\$68,996
19	\$65,547	\$66,389	\$67,228	\$68,071	\$68,896	\$69,738
20	\$65,547	\$66,389	\$67,228	\$68,071	\$68,896	\$69,738
21	\$65,547	\$66,389	\$67,228	\$68,071	\$68,896	\$69,738
22	\$65,547	\$66,389	\$67,228	\$68,071	\$68,896	\$69,738
23	\$65,547	\$66,389	\$67,228	\$68,071	\$68,896	\$69,738
24	\$65,547	\$66,389	\$67,228	\$68,071	\$68,896	\$69,738
25	\$66,290	\$67,132	\$67,971	\$68,813	\$69,641	\$70,481
26	\$66,290	\$67,132	\$67,971	\$68,813	\$69,641	\$70,481
27	\$66,290	\$67,132	\$67,971	\$68,813	\$69,641	\$70,481
28	\$66,290	\$67,132	\$67,971	\$68,813	\$69,641	\$70,481
29	\$66,290	\$67,132	\$67,971	\$68,813	\$69,641	\$70,481
30	\$67,032	\$67,875	\$68,715	\$69,556	\$70,384	\$71,226

SCHEDULE B: GMR 2022 - 2023 SALARY SCHEDULE STEPS & LANES

STEP	BA	BA+15	BA+30	BA+45	MA/BA+60	MA+15
0	\$45,245	\$46,034	\$46,835	\$47,636	\$48,437	\$49,223
1	\$46,034	\$46,835	\$47,636	\$48,437	\$49,223	\$50,025
2	\$46,835	\$47,636	\$48,437	\$49,223	\$50,025	\$50,830
3	\$47,636	\$48,437	\$49,223	\$50,025	\$50,830	\$51,631
4	\$48,437	\$49,223	\$50,025	\$50,830	\$51,631	\$52,417
5	\$49,223	\$50,025	\$50,830	\$51,631	\$52,417	\$53,219
6	\$50,025	\$50,830	\$51,631	\$52,417	\$53,219	\$54,019
7	\$50,830	\$51,631	\$52,417	\$53,219	\$54,019	\$56,950
8	\$53,632	\$54,449	\$55,283	\$56,115	\$56,950	\$57,768
9	\$54,449	\$55,283	\$56,115	\$56,950	\$57,768	\$58,617
10	\$55,283	\$56,115	\$56,950	\$57,768	\$58,617	\$59,449
11	\$56,115	\$56,950	\$57,768	\$58,617	\$59,449	\$60,284
12	\$59,201	\$60,019	\$60,868	\$61,701	\$62,534	\$63,354
13	\$61,806	\$62,681	\$63,538	\$64,397	\$65,240	\$66,099
14	\$62,681	\$63,537	\$64,397	\$65,240	\$66,099	\$66,957
15	\$63,538	\$64,397	\$65,240	\$66,099	\$66,957	\$67,816
16	\$64,397	\$65,240	\$66,099	\$66,957	\$67,816	\$68,676
17	\$65,240	\$66,099	\$66,957	\$67,816	\$68,676	\$69,517
18	\$66,099	\$66,957	\$67,816	\$68,676	\$69,517	\$70,376
19	\$66,858	\$67,717	\$68,573	\$69,432	\$70,274	\$71,133
20	\$66,858	\$67,717	\$68,573	\$69,432	\$70,274	\$71,133
21	\$66,858	\$67,717	\$68,573	\$69,432	\$70,274	\$71,133
22	\$66,858	\$67,717	\$68,573	\$69,432	\$70,274	\$71,133
23	\$66,858	\$67,717	\$68,573	\$69,432	\$70,274	\$71,133
24	\$66,858	\$67,717	\$68,573	\$69,432	\$70,274	\$71,133
25	\$67,616	\$68,475	\$69,330	\$70,190	\$71,033	\$71,891
26	\$67,616	\$68,475	\$69,330	\$70,190	\$71,033	\$71,891
27	\$67,616	\$68,475	\$69,330	\$70,190	\$71,033	\$71,891
28	\$67,616	\$68,475	\$69,330	\$70,190	\$71,033	\$71,891
29	\$67,616	\$68,475	\$69,330	\$70,190	\$71,033	\$71,891
30	\$68,373	\$69,232	\$70,090	\$70,947	\$71,792	\$72,650