

## NEGOTIATIONS

5/31/16

Those Present: Dr. Cox, Tina Williams, Maria Fassett, Shelley Coats, Suzette Miller, Sherry Bingham, Bryan McKinney , Karl Sandmann, Tina Williams, Michele Widmier

Call to Order: Meeting began at 9:07 a.m.

Check In:

Approval of

Minutes: Changes were made to the May 23, 2016 minutes. These will be posted on Boardbook.

MCEA proposed to table prep time and length of work day until next year.

Dr. Cox expressed concern that there were some items submitted to be put in the agreement that were not negotiated. The team reviewed articles of the agreement and made the following changes:

- Level 4 was added to the Grievance section
- Section 6 and J removed from Association Privileges
- Leave of Absence changed to Unpaid Leave of Absence
- In addition to articles already existing, the following sections were added or changes made: Mentoring Committee, FMLA, Transfers, Grievance, Duty Free Lunch, No Fault Leave, Bereavement, and Personal Leave

Each article was reviewed and approved with the changes above.

Salaries/Benefits

Options for Dental

Delta

Willamette

Delta/Willamette

The team chose Delta/Willamette for dental insurance. This will cause an additional increase in premium (3% vs 5%), but the District will pay the increased cost rather than pass it on to employees. Employees will have the option to choose either plan.

The following salary information was put on the board:

Interests

Balanced budget

Attract and retain new and experienced teachers

Acceptable contingency money

Teacher moral

Equitable salaries

Alignment with State allocation

Competitive with other districts

Living wage

Recognize advanced degrees

Rewarding experience

Supposals

1. District salary schedule
2. Option #3 from Select Health
3. Credit levels at \$200,400, 700
4. 3% for grandfathered staff
5. 3% for all staff
6. Option #2 from Select Health
7. \$1,300 for all staff
8. Double credit levels \$400, 800, 1,400
9. Credit levels of \$200, 400, 1,400
10. 3% for grandfathered
11. New option for Select Health (\$2,500 deductible)
12. 4% for all staff with current credit levels (#3)
13. 3% for all staff with double credit levels
14. 4% for all staff with current career ladder and Select Health option #2
15. Credit levels would include grandfathered staff
16. No one receives less than 3%

Caucus: 11:40 a.m.

Return: 11:55 a.m.

- 1, 2, 3, 4, 16 NO
- 1, 6, 8, 15, 16 NO
- 6, 13 NO
- 1, 6, 8 10, 16 NO
- 1, 2, 8 10, 16 NO
- 1, 2, 9, 10, 16 NO
- 1, 6, 9 10, 16 NO
- 1, 3, 6, 10, 16 NO
- 1, 2, 8, 10, 16 YES

The team discussed each option.

Caucus: 12:10 p.m.

Return 12:15

Agreement was reached:

District salary schedule

Option #3 from Select Health

Double credit level \$400, \$800, \$1,400

3% for grandfathered with voluntary move to schedule 2017-18

No one receives less than 3% raise

Adjournment: 12:20 p.m.

MCEA will meet Friday at 3:00 with Dr. Cox to review the agreement.

MCEA will meet with members on Monday at 2:15 at East Minico.

 6/20/16  
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 MCEA Signature

 6-20-16  
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 MCSD Signature