



Meeting Date: February 5th, 2024
Place on Agenda: Other Action
Topic: Master Agreement with Medford Education Association
Presenter: Mark Ristau

Background: The MEA negotiations team and the Medford School District negotiations team met several times over the past few months to negotiate the Master Agreement for the 2023-2024 and the 2024-2025 school years.

Major contract language changes:

1. Added \$3,000 to each cell in year one
2. Added 3% to each cell in year two
3. Added years of service and longevity pay to existing program
4. Increased days needed in advance for a personal leave to seven (7)
5. Increased number of teachers that can be granted personal leave for the same day to six (6)
6. Added *Coaching Leave* language under Leaves of Absence
7. Decreased the number of teacher contract days to one hundred eighty-five (185)
8. Decreased the number of student contact days to one hundred seventy-four (174)
9. Increased the number of teacher workdays and staff development days

See attached contract for additional changes to the contract

Other Salary and / Benefit Changes:

	<u>Total Salaries</u>	<u>Total Package</u>	<u>New Money</u>	<u>% Increase</u>
2023-2024	\$4,492,084	\$5,843,058	\$330,642	6%
2024-2025	\$4,699,203	\$6,087,348	\$244,290	4.18%



Other Extra Curricular Changes:

3% increase to all positions except:

- All sports positions
- Advisory, Grades 7-12
- Eagle Bluff Supervision
- ALICE Coordinator
- Advisor membership fees

See attached appendix B for full list of changes