



Medford Public School  
ISD #763

*Providing quality education while preparing our children and community for the future*

## **School Board Agenda Item**

**Meeting Date:** December 21, 2015  
**Place on Agenda:** Other Action  
**Topic:** Master Agreement with Medford Education Association  
**Presenter:** Rich Dahman

**Background:** The Board Negotiations Committee, MEA negotiation team, and Superintendent Dahman met 11 times, starting in July 2015, to negotiate the Master Agreement for the 2015-16 and 2016-17 school years.

### **Major contract language changes:**

- 1) Clarified language around Lane advancement.
- 2) Advisory Stipend of \$140 per year for Advisory teachers (22 teachers in 2015-16).
- 3) Additional 30-minutes added to PLC meetings, twice per month (LoA).
- 4) Teaching spouses insurance change (single/single or family+\$300).
- 5) Preparation time definition and clarification on prep time.
- 6) Increase of 403(b) Lifetime Maximum from \$16,000 to \$22,000
- 7) Sunset of severance pay at retirement.

### **Other Salary/Benefits changes:** Steps and Lanes, 2.5% increase to the Salary Schedule

	<u>Total Salaries</u>	<u>Total Package</u>	<u>New Money</u>	<u>% Increase</u>
2015-16	\$3,019,087	\$4,227,884	\$162,190	3.99%
2016-17	\$3,146,829	\$4,391,106	\$163,222	3.86%
		Two year increase:	\$325,412	7.85%

### **Other Extra-Curricular Changes:**

Knowledge Bowl Advisor \$400 to \$1,500	Prom Chaperones: \$75
Spring Trap Shoot Advisor \$400 to \$600	Dance Chaperones: \$45/night

**Recommendation:** Approve the Master Agreement and Letter of Agreement as presented.