

Meade School District First Formal Proposal 2022-2023

The Meade School District No. 46-1 formally submits its Proposals for 2022-23 along with the rationale therefore. The parties have already met and discussed proposals, and have informally agreed on all the District Proposals set forth below.

Review of District Proposals and Rationale.

1. Proposal: Amend the second paragraph of Article 3.3, Notification and Assignment, in its entirety to read as follows:

If the change of assignment is implemented after June 1 but before August 30, a \$500.00 payment will be provided to the teacher. If the change of assignment is implemented on or after September 1, a \$1,000.00 payment will be provided to the teacher.

Rationale: the revised language extends the period during which a teacher is eligible to receive a \$500.00 payment if a change of assignment is implemented.

2. Proposal: Amend the second paragraph of Article 5.1, Salary Structure, in its entirety to read as follows:

For the 2022-23 school year, returning teachers will receive a 6.0% increase in salary minus applicable deduction(s) based on full-time equivalency. Staff members, who are less than 1.0 FTE, will receive a prorated increase. Beginning with the 2023-24 school year, negotiated salary increases shall be a percentage increase when the school year begins on an odd year and a dollar amount increase when the school year begins on an even year.

Rationale: A 6.0% increase is reasonable and matches the 6.0% increase in state funding. The additional sentence is intended to alternate the perpetuation of a salary differential between new teacher salaries and experienced teacher salaries and fixed dollar increases.

3. Proposal: Amend Article 5.8, Employee Benefits, Part B., in its entirety to read as follows:

The Board will pay up to \$538.00 of the single premium for the health insurance plan.

Rationale: The proposal increase the Board's payment by 4.0%, which matches the increase in premium cost; the proposal maintains the out-of-pocket cost to the employee.

4. Proposal: Amend Appendix B, Extra Duty Schedule, to increase the base salaries for all categories by 3.0%.

Rationale: The proposal attempts to account for cost of living increases.

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5. Proposal: Amend Appendix B, Extra Duty Schedule, to move Head HS Girls Soccer and Head HS Boys Soccer coaches from category 2 to category 1, and to move Assistant HS Boys Soccer and Assistant HS Girls Soccer coaches from category 3 to category 2.

Rationale: The proposal keeps the Extra Duty pay for soccer coaches consistent with the coaches of other High School sports.

6. Proposal: Amend Appendix B, Extra Duty Schedule, to move HS Student Council Advisor from category 3 to category 2. However, such adjustment is provisional for the 2022-23 school year pending the determinations of the Extracurricular Committee.

Rationale: The proposal recognizes the demands of the HS Student Council Advisor position.

7. Proposal: Amend Appendix B, Extra Duty Schedule, to add two (2) Assistant MS Drama positions at category 6. One shall work at Stagebarn Middle School and other shall work at Sturgis Williams Middle School. However, such additions are provisional for the 2022-23 school year pending the determinations of the Extracurricular Committee.

Rationale: The proposal recognizes the need for additional supervision of the participating students.

8. Proposal: Amend Appendix B, Extra Duty Schedule, to add the following section:

Formation of Extracurricular Committee: the District and Association recognize it would be in the best interest of the District, Association, and students for a comprehensive review of the current structure of extracurricular duties to be completed. Therefore, an Extracurricular Committee is hereby formed, which shall consist of the Superintendent, Activities Director, and another administrator, and up to 3 members appointed by the Association. The Committee shall have the authority to meet with other District employees as the Committee deems appropriate. The tasks of the Extracurricular Committee shall include: (1) completion of a full and detailed review of all extracurricular activities in the Meade School District (including but not limited to athletics, fine arts, student council, and clubs); and (2) determination of the appropriate coaching or advisory positions for each activity, of how many of each position are appropriate for each activity, and the category of extra duty pay for each; and (3) the formal presentation of such determinations, and the steps the Committee proposes be taken, to the Board and Association.

The Committee shall establish a meeting schedule and agendas on or before October 3, 2022, and make the formal presentation of its proposals on or before March 1, 2023.

Rationale: The parties desire a mixed committee to advise them of the proper coaching or advisory positions for extracurricular activities.

Approved this 25 day of April, 2022.

FOR THE MEADE EDUCATION ASSOCIATION:



President

FOR THE SCHOOL BOARD, MEADE SCHOOL
DISTRICT 46-1:

Vice President