

MADISON COUNTY SCHOOL DISTRICT NO. 5
NEGOTIATION COMMITTEE MEETING
CB MURRAY BUILDING
Thursday, January 20, 2022

The negotiation committee meeting was called to order at 4:34 p.m. by Kendra Horn.

Committee members present were: Anthony Johnson, Sara Decker, Jennifer Konopacki, Rodney Braaten, Kendra Horn, Kaylie Theis, and Ridgley Elser. Micheal Wetherbee was also present. William T. C. Wood was absent.

Visitors: Cory Rowberry

Public Comment: None

Negotiations:

The committee went through the current agreement to determine which articles and sections will need to be opened and discussed:

- Article I: None
- Article II: None
- Article III: None
- Article IV: None
- Article V: None
- Article VI: page 9, Section D. #4-There is an issue with the language regarding the number of minutes for prep periods;
- Article VII: page 10, Section A. #3 & #4-language is needed to address the payout of discretionary days upon termination to coincide with sick leave termination;
- Article VIII: None
- Article IX: None
- Article X: None
- Article XI: None
- **Article XII: page 14, Section A., page 15, Sections K & L**
- **Article XIII: page 15, entire article**
- Article XIV: page 17, Section E-dates and term of contract

The committee then designated negotiation items as language (underlined) or **monetary** (bold) items. Items were discussed as follows:

Language:

- Article VI, page 9, Section D. #4-the calculation of minutes for prep time does not add up; 45 minutes minimum is not equal to 228 minutes per week with a four-day school week; state law sets a 45 minute block per day as a minimum for prep time, but because high school teachers get a full period of prep time, the elementary staff is entitled to the same amount of time; the language can be changed to read "...in a block of no less than

45 minutes *and* a minimum of 228 minutes per week..."; also, strike the following language:

"This is the time during which the class is receiving instruction from teaching specialists. Teaching specialty areas may include art, music, physical education, library or any of the academic disciplines."

"Teacher preparation time is necessary to provide equality education."

"All available resources (including, but not limited to: teaching staff, administration, and volunteers) will be pursued in order to maintain elementary teacher preparation time."

- Article VII: page 10, Section A, #4 requires language to define leave payout for discretionary days remaining when an employee separates from the District that will align with the current procedure and the written payout of sick leave. The Clerk will develop language for the next meeting.
- Article VII: page 10, Section A, #3: Define leave days as discretionary as follows: "Any *discretionary* leave days remaining at the end of the year...."
- Article XIV: page 17, Section E: change date to reflect three year agreement "June 30, 2025"

MONETARY:

- Article XII: page 14, Section A.: The committee discussed current inflation, enrollment increases; though we are early in the budget cycle, the SFT proposed a 4% increase on the base for each year of the contract.
- Article XII: page 15, Section K.: The committee discussed increasing the Athletic Director stipend to be more comparable to other Districts; the agreement was opened after the last negotiation to add an assistant FFA advisor, and the position needs to be included in the extracurricular schedule; remove the Chorus position as it is in the curriculum, and hours outside of the contract are covered through the music stipend;
- Article XII: page 15: the language will need to be cleaned up regarding base teaching salary, as it may no longer apply depending on the final negotiated increase on the base.
- Article XIII: page 15, all sections: Some staff members are grandfathered into the previous retirement incentive with a lump sum payment of \$16,000 (Appendix C-1), and the incentive is currently \$12,000; it is expensive to the District, options for removing it may include grandfathering more staff in at the current rate, or phasing it out.

The next meeting will be Thursday, March 3, 2022 at 4:30 p.m.

ADJOURNMENT

At 5:35 p.m., Sara Decker moved to adjourn the meeting.

The minutes of this meeting were recorded and transcribed by Rebecca E. Larsen, District Clerk.


CLERK