

MADISON COUNTY SCHOOL DISTRICT NO. 5
NEGOTIATION COMMITTEE MEETING
CB MURRAY BUILDING
Tuesday, February 22, 2022

The negotiation committee meeting was called to order at 6:00 p.m. by Kendra Horn.

Committee members present were: Micheal Wetherbee, William T. C. Wood, Ridgley Elser, Kaylie Theis, and Kendra Horn.

Visitors: None

Public Comment: None

Negotiations:

The committee discussed the following: the current retirement incentive and its cost to the District; the union's request for 4% increase on the base of the salary matrix every year for three years and adding steps to the matrix as an optional alternative to the retirement incentive; during the most recent negotiation, the increase was .5%, .5%, and 1% on the base and included an increase in the District's contribution for health insurance; several employees are bottomed out on the matrix, meaning they don't receive an increase in wages each year due to a step increase, but receive an increase if there is an increase on the base; there may be other ways to give reward longevity; inflation and cost of living increases are very high right now; the District will be comfortable with increases in wages now due to increased enrollment; it is impossible to know if our current enrollment is stable, or if students will leave as quickly as they came; the district will need to look for a new superintendent during the term of the CBA; the committee will look at increasing the AD stipend, and adding an advisor stipend for Close Up and Spanish Club, but will need to discuss with the SFT how much the stipends should be compared to other schools. The committee also discussed modifying the following language: the wording of the grievance definition should be changed to apply only to the CBA, not state law or school policy because there are other prescribed remedies if someone is in violation of policy or law; extracurricular contracts are currently year-to-year, and the language in the CBA does not reflect current practice. Further discussion included, but was not limited to: the SFT hasn't asked to open the insurance coverage at this time, but it could be addressed later; other ways the District can increase compensation are employer contributions to health savings accounts (HSAs) or flexible spending accounts (FSAs); these contributions are pre-tax, and are more affordable options; the committee also needs to consider that administrative contracts will need to be negotiated as well.

ADJOURNMENT

At 6:40 p.m., William T. C. Wood moved to adjourn the meeting.

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


CLERK

Tuesday, February 22, 2022