

**MADISON COUNTY SCHOOL DISTRICT NO. 5
NEGOTIATION COMMITTEE MEETING
CB MURRAY BUILDING
Thursday, March 10, 2022**

The negotiation committee meeting was called to order at 4:33 p.m. by Kendra Horn.

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

Visitors: Ed Burke, Tymbre Stender, April Wuelfing, Cory Rowberry, and Rod Stout (Zoom).

Public Comment: None

Negotiations:

PREVIOUS ITEMS:

Language Items: The committees tentatively agreed on the following items:

- Cover and Page 4, Article I: "...*Sheridan Federation of Teachers, MEA-MFT MFPE, AFT, NEA, AFL-CIO,*"
- Page 9, Article VI, E. 3: "*Extracurricular stipends will only be paid for activities which occur outside the contractual hours. See Appendix CB.*"

The committees discussed the following:

- Page 5, Article V. A.: "*A grievance is defined as a written and signed claim by a grievant that there has been a violation or misapplication, of the Master Agreement, ~~District Policy or procedure, or State or Federal Law.~~*" The SFT will check on this language with their state union rep.
- Page 9, Article VI. E. 2: "*~~Any employee performing an extracurricular activity shall be relieved of such duty at the end of the current contract year after said employee notifies the Board in writing. Said employee shall not be penalized or discriminated against.~~*" No discussion, this item is still open.
- Page 12, Article VII. G. 3: "*Applications for sabbatical leave shall be made upon forms furnished by the Superintendent. The application shall contain information as follows to-wit: ...*" Alternative language will be presented at the next meeting.
- Page 13, Article VII G. 6: "*The applicant for sabbatical leave shall execute an agreement with the School District No. 5 in the following substance and form to-wit: ...*" Alternative language will be presented at the next meeting.

Monetary Items:

- Page 14, Article XII. A: The SFT committee proposed a 6%, 2%, 2% increase on the base for the term of the contract. Discussion included, but was not limited to, the following: The board aims to keep salary and benefits for all staff to approximately 75% of the general fund budgets; they currently need to consider other factors like increasing classified wages

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to aid in recruitment and retention, adding additional certified positions to keep up with the District's increased enrollment, particularly in the special education department; with an additional certified position for special education and the anticipated increases in administrative and classified salaries, the board is projecting approximately 77% of the general funds being committed to wages and benefits; the board does not anticipate being able to offer more than 3% on the base during the first year of the contract.

- Page 15, Article XII. K: Extracurricular pay will be calculated based on the negotiated base salary; the board committee proposed increasing the AD stipend from 16% to 20% and keeping the designated AD prep period; this will keep the stipend in line with neighboring districts; the board committee also proposed adding Spanish Club and Close Up advisors to the extracurricular schedule at 20% of the extracurricular base; this will place those stipends slightly above neighboring schools; the committees also discussed the proposal to combine Chorus with Music and increase the stipend to 10.7% of the certified base, in line with the head coaching positions; they also discussed adding the assistant FFA advisor to the schedule; when the base salary increase is negotiated the schedule will be T.A.'d.
- Page 15, Article XIII: The board committee countered the SFT's proposal to add 4 steps to the last 4 lanes, with adding 4 steps to the last 2 lanes, and maintaining the retirement incentive for the members who are currently eligible.

The committees caucused at 4:54 p.m.

The board committee discussion included, but was not limited to, the following: this year would be the year to increase, but with adding staff and increasing wages, the district will not have as much wiggle room; inflation is at 7%; there are things that drive the budget that come from the state level; the next legislative session will set state funding for education for the biennium.

The committees reconvened at 5:19 p.m.

Discussion included, but was not limited to, the following: The board committee feels comfortable working with a 5% increase over three years, but can't put it all on the front because room for additional staffing is needed; the SFT committee feels comfortable with the board committee's proposals on the extracurricular items (AD, Close Up, Spanish Club, Music) and will take it to their membership; the SFT committee will take the proposal for 4 steps on the last 2 lanes to replace the retirement incentive, and will take that to the union membership as well; the federal money for Covid (ESSER III) has an allocation for learning loss, but the funding is temporary, and it isn't sustainable long term.

ADJOURNMENT

At 5:32 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