

**MADISON COUNTY SCHOOL DISTRICT NO. 5**  
**NEGOTIATION COMMITTEE MEETING**  
**CB MURRAY BUILDING**  
**Thursday, March 24, 2022**

The negotiation committee meeting was called to order at 4:35 p.m. by Kendra Horn.

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

Visitors: None

Public Comment: None

Negotiations:

Language Items:

The committees tentatively agreed on the following proposed language:

- 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.~~"*
- Page 12, Article VII. G. 3: *"Applications for sabbatical leave shall be made ~~upon~~ using forms furnished by the Superintendent. The application shall contain the following information: ~~as follows to wit:~~ applicant's name, educational qualification, employment record, principle fields of work, and purpose of sabbatical leave."*
- 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:~~ as follows:*

The committees discussed and reviewed the following language items:

- Page 9, Article VI. E. 2: Separating co-curricular activities from extracurricular activities; language needed before the next meeting.

Monetary Items:

The committees discussed the following:

- Page 14, Article XII. A.: The SFT felt there was more room in the budget and countered the Board committee's previous offer with a proposed an increase of 5%, 2%, and 1% to the base salary for each year of the contract; it is important to maintain staff and attract new, quality educators to our open positions; inflation is high and affects everyone; the District's salary matrix is currently behind neighboring schools and below the state's average starting salary;
- Page 15, Article XII. K.: The committees will need to agree on the increase to the base to address the extracurricular schedule; Close Up and Spanish can be added to the schedule; job descriptions may be needed; Mr. Anderson provided an outline of his duties as Spanish



Club advisor; advisors do not pay expenses associated with the student trips; leave taken for student trips is extracurricular leave and does not impact a teacher's accrued leave; there are guidelines for advisors in the employee handbooks and board policy; co-curricular activities would be FFA, FCCLA, Music, and Yearbook; drama is co-curricular if there is a class period for performing arts; extracurricular activities would be athletics, forensics, and any other activity that does not have a corresponding class; the activity director is referred to as an athletic director, and the job description covers more than athletics, but maybe doesn't match practice; add the AD stipend to the schedule with an asterisk for additional language;

- The committees tentatively agreed to increasing the AD stipend to 20% of the base from 16%, with the additional language regarding prep time;
- The committees tentatively agreed to the addition of the Assistant FFA advisor to the schedule, and changing the music stipend to include chorus, and eliminating the chorus position;
- Page 15, Article XII. L.: The committees agreed to table this item until the base increase is T.A'd;
- Page 15, Article XIII: Retirement Incentive Plan: The committees tentatively agreed to remove the retirement incentive except for the employees who are currently grandfathered by Appendix C-1;
- The committees tentatively agreed to add 4 steps to the last two lanes on the salary matrix;

The committees caucused at 5:20 pm.

The Board committee discussed the impact of the proposed increases in salary; a counter offer of 4%, 1.5% and 1% for each year of the contract would keep wages and benefits below 80% of the general fund budgets; the District will need room in the general fund for additional staffing that may be required with additional students; projections for future enrollment; increased cost of living over the next few years; and contacting the developer regarding the proposed subdivision in town, and the impact that may have on enrollment and available housing for staff.

The committees reconvened at 5:38 pm.

The Board committee countered the SFT's proposal with an increase on the base of 4%, 1.5%, and 1% for each year of the contract; the offer will put the District at approximately 78%-79% of the general fund budget, and the District will need room for additional staffing.

The next meetings are scheduled for April 7, 2022 and April 14, 2022.

#### **ADJOURNMENT**

At 5:48 p.m., Rodney Braaten moved to adjourn the meeting.

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



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CLERK