

**MADISON COUNTY SCHOOL DISTRICT NO. 5  
NEGOTIATION COMMITTEE MEETING  
CB MURRAY BUILDING  
Thursday, March 3, 2022**

The negotiation committee meeting was called to order at 4:36 p.m. by Kendra Horn.

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

Visitors: Paula Elser, Heather Kenworthy, Katie Grover, Tymbre Stender, and Ed Burke

Public Comment: Heather Kenworthy spoke to the committees regarding the current cost of living increase, increased enrollment, and the teacher shortage, saying this is the year to give to teachers instead of take away.

Negotiations:

**NEW ITEMS:**

- The SFT committee proposed changing the abbreviations for the state union on the cover and page 4; the name has changed from MEA-MFT to MFPE.
- The board committee proposed changing the language for the grievance definition on page 5 as follows: *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 board committee proposed striking Article XI, E. 2. as follows: *~~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.~~* This language does not match current practice; coaches and advisors are hired each year on a contract for a specified term.
- The board committee proposed cleaning up the outdated language regarding sabbatical leave on page 12 and 13;
- The committees discussed adding Spanish Club and Close Up advisors to Appendix B, the extracurricular schedule;
- The committees discussed correcting Article VI, E. 3. as follows: *Extracurricular stipends will only be paid for activities which occur outside the contractual hours. See Appendix B €.*

**PREVIOUS ITEMS:**

**Language Items:** The committees tentatively agreed to the following language revisions:

- Page 9, Article VI. D. 4. *Each teacher is entitled to an average of one prep period a day, in a block of no less than 45 minutes, ~~or~~ and a minimum of 228 minutes per week preparation time. ~~This is the time during which the class is receiving instruction from teaching specialists. Teaching specialty areas may include art, music, physical education,~~*

Thursday, March 3, 2022

~~library or any of the academic disciplines. Specialists and part-time teachers are entitled to proportional preparation time also. Teacher preparation time is necessary to provide quality education. Whenever possible, teachers will not be assigned other duties during prep time. All available resources (including, but not limited to: teaching staff, administration, and volunteers) will be pursued in order to maintain elementary teacher preparation time.~~

- Page 10, Article VII. A. 3. Any discretionary leave days remaining at the end of the year may be carried over to the next school year as sick days.
- Page 10, Article VII. A. 4. At the time the employee properly separates with the District, the teacher will receive pay which equals 25% of the employee's regular pay at the time of severance, for each day of unused sick leave, up to a maximum of 60 days. Any discretionary leave days available to the employee at the time of separation will be paid out at the current certified substitute teacher rate. This cash-out payment shall be used by employees for the purpose of calculating earnings when reporting to the Teacher Retirement System. This same formula will be used to determine the death benefits the District will pay to a teacher's beneficiary for unused sick leave in the event of death of the teacher.
- Page 17, Article IVX. E. "...in full force and effect until June 30, 2022 2025."
- Page 17, Article IVX. E. "An accounting of all funds/expenditures shall be available to the president of the Federation no later than June 30, 2022 2025."

**Monetary Items:** The committees discussed the following:

- Page 14, Article XII, A.: The SFT had proposed a 4% increase on the base each year of the agreement at the Jan. 20 meeting; the board committee counter-offered a 3%, 1%, 1% increase; due to inflation, cost of living increase, and the significant increase in enrollment, the board committee feels comfortable frontloading the increase on the base, but is not confident where funding will be in the 2 subsequent years of the contract; it is hard to project what the economy will do, what state revenues will be projected to be, what the legislature will do with school finding, and if enrollment will be stable.
- Page 15, Article XII, K.: The SFT proposed the following:
  - 1) increasing the AD stipend from 16% to 25% of the base, while keeping the prep period;
  - 2) adding the assistant FFA advisor at the same stipend as an assistant varsity coach to match current practice;
  - 3) remove the chorus stipend from the schedule, and increase music stipend to head coach pay;
- Page 15, Article XII, L.: The committees discussed the effect of HB 143 which incentivizes increasing starting teacher pay; section L. will need to be discussed in depth when the increase on the base has been T.A.'d because any increase on the base will affect the result; more research on the longevity of the incentive is needed;
- Page 15, Article XIII: The board committee stated that the history of the retirement incentive was to encourage teachers to retire because the district was top-heavy, and the intention is not to penalize the teachers by removing the retirement incentive, but find an alternative way to reward longevity; the money for the incentive is budgeted each year in the general fund whether it will be paid out or not; removing the incentive gives the

budget a little more room for an increase on the base, which will compound throughout a teacher's employment.

The SFT committee proposed adding 4 steps to the BA+3 lane through the MA+2 lane to reward longevity and as an alternative to the retirement incentive (sample enclosed); Appendix C-1 would remain as is for those staff members who are currently eligible.

**NEXT MEETING:**

The next meetings were set for March 10 and March 24 at 4:30 p.m.

**ADJOURNMENT**

At 5:28 p.m., Rodney Braaten moved to adjourn the meeting.

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

  
CLERK

---