

**MADISON COUNTY SCHOOL DISTRICT NO. 5**  
**NEGOTIATION COMMITTEE MEETING**  
**CB MURRAY BUILDING**  
**Thursday, April 7, 2022**

The negotiation committee meeting was called to order at 4:37 p.m. by Kendra Horn.

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

Visitors: April Wuelfing

Public Comment: None

Negotiations:

The committees tentatively agreed to the following language items:

**LANGUAGE:**

- Article VI. E. 2: *"Any contracted employee filling a co-curricular advisor position will be hired on a year to year contract, concurrent with the certified contract for that position unless the employee resigns from the co-curricular position by informing the board in writing. No employee will be penalized or discriminated against."*
- Article XII. K: *"The base for which extracurricular pay is calculated will be 10.7% of the base salary. In addition, to the base pay for extracurricular activities provided herein, the Board shall pay, starting with the 1990-1991 school year, an experience increment of \$50.00. (For example: if a teacher were paid an experience factor of \$200.00 the 1989-1990 school year, that experience factor would be \$250.00 for the 1990-1991 school year.) There is no cap on the number of years' experience that is allowed."*

**MONEY:**

- The SFT proposed 67% of the head coach/advisor base pay for the Close Up and Spanish advisor stipends, with years of experience to be honored going forward;
- The schedule was reviewed, reorganized by extra-curricular and co-curricular activities; the committees tentatively agreed to the revised schedule.
- The SFT proposed an increase to the base salary of 4.5%, 2%, and 1% each year.

The committees caucused at 4:54.

The Board committee discussed the following: they were satisfied with the Close Up and Spanish advisors' placement on the schedule; there is language in the employee handbooks that clearly define advisor duties, so an additional job description is not required; coaches are evaluated each year; co-curricular advisors could have an evaluation as part of their teaching evaluation; a reasonable counter offer would be to offer 4%, 2%, and 1% increases to the base salary; the

language in Article XII. L. hasn't been discussed yet; there is no statutory requirement to increase the starting salary for teachers, but there is an incentive that was passed by the legislature to 10 times the quality educator payment; there is no end date to the incentive, and the District could qualify for additional funding for teachers in the first three years of their career.

The committees reconvened at 5:10.

- The committees tentatively agreed to the rate for the Spanish and Close Up advisors, and including implementing evaluation of advisor duties as part of teacher evaluations.
- The board committee proposed revising the language in Article XII. L. to a base salary of ten times the state's quality educator payment. The committees tentatively agreed to the language.
- The Board committee offered 4%, 2%, and 1% increases to the base salary, and the committees tentatively agreed to the increase.

The agreement is on the agenda for the regular board meeting on Tuesday, April 12; if the SFT can have their membership vote on the proposed agreement, the Board can ratify the agreement as well.

#### **ADJOURNMENT**

At 5:23 p.m., Ridgley Elser the meeting was adjourned.

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

  
CLERK