

Special Meeting: Teacher Negotiations

Monday, October 30, 2017 7:00 PM Central

Conference Room, Madison Middle/High
School
700 South Kent St.
Madison, NE 68748-0450

1. Call Meeting to Order
 - 1.1. Roll Call
 - 1.2. Pledge of Allegiance
 - 1.3. Declare the meeting to be open, legal, and properly advertised
 - 1.4. Reading of the Mission Statement.
2. Consent Agenda
 - 2.1. Accept the agenda as the official agenda
3. Negotiations Meeting #1 with representatives of the Madison Education Association
4. Discussion on Ground Rules for Negotiations, Array of Schools, current cost of Insurance.
5. Consider Possible proposal #1 for the MEA
6. Possible request to Caucus from the Board of Education.
7. Possible Counter Offer from the Board of Education.
8. Settle or Schedule the next meeting date.
9. Executive Session
 - 9.1. Strategy session to discuss collective bargaining for the 2018-19 school year.
10. Adjournment

Madison Public Schools

Alan Ehlers
Superintendent
Jim Crilly
Secondary Principal
Andrew Offner
Elem Principal/CD

700 So Kent St.
P.O. Box 450
Madison, NE 68748
District Phone (402) 454-3336 Fax (402) 454-2238
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Karla Kush
MS Principal/IPM/EL
Reid Ehrisman
Athletic Director
Christine Knapp
Office Manager

The mission of Madison Public Schools is to prepare students to be competent, confident, productive, and responsible citizens.

GROUND RULES FOR NEGOTIATIONS

developed during negotiations sessions for the 2006-07 school year
updated August 9, 2007 and June 13, 2012

1. All negotiations proposals will be presented in written form. Fiscal impact of proposals is to be based on current available data using current year staff as though they would remain in the district.
2. The Board's negotiation chairman will preside at each meeting. The superintendent will serve as recorder of negotiations sessions. It is the goal of both the Board and the certified staff excluding administrators and nurses to complete negotiations in four meetings, but more meetings may be held if necessary.
3. Meeting duration will be limited to two hours. Extension of this time limit is possible if both parties agree.
4. Caucus will be granted to either party upon request but will be limited to fifteen minutes in length. Extension of caucus time limits is possible if both parties agree.
5. Meetings shall be held in open session.
6. The negotiations process will involve item-by-item discussion but final settlement will be based on agreement on all points. Contract considerations will be on current staff with credit given for present year experience.
7. Tentative agreements will be reduced to writing and submitted to certified staff excluding administrators and nurses for approval. After approval, the agreement will be submitted to the Board of Education for approval.
8. The Board and certified staff excluding administrators and nurses will each pay fees and expenses for their fact-finding representative, and the fees and expenses for the third member of the fact-finding group shall be borne equally by the two parties if the need for a third member is mutually agreeable to the MEA and Board teams.
9. An agenda item for each negotiations meeting will be to establish a time and date for the next meeting agreeable to both parties.



1617 and 1718 Health, Dental, and Life Insurance Costs

| Coverage | # Teachers | monthly H.L. | monthly D.L. | monthly | Total H.L. | Total D.L. | Total L.L. | total cost |
|--|-------------|--------------|--------------|------------|--------------|-------------------------|------------|--------------|
| \$1150 DEDUCTIBLE (16-17 rates) | | | | | | | | |
| employee | 12 | \$543.96 | \$25.31 | | \$78,330.24 | \$3,644.64 | | \$81,975 |
| employee & child(ren) | 1 | \$1,006.37 | \$25.31 | | \$12,076.44 | \$303.72 | | \$12,380 |
| employee & spouse | 7 | \$1,142.33 | \$25.31 | | \$95,955.72 | \$2,126.04 | | \$98,082 |
| employee, spouse, & child(ren) | 28 | \$1,533.86 | \$25.31 | | \$515,376.96 | \$8,504.16 | | \$523,881 |
| employee couple | 0 | \$0.00 | \$55.73 | | \$0.00 | \$0.00 | | \$0 |
| employee couple & child(ren) | 1 | \$1,533.86 | \$74.87 | | \$18,406.32 | \$898.44 | | \$19,305 |
| life insurance | 49 | | \$0.00 | \$3.80 | \$0.00 | \$0.00 | \$2,234.40 | \$2,234 |
| \$900/\$3500 DEDUCTIBLE (17-18 rates) | | | | | | | | |
| employee | 13 | \$577.53 | \$26.55 | | \$90,094.68 | \$4,141.80 | | \$94,236 |
| employee & child(ren) | 2 | \$1,068.45 | \$26.55 | | \$25,642.80 | \$637.20 | | \$26,280 |
| employee & spouse | 5 | \$1,212.82 | \$26.55 | | \$72,769.20 | \$1,593.00 | | \$74,362 |
| employee, spouse, & child(ren) | 25 | \$1,628.51 | \$26.55 | | \$488,553.00 | \$7,965.00 | | \$496,518 |
| employee couple | 0 | \$0.00 | \$60.18 | | \$0.00 | \$0.00 | | \$0 |
| employee couple & child(ren) | 0 | \$1,628.51 | \$80.85 | | \$0.00 | \$0.00 | | \$0 |
| life insurance | 46 | | \$0.00 | \$3.80 | \$0.00 | \$0.00 | \$2,097.60 | \$2,098 |
| \$900/\$3500 DEDUCTIBLE (18-19 rates TBA) | | | | | | | | |
| employee | 13 | \$577.53 | \$26.55 | | \$90,094.68 | \$4,141.80 | | \$94,236 |
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| employee couple & child(ren) | 0 | \$1,628.51 | \$80.85 | | \$0.00 | \$0.00 | | \$0 |
| life insurance | 46 | | \$0.00 | \$3.80 | \$0.00 | \$0.00 | \$2,097.60 | \$2,098 |
| \$677,060 \$14,337 \$2,098 \$693,494 | | | | | | | | |
| employee | Greinke | Cooper | Lafleur, V | Jones | Price | Swedberg | | |
| | Wolla | Fredenburg | Kalin | Hertel | Nelson | Koopman | Malone | |
| employee and child(ren) | Anderson | Goedeken | | | | | | |
| employee and spouse | Engelmann | Abler | Wehrle | J. Lewis | Herz | | | |
| employee, spouse, and child(ren) | Cleveland | Braithwait | Brandl | Ferguson | Harrington | Calderon | Jirsa | M. Lewis |
| | Johnson, D. | Jordan | Jurgens | Kratochvil | Kaps | Fite | Lovercheck | Eischeid |
| | Reeves | Ternus | Wagner | Weidner | Rother | Fuhs | Middleton | Frauentorfer |
| | Pollreisz | | | | | | | |
| employee couple | | | | | | | | |
| employee couple and child(ren) | | | | | | | | |
| Admin Team | Ehlers | Crilly | Ehrishman | Offner | | All Family Health Plans | | |

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October 1, 2017 update

To: MPS board of Education members & MEA Members
 From: Alan Ehlers, Superintendent
 Subject: Status of array schools regarding teacher negotiations for 2017-18

FYI, a little information for you regarding the status of negotiations among array schools* for 2018-19

| <u>District</u> | <u>2017-18 base</u> | <u>2018-19 base</u> | <u>Salary Sch</u> | <u>Deduct</u> |
|-----------------------|---------------------|---------------------|---------------------------|--------------------|
| Battle Creek | \$34,300 | | 4 x 5 MA+ 27 | \$900/1500D |
| Boone Central | \$34,350 | \$ | 4 x 5 MA+ 27 | \$900/3500 |
| Elkhorn Valley | \$34,650 | \$ | 4 x 4.5 MA+ 18 | \$900/3500D |
| Lakeview | \$34,100 | \$ 34,450 | 5 x 4 MA+ 36 | \$900 |
| <i>Madison</i> | \$34,200 | \$ | 5 x 4 MA+ 27 | \$900/3500 |
| Neligh-Oakdale | \$34,240 | \$ | 4 x 4 MA+ 18 | \$750 |
| Pierce | \$33,450 | \$ | 5 x 4 MA+ 36 | \$1500* |
| Plainview | \$34,375 | \$ | 4.25 x 4.25 MA+ 27 | \$900 |
| Stanton | \$35,000 | \$35,600 | 4 x 5 MA+ 18 | \$900 |
| Twin River | \$34,900 | \$ | 4 x 5 MA+ 36 | \$1000 |
| Wayne | \$34,050 | \$ | 4 x 5 MA + 36 | \$1/3000 |
| West Point | \$34,200 | \$ | 4 x 5 MA+ 27 | \$900 |
| Wisner-Pilger | \$33,900 | \$34,400 | 4 x 5 MA+ 18 | \$900 |
| Average | \$34,278 | \$34,683 | \$405 | |

* District pays \$750.00 of \$1500.00 Deductible

2 YEAR AGREEMENTS:

West point a 2.5% increase for 18-19 year on teachers payroll including all salaries and benefits.

Other notes:

Wisner-Pilger is offering a \$900.00/\$3500 HSA option

Wayne is insurance is with Aetna not EHA \$1000/\$3000 HAS

Madison is offering the \$900.00/\$3500.00 plan

