

## Special Meeting: Negotiations

Tuesday, October 22, 2024 6:00 PM Central

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

Kate Ebeling: Present, Harlow Hanson: Present, Jim Knapp: Present, Deb Neidig: Present, Jim Reeves: Absent, Steve Ruh: Present. Present: 5, Absent: 1.

1. Call Meeting to Order
  - 1.1. Roll Call/Excuse absent Board members
  - 1.2. Pledge of Allegiance
  - 1.3. Declare the meeting to be open, legal, and properly advertised
2. Accept the agenda as the official agenda
3. Review the negotiations ground rules with MEA team.
4. Negotiations Meeting #1 with representatives of the Madison Education Association
5. Board of Education request to caucus.
6. Set date with MEA for the next meeting.  
November 19 at 6:00 p.m.
7. Adjournment

# Madison Public Schools

**Justin Frederick**

*Superintendent*

**Jim Crilly**

*HS Principal*

**Reid Ehrisman**

*MS Principal/EL*

**Karla Kush**

*Elementary Principal*

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**Travis Jordan**

*Director of CAI*

**Landonn Mackey**

*Athletic Director*

**Celine Filsinger**

*Office Manager/HR*

**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.