

Negotiations
May 17, 2022, 10:00 a.m. at Ashton Elementary

Karisa Phelps and Monique Lenz were there for the FEA. Hali Mackert and Jamie Hymas sat for the District.

Karisa presented the FEA's 2nd proposal. They agreed to not have 10-3 wording regarding Leadership premiums added to the Master Agreement. Jamie and Hali stated that there is talk of paying those again next year even though it will not be funded by the State. It was put into the budget and the intention is to pay those next year if possible. The proposal still included the other wording from proposal one to be added. The FEA presented a new salary schedule that included a 1% above the State Career Ladder on rungs P1 through AP3 and not consolidating P5 and Grandfather 1. Also they want the 13 people currently in P5 to move to Grandfather 1.

Jamie presented the District's proposal. Basically after speaking with the Superintendents, we were told they don't want any of the proposed wording. On the Advanced Professional Leadership they were OK with #1 but basically it is in the law already so no need to put it in the Master Agreement. They don't feel coaching should be included because that is a paid position. The other items were not liked because they aren't necessarily academic or a leadership position in the district or buildings with additional responsibilities that benefit our District specifically. There was some discussion on why the FEA feels differently about these things and both sides understood each other.

Jamie and Hali explained that the intent with the changes that are being made in the district and Mr. Marotz's new position will be to create a District Leadership Team. It will be different from what we do now. It will be a team made up of teachers from each building, FEA members, and administrators. The team will get together and discuss and take care of things just like this. That should be the place where things like what defines a leadership position, curriculum, computer programs and all the other things that have become issues should be discussed and decided. Since teachers and administrators will all be in it together, everyone will be on the same page and have the same information which will create the consistency that is needed.

As far as 5-5 Evaluation Appeals the answer is the same. Statute already has a process in which you can file a rebuttal to an evaluation and there are already processes in law to handle this. This needs to be resolved in practice and not in the Master Agreement. The FEA stated that there currently isn't a way to get an evaluation result changed. They have been told that there are some administrators who have the evidence, and are still telling their teachers that they cannot give them a distinguished rating and so there needs to be consistency. Jamie stated that if that is the case, we need to know who that administrator is so that it can be addressed. The FEA stated that staff are afraid to speak up. Jamie stated that obviously the FEA is aware of who it is, so those staff members don't need to speak up, the FEA needs to let Mr. Marotz know who they are talking about it so it can be addressed.

Jamie presented a new salary schedule. We have tried for years to match the State Ladder for funding purposes and the district does not want to go away from that now. Jamie stated that she hadn't looked at the newest proposal to compare, but the first one encumbered the district even higher than next year's funding and that just wasn't going to work. The new proposal is the same as the State Career Ladder except our GF1 and GF2. The district proposes that the teachers in those cells receive a \$750 bonus. Also the 13 people in P5 who only got a \$373 raise will get a \$377 bonus so that the minimum increase for anyone will be \$750. The bonus could be spread over 12 months to help out retirements.

There was discussion on moving people to the AP rung. It was agreed that we need to get people to move there so that we aren't losing the funding that they could generate. Monique stated that we need to help people to get there. Jamie stated that some choose to stay stagnant. Everyone agrees we need to do what we can to get people to that rung.

It was also stated that the district would still fund the same amount of \$750.60 per month towards insurance even though the individual premium will go down. This is an additional \$115.69 per month for those that take individual insurance to use otherwise and for those who have dependents to put towards their premiums. It was discussed and decided that if it is not used from premiums we will need to add it to a Flex plan so as to satisfy those making sure we use the appropriated funds for insurance.

The FEA caucused and came back and said they would accept the district wording on 4-8 and change "shall" to "may" if the district will add 5-5 Evaluation Appeals. It was also noted that those in AP3 will make less than GF2 with the bonus. It was agreed that AP3 will get a \$431 bonus to fix that issue. They also stated that they want the 13 people to be able to move to GF1 but that they would NOT receive the \$750 bonus.

The district caucused and made some phone calls. After returning, the district said they would allow those people to move to GF1 but the district did NOT want to accept the wording for Evaluation Appeals into the Master Agreement. Again, it was reemphasized of the changes taking place in the district that Jamie and Hali truly feel will address and fix this problem. It is the intent of the district to do that and they asked the FEA to please trust us for a year and if these things are not addressed, they can bring them back again next year.

The district then also proposed from the savings in insurance that they will add an additional \$500 to the Medical Stipend making a total of \$1,000. Jamie will check to see if we can keep it in salary or if we need to put it directly into the Flex Plan to suffice the report the State is going to require.

The FEA agreed to not add any of the wording but wanted it noted in the minutes that we agreed to that this year because of the assurance that was made about the changes and training that would be taking place to help fix this issues. If they do not feel that they are taken care of this year, they will be proposed again next year.

It was felt we had come to an agreement. A summary of what was agreed upon it attached to these minutes. The FEA will try to ratify on Friday. Hali will try to get a Board meeting set for next week to ratify and then we will set up an all staff meeting to go over the new insurance with staff for June 3rd at 11:30 a.m. right after school so hopefully many will attend. We will hold one at each end of the district.

2022-2023 Negotiated Items Agreed to:

Wording in Master Agreement 4-8, the word "shall" will be changed to "may"

The district will continue to pay \$750.60 towards health insurance. The additional money can be used to pay for other premiums, flex plan, dental or vision

Leadership premiums will be paid next year, even though not funded.

The medical stipend will be increased from \$500 to \$1000.

Salary schedule attached. Mirrors the State Career Ladder with the exception of our final 2 cohorts. People in those cohorts will receive a \$750 bonus to be paid over 12 months. The 13 people who move into GF1 will NOT receive the bonus. Those in AP3 will receive a \$431 bonus to match GF2 pay.

The wording proposed by the FEA will be put on hold for a year due to some changes being made in the district and new teams and trainings being put in place. If those issues are not resolved, they will be brought back next year.

2022-2023						
# TEACHER	Cohort	Contract	Bouns Over 12 Months	Increase	BA +24	MASTERS
0	RP1	\$40,742				
20	RP2	\$41,486		\$1,117		
8	RP3	\$42,231		\$872		
7	P1	\$43,488		\$1,508	\$2,000.00	\$3,500
10	P2	\$45,302		\$2,311	\$2,000.00	\$3,500
7	P3	\$47,116		\$2,280	\$2,000.00	\$3,500
5	P4	\$48,930		\$2,249	\$2,000.00	\$3,500
33	P5	\$50,743		\$2,217	\$2,000.00	\$3,500
23	1	\$52,604	\$750 For Repeat 10	\$4,004	\$2,000.00	\$3,500
17	2 (GF)	\$55,070	\$750	\$0	\$2,000.00	\$3,500
2	AP1	\$53,478		\$4,878	\$2,000.00	\$3,500
0	AP2	\$54,442		\$1,708	\$2,000.00	\$3,500
5	AP3	\$55,389	\$431 (2GF)	\$2,182	\$2,000.00	\$3,500
<p>1 Medical Stipend increase from \$500 to \$1,000</p> <p>2 Change "Shall" to "May" in Master Agreement 4-8</p> <p>3 \$750.60 monthly for Insurance (\$115.69 monthly to be added to other perimiums, flex plan, dental, or vision)</p> <p>4 Leadership Premium Maintained</p>						
* District Leadership team is being created to target AP Rung, curriculum, and technology in the district						
* Money recieved from State next year will be passed through to the teachers in an equitable manner.						
* Notes recorded about Advanced Professional Leadership and Evaluation Appeals Process						

District Proposal 2022-2023

1. Wording in Master Agreement 4-8, change the word "shall" to "may". We have been told by our legal counsel said this needs to be changed. It could be an item which could create bias or not appropriate for an open meeting.
 - a. **Board Meetings**: The Board may place on the agenda of each regular Board meeting as the first item for consideration under "New Business" a matter requested by the Association, so long as such request is made in writing to the Superintendent a week prior to the scheduled date of such Board meeting.
2. Attached Salary Schedule – Mirrors State Career Ladder with the exception of the last 2 cells. Those 2 cells remain the same and no one moves into them. Add \$377 one-time stipend to the 13 in P5 and add \$750 one-time stipend to the last cells.
3. District will pay for individual insurance. They will continue to pay the current rate of \$750.60 towards premiums. So those with individual coverage would receive the difference of \$115.69 in salary (or another manner if there are other ideas) and those who add dependents can use it to lower their premiums. The new insurance will be cheaper and with the reduction in premium and this extra money, we have helped remedy the high cost of adding dependents.

District will pick up cost to enhance our disability benefit to start at 30 days instead of 60 days.

The money received from State next year, amount yet to be determined, will be passed through to the teachers in an equitable manner.

2022-2023 FREMONT SCHOOL DISTRICT 215 PRELIMINARY SALARY SCHEDULE

Residency	RP1	RP2	RP3				
	\$40,742	\$41,486	\$42,231				
		20	8				
\$ OF INCREASE		1,117	1,241				
	P1	P2	P3	P4	P5	#1	#2 Grandfather
Professional	\$43,488	\$45,302	\$47,116	\$48,930	\$50,743	\$52,604	\$55,070
	8	10	7	5	34 NEW IN	10 STAY	18 STAY
					13 STAY		
\$ OF INCREASE	\$1,877	\$2,311	\$2,280	\$2,249	2217 NEW IN	\$0	\$0
					373 STAY		
	AP1	AP2	AP3				
Advanced Professional	\$53,478	\$54,442	\$55,389				
	?	0	7				
	3,108		2,182				
BA+24	\$2,000						
MASTERS	\$3,500						
\$1000 PREMIUM PAY							
OTHER MONEY FROM FED							

40369	40990	41611	42991	44836	46681	48526
41486	42231	43488	45302	47116	48930	50743
1117	1241	1877	2311	2280	2249	2217
0.02767	0.030276	0.045108	0.053755	0.050852	0.048178	0.045687

adding both 1000 and 1500

40369	40990	41611	42991	44836	46681	48526
41486	42231	43488	45302	47116	48930	50743
1117	1241	1877	2311	2280	2249	2217
2500	2500	2500	2500	2500	2500	2500
3617	3741	4377	4811	4780	4749	4717
0.089598	0.091266	0.105189	0.111907	0.106611	0.101733	0.097206

adding only 1500 plus movement

40369	40990	41611	42991	44836	46681	48526
41486	42231	43488	45302	47116	48930	50743
1117	1241	1877	2311	2280	2249	2217
1500	1500	1500	1500	1500	1500	1500
2617	2741	3377	3811	3780	3749	3717
0.064827	0.06687	0.081156	0.088646	0.084307	0.080311	0.076598

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Residency	RP1	RP2	RP3				
	\$40,742	\$41,486	\$42,231				
	P1	P2	P3	P4	P5	#1	#2 Grandfather
Professional	\$43,488	\$45,302	\$47,116	\$48,930	\$50,743	\$52,604	\$55,070
	AP1	AP2	AP3				
Advanced Professional	\$53,478	\$54,442	\$55,389			\$750 bonus for those who didn't move in	\$750 bonus
						not for new	
BA+24	\$2,000						
MASTERS	\$3,500						

\$431 bonus

