

MDEA Bargaining Update

Negotiations Session #10

1-30-2012

Your MDEA Bargaining Team and the District's team met on Monday, January 30, 2012 for our 10th Negotiations Session.

MDEA presented a one-year 2011-2012 Package Settlement Proposal to the District Team. The proposal included the following rationale for a one-year settlement:

- While we acknowledge the uncertainty around the 2012-2013 budget and its possible negative financial impacts on the District, our membership has no faith in the District's multi-year budget projections.
- This lack of faith is due, in part, to the historical inaccuracy of the District's ending balance and three-year projections and, in part, to the Board's failure to acknowledge the sacrifice our members made by our overwhelming support for furlough days during 2010-11, which contributed to the District's large unrestricted ending balance.
- MDEA's Bargaining Team has stated repeatedly that they will not recommend a settlement to our membership, which we know cannot be ratified. While we remain open to discussing a two-year contract, any possible multi-year agreement, which anticipates teacher furlough days must also have a provision for on, or off-schedule, increases, if the tax initiative passes in November. To date, no reality-based proposal addressing this essential component has been forthcoming from the District's Bargaining Team.
- As a result, we believe that our agreeing to any proposal with a contingency for 2012-13 furlough days would be irresponsible, given the District's current large unrestricted ending balance and the currently unknown impact of the election's outcome on the 2012-13 budget.
- MDEA is committed to working with the Board that is in place when these outcomes are known, to ensure the District's continued financial solvency during 2012-13.

2011-12 Package Settlement Proposal:

- Article 1 – Agreement- General Terms. We recognize that we would need to modify the article to include recognition of Transitional Kindergarten teachers as certificated MDEA bargaining unit members.
- Article 6 – Class Size. MDEA proposes referring negotiations on workload protections for Intervention and Instruction Support Teachers (IIST), to a bargaining team sub committee with the negotiations to be completed by the end of the 2011-2012 school year.
- Article 14 – Salary. MDEA proposed a 3% salary effective January 1, 2012. Teacher stipends for special certifications and licenses would be increased proportionally. We proposed an increase in the Certificated Hourly Rate from \$20 to \$26 per hour and an increase Summer School and Standard Based Intervention hourly rates from \$25 to \$33 per hour.
- Article 7 – Work Year. No mandatory meetings on one of the three non-student days to allow members to work in their classrooms on individual planning or preparation. No furlough days for the 2011-2012 school year.
- Article 19 – Leaves. MDEA proposed the District cover the cost for a second officer release.
- Article 19 – Leaves. MDEA countered the District's counter proposal of 1/27 in an effort to reach agreement in for a Catastrophic Sick Leave Bank.
- Article 21 - Teachers on Special Assignment. MDEA proposed to modify language to ensure the review of the term of currently assigned TSAs complies with the TSA selection process outlined in Article 13.
- Article 28 - Faculty Advisory Council/Faculty Senate. Teachers would be able to elect Department Chairs or Grade Level Representatives by a majority vote.

We discussed the package settlement with the District, and the District will present a formal counter proposal at our next session scheduled for Thursday, February 9, 2012.

MDEA/CTA/NEA