

**Clintondale Board of Education – MEA/NEA Local 1, Clintondale Education Association
Board Response and Counter-Proposal: November 29, 2016**

The Board of Education rejects the Association’s Proposal dated January 27, 2016 and counters as follows:

1. **Wages**

- A. Appendix B.1. New Salary Schedule, which eliminates BA20, MA15, Ed. Specialist, and PhD lanes (see attached)
 - 1. Effective for the regular payroll date after one (1) full payroll cycle after the Board ratification date
 - 2. Hold Harmless: transfer to new salary schedule will result in each employee receiving at least a \$500 increase
 - 3. No lane advancement during contract (through July 31, 2018)
- B. 2017-2018 step advancement (effective January 1, 2018), contingent on District’s 2016-17 audited fund balance being greater than 6.5% as of the November 1, 2017 audit report for the 2016-17 school year
- C. Appendix B.4. (Schedule for Extracurricular Activities) – Freeze

2. **Benefits**

- A. Article 21 (Insurance Protection): Current insurance plan, subject to restrictions of the Publicly Funded Health Insurance Contribution Act, MCL 15.561 et seq. The District is willing to re-open the contract for insurance only, upon Association request, to obtain a revised mutually agreed-upon insurance plan to reduce the employee premium expense
- B. Longevity – Teachers hired after January 1, 2017 are not eligible for longevity.

3. **Calendar**

- A. Compliance with the State School Aid Act which requires a minimum of 180 student days for full foundation grant entitlement, without counting professional development as student instruction days. See MCL 388.1701(3)(b); MCL 388.1701(10).

4. **Duration**

- A. The successor Agreement will become effective upon Board ratification and shall expire on July 31, 2018.

5. **Language**

- A. Article 1 – Delete printing copies of Agreement at Board expense. Michigan law requires that the District’s website include a current version of the collective bargaining agreement. See MCL 388.1618(2)(c)(i).
- B. Article 7.J. – Delete (mandate to employ 3-5 “reserve teachers at full salary”)
- C. Article 12.B. – Reduce union leave time by one quarter (e.g., 30 days to 22.5, 10 days to 7.5, and 18 days to 13.5), with full reimbursement for substitute teacher costs as incurred and reimbursement on a current basis for those sums paid to the retirement Board, the latter of which is required by MCL 38.1371(6) and ORS Bulletin No. 315045:4.04.12 (July 22, 2015).

D. Article 12.C. – Eliminate President Release Time

E. The parties, through their representatives, continue to engage in good faith discussion about the prohibited bargaining subjects identified in the Board's July 15, 2015 Position Statement and initial document mark-up.

6. **Reservation of Rights**

This proposal is made on the basis of present and anticipated fiscal and operating conditions. The Board reserves the right to amend, modify, or withdraw any aspect or component of this proposal based on changes in those conditions or any future statutory enactments that pertain to any of the matters addressed herein.