

**Clintondale Board of Education – MEA/NEA Local 1, Clintondale Education Association  
Board Response and Counter-Proposal: April 17, 2017**

The Board of Education rejects the Association’s Proposal dated April 12, 2017 and counters as follows:

1. **Wages**

A. Appendix B.1. New 16 Step Salary Schedule (0-16 steps):

1. Eliminates BA20, MA15, Ed. Specialist, and PhD lanes.
2. Schedule will be based upon a 1% restoration for the top and bottom of the scale.
3. Smoothed Step Schedule (Even increases between lanes).

(see attached)

B. 2016-2017 School Year:

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 through July 31, 2018 (See 1.C.1).
4. \$500 off-schedule payment will be provided to the membership payable after one (1) full payroll cycle following the Board ratification date, contingent upon the proposal being accepted and ratified by the Association on or before May 1, 2017.

C. 2017-2018 Fiscal Year

1. Step advancement (effective 2<sup>nd</sup> Semester of 2017/2018), contingent on District’s 2016-17 audited fund balance being greater than 6.75% as of the November 1, 2017 audit report for the 2016-17 school year
2. No Lane Advancement

D. 2018-2019 Fiscal Year

1. Step Freeze.
2. 1% Salary Schedule Increase (effective 2<sup>nd</sup> Semester of 2018/2019), contingent on District’s 2017-18 audited fund balance being greater than 7.25% as of the November 1, 2018 audit report for the 2017-18 school year.
3. Lane Advancement – Lane Advancements will occur effective 2<sup>nd</sup> Semester of 2018/2019 for any eligible members who provide supporting information to the District on or before June 15, 2018, contingent on District’s 2017-18 audited fund balance being greater than 7.75% as of the November 1, 2018 audit report for the 2017-18 school year.

E. Appendix B.4. (Schedule for Extracurricular Activities) – Freeze through the duration of the agreement (July 31, 2019).

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.

*(Note: The District utilizes the state mandated hard cap for insurance payments, and currently the insurance provided to the Association exceeds the cap, which requires the*

*members to cover all costs above the cap. If a replacement policy is selected that reduces the annual cost, it would provide direct savings to each enrolled member and would only benefit the district if the costs were to decrease below the cap).*

- B. Longevity – Teachers hired after July 1, 2017 are not eligible for longevity.

*(Note: No current staff member would be impacted by this change, but would provide future benefit to the District 10 years from ratification, which meets the requirement of the District to become fiscally sustainable, and longevity has been removed for all new Administrators).*

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, 2019.

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”).

*(Note: This was initially intended to protect administrators in the 1980’s and is obsolete from the District’s standpoint).*

- 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.

*(Note: This provides a savings for the district, as well as the members due to MCL 38.1371(6) and ORS Bulletin No. 315045:4.04.12 (July 22, 2015)).*

- 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.