

**Clintondale Community Schools and MEA/NEA Local 1, Clintondale Education Association**

**April 12, 2017 Association Proposal**

The Association rejects the Board's proposal dated April 12, 2017 and counters as follows:

All terms and conditions of the collective bargaining agreement between the parties that expired on 8/31/15 including all extensions, supplements, letters/memoranda of understanding and letters/memoranda of agreement shall remain except as follows:

**I. Wages, Salary Schedule**

**A. Duration of 16/17**

Effective upon ratification of this Agreement: the current 6% off schedule wage concession shall be eliminated and all bargaining unit members shall take a 3% off schedule wage concession.

**B. 17/18**

**1. Salary Schedule**

Effective at the commencement of the 17/18 school year, replace the current 2007/2008 Second Semester 11 step Salary Schedule (Steps 0 – 10) with the attached 13 step smoothed Salary Schedule (Steps 0-12). All bargaining unit members shall slide over to the new 13 step smoothed salary schedule at or near, but not less than, their step and lane as set forth in the current 2007/2008 Second Semester Salary Schedule. As a result of this slide to the new 13 step smoothed Salary Schedule, some bargaining unit members will be placed one step higher than other bargaining unit members; therefore, the minimum placement for all bargaining unit members shall be 1 step higher than the bargaining unit member's 2007/2008 Second Semester Salary Schedule placement. All bargaining unit members shall be paid in accordance therewith.

**2. Wage Concession**

Continue 3% off schedule wage concession

**3. Schedule B**

Freeze Appendix B.4 Salary Schedule

**C. 18/19**

**1. Step Advancement**

All bargaining unit members eligible for step advancement shall advance 1 step.

**2. Wage Concession**

Effective 1/1/19:

- a. In the event that the 17/18 audited General Fund Balance is 6.0% - 6.5%, then 1% of the 3% off schedule wage concession shall be restored to all bargaining unit members.
- b. In the event that the 17/18 audited General Fund Balance is 6.6% - 7.0%, then 2% of the 3% off schedule wage concession shall be restored to all bargaining unit members.
- c. In the event that the 17/18 audited General Fund Balance is above 7.0%, then the 3% off schedule wage concession shall be eliminated.

**3. Schedule B**

Continue Appendix B.4 Salary Schedule freeze. Said freeze shall sunset on 8/15/19.

## II. Benefits

- Continue all terms and conditions of Article XXI except that the District shall continue to pay the maximum amount allowed by law. (MCL 15.561). The Association shall select the insurance provider and plan. In the event that the Association elects to change the insurance provider and/or plan, the District shall hold a special open enrollment for all bargaining unit members.

## III. Language

- Delete Board obligation to print copies of the collective bargaining agreement. (Article I).
- Reduce reserve teachers by two. (Article VIII, Paragraph K)
- Association to reimburse District for Association President release time for MPSERS cost as required by law. (Article XII, Paragraph C).
- Reduce 30 days of professional leave for Association activities to 22.5 days. (Article XII, Paragraph B).
- Reduce 10 days of additional professional leave for Association activities to 7.5 days. (Article XII, Paragraph B).
- Reduce 18 days of additional professional leave for Association President to 13.5 days. (Article XII, Paragraph B).
- Revision and/or deletion of the prohibited subjects of bargaining as agreed to by the parties.

## IV. Calendar

- ~~180~~ <sup>181 (Verbal)</sup> student days and 185 teacher days. The parties shall meet within 45 days of ratification of this Agreement to bargain the remainder of the 16/17 calendar, the 17/18 calendar and the 18/19 calendar.

## V. Duration

- Effective upon ratification by the parties through expiration on 8/31/19

## VI. Reservation of Rights

- This proposal is made on the basis of facts and circumstances presently known to the Association. The Association reserves the right to amend, modify or withdraw any term or condition of this proposal based on changes in those facts and circumstances.

# 13 STEP SMOOTHED SALARY SCHEDULE

A	B	C	D	E	F	G	H
1 STEP	BA	BA 20	MA	MA 15	MA 30	EDS	PHD
2	0	37028	37890	40241	41979	43024	43617
3	1	39570	40434	43722	45462	46509	47103
4	2	42112	42978	47203	48945	49994	50589
5	3	44654	45522	50684	52428	53479	54075
6	4	47196	48066	54165	55911	56964	57561
7	5	49738	50610	57646	59394	60449	61047
8	6	52280	53154	61127	62877	63934	64533
9	7	54822	55698	64608	66360	67419	68019
10	8	57364	58242	68089	69843	70904	71505
11	9	59096	60786	71570	73326	74389	74991
12	10	62448	63330	75051	76089	77874	78477
13	11	64990	65874	78532	80292	81359	81963
14	12	67537	68421	82009	83778	84841	85451
							86065

Subtract top step - lowest step; divide by number of steps - 1

