

EMLA General Membership Meeting

Sept. 10, 2013 at 3:20 in H.S. Choir room

Calendar

Today – Presentation of the Proposed Contract

Wednesday & Thursday

Waiting time to inspect and review proposed contract

Friday & Monday

Voting Period, until end of school day on Monday

Monday

3:20 – Counting of Ballots in the LAHS Choir Room

All members are welcome to come and observe

Executive Committee is responsible for counting the ballots

Results will be announced via email

Negotiation Language Items

- ▶ Open Enrollment to 403B can change at any time
- ▶ School Board Proposal #4: Page 8, Article V, Section 11. Placement on Agenda: The School Board shall place on the agenda of each School Board meeting, as an item for consideration under "new business," any matter brought to its attention by the Exclusive Representative so long as that matter is made known to the Superintendent's Office in writing at least eight days prior to the meeting as per School District policy.-Removed and we will follow district policy
- ▶ College Credit: Removal of accredited from college credits and germane to teaching assignment
- ▶ Acceptability of credits in question will be determined by a review committee made up of two teachers (neither of whom is petitioning for acceptance), the Superintendent, ~~one School Board member, and one mutually agreed upon community member.~~
- ▶ Add medical related appointment to "Sick Leave" definition
- ▶ Personal leave may not be appealed to the superintendent
- ▶ Removal of language on study leave appeals
- ▶ \$360 single and \$420 family contributions to health insurance
- ▶ District will match \$575 to 403b and contribute \$175 into Health Care Savings Plan for group B
- ▶ District will match \$575 into 403b and contribute \$475 into HCSP
- ▶ Removal of language defining an emergency
- ▶ Removal of teacher evaluation language
- ▶ Teachers will be paid retroactively after the agreement is settled
- ▶ Newly hired teacher language

- ▶ Section 4. Newly Hired Teachers:
- ▶ Subd. 1. Lane Placement: A newly hired teacher shall be placed on the lane of the salary schedule as provided in this article.
- ▶ Subd. 2. Step Placement: A newly hired teacher shall be placed on such step of the salary schedule as agreed between the School District and the teacher.
- ▶ Teachers will be paid twice monthly per the pay schedule established by the District Business Office.
- ▶ The Exclusive Representative will be responsible for paying teachers for the days they are absent due to taking Exclusive Representative Leave, and will also be responsible for reimbursing the School District all costs associated with hiring a substitute for a teacher taking this leave.
- ▶ Change lane change dates to February 1st and September 1st.
- ▶ Days that Personal Leave is Not Allowed: Personal leave may not be used on days that parent/teacher conferences are scheduled. Also, personal leave may not be used during the first two weeks and the last two weeks of the school year unless the purpose for the personal leave is for the teacher to support a school related activity of their own child.

Salaries

Brain went over the salary schedule. Total money package is 8.228%.

Base Salaries Grandfather Clause to Accommodate Changes to Salary Schedule

- Teachers that had reached the longevity step before the end of the 2012-2013 school year will automatically move to Step 19 of their respective lane.
- The 2013-2014 salary for teachers that do not have a Master's Degree and have not reached BA +40 but that reached the longevity step before the end of the 2012-2013 school year will be their 2012-2013 salary plus \$1,100. Their 2014-2015 salary will be their 2013-2014 salary plus \$1,100.
- Teachers at BA+20 or above by the end of 2012-2013 may continue to advance to lane BA+50 upon earning the required number of pre-approved credits.
- Teachers with 10 or more years of experience in the District through the 2012-2013 school year may be eligible to advance to Lane BA+40 upon earning the required number of pre-approved credits.
- Teachers with less than 10 years of experience in the District through the 2012-2013 school year can attain Lane BA+30. Advancing beyond Lane BA+30 will require a pre-approved Master's Degree and the appropriate number of pre-approved graduate credits to advance to the respective lane.

Health Insurance District Single Premium Contribution increase from \$320 to \$360, Family Premium increase from \$380 to \$420

403B annual contribution limit from District increase from \$530 to \$575

HCSP for Plan B increase from \$150 to \$175, HCSP for Plan C increase from \$450 to \$475

All salaries and wages on Extra Pay Schedule increase by 1% both years, Activity Supervisor Pay increase from \$52 to \$65

Next Steps

If you have questions consult our website: <http://lewistonaltura.mn.aft.org/>

A link will be provide on the home page. Contact a negotiator Dick Montgomery, Brian Menk, Scott Schmaltz, Erin Spencer. Contact your building representative: Elementary – Andrea Murphy, Intermediate – Pat Burfeind, High School – Erin Spencer

Ballot Question: Shall Education Minnesota – Lewiston-Altura agree to the tentative agreement presented by the negotiators on Tuesday, September 10th, 2013?

_____ Yes

_____ No

Voting is done through your building representative. Voting closes at the end of the school day on Monday, September 16th. Observe the ballot count 3:20pm on Monday in the LAHS Choir Room. Results will be emailed to all members.

Meeting adjourned at 3:50.