

Monadnock Regional School District / MDEA 2024 Negotiations

Summary of Tentative Agreements

Total Cost

Year 1	\$ 667,768	5.97 % % increase
Year 2	\$ 465,375	3.93 % % increase
Year 3	\$ 461,213	3.75 % % increase

Wages and Insurance Benefits

Wages

- Step Scale Employees
 - In the first year, entry level in the BA lane was increased by \$2,500 to increase competitiveness. All other lanes were increased by \$1,900. Each new step after entry level was increased to ensure a uniform \$700 between steps.
 - In the second year and third year, all steps are increased by \$1,900 in all lanes.
- "Career Rate" Employees
 - Employees who move to off scale to a "career" rate will receive the same increases as those on the Legacy scale, except employees moving from the pay scale to the career rate will for the first time will receive a \$4000 salary increase (rather than \$2700) in the first year. This higher increase has very limited actual impact and is targeted to maintain pay equity given the increase to the scale.
- Off Step Employees
 - To avoid confusing during hiring process, move closed "off" step onto a separate "Legacy schedule" contained in a separate MOU. Employees on the Legacy schedule will receive a salary increase of \$2,700 in the first year, \$2,100 in the second year, and \$2,100 in the third year.
 - Note: It is a mutual goal of the Union and District to sunset the use of the term "Career" rate for employees whose pay exceeds the scale and the term "off step" for employees on the closed legacy step, because these terms have created confusion in hiring experienced staff.
- Maintains stipend for teachers employed as of June 30, 2023 who are assigned to teach six classes
- Improves market competitiveness for nurses by establishing additional salary stipends for school nurses
- Clarifies that the District may set the hiring pay for new employees with significant experience at the same level as current District employees with equivalent experience

Health Insurance

- Modify health insurance options as a result of the discontinuation of the driver plan in the same manner utilized with the Specialists Union. Effectively cost neutral.
- Eliminate language regarding obsolete "Cadillac" tax for health insurance

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Language Changes

Substantive Changes to Language

- 3 year contract term
- Article 5: Clarifies procedure and establishes timelines relative to the annual performance evaluation; outlines purposes of a performance improvement plan.
- 6.2: Establishes that the Union may request to meet and confer with the Superintendent regarding the use of certain non-instructional workdays
- 6.4: Provides that employees will not be penalized for raising certain concerns with their supervisors
- 6.7: Increases maximum reimbursement for professional development from \$750 to \$1,000 per employee, clarifies process for repayment by employees who leave the District before completing professional development funded by the District
- 6.8: Increases the total tuition assistance allocation from \$55,000 to \$60,000. Increases total college loan reimbursement allocation from \$25,000 to \$35,000 and increases the per employee distribution, if not all funds use used, from \$2,500 to \$5,000.
- 6.10: Incorporates current practice for posting of vacancies and reduces the number of days a vacancy must be posted internally
- 6.11: Clarifies minimum amount of time for prep periods, maintains current \$40 stipend for teachers who cover a class during their prep period, and provides same pay for teachers who cover a duty during their prep period.
- 6.13 Incorporates current minimum lunch period
- 7.12: Increases overnight stipend for employees who supervise students at overnight curriculum-based programs and establish \$200.00 stipend for organizing employee.
- 7.15: Incorporates current stipend for peer mentors
- 7.16: Incorporation, and minor expansion of, stipend for lead elementary teachers
- 10.5: Provides certainty to the grievance process through binding arbitration
- Article 11: Paid Leave
 - Broad reorganization that consolidates “sick” leave and “personal” leave for a total of 16 days (same as previous amount from prior separate banks) into a new category of “paid leave” with clear advanced notice process
 - Updates language related to pregnancy, child-rearing leave, and lactation accommodations
 - Allows leave bank review board to waive the waiting period of use of bank days
- 14.2 Updates anti-discrimination language to include sexual orientation
- 14.9 Creates goal for District to keep Union informed of updates related to changes in state or federal law

Clarifying Changes to Language

- 1.1: Modify language to reflect titles of employees in the bargaining unit, does not change membership

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- 6.2: Removes outdated language while maintaining current hourly rate for work outside the contract year
- Address a variety of non-substantive scrivener's errors throughout.