

BOE Package Proposal 9.17.26 (Revised Last, Best, and Final Offer)

Anything that has been agreed to or is pending as a TA will be honored. Everything not on this proposal or not agreed to as a TA will go back to book.

Part A:

- ~~Part A, Section 16.3 and Part B, Section 12.3 A bargaining unit member may purchase one (1) additional day of personal leave for the cost of a substitute, only after the employee has exhausted the original days granted by the Board. If unused, this additional purchased personal leave day shall not accumulate from year to year in sick or personal leave.~~

- **Part A 9.7 I, Part B Section 7.5 SUBCONTRACTING (BOE & MSEA Agreed)**

The District will notify the association of any subcontracting of bargaining unit positions when subcontracting is necessary. The District is committed to filling open positions with bargaining unit members and agrees to repost all open positions regularly that have been filled by subcontracting with the goal of finding a person to permanently fill the position.

- 40 min plan time at MPE/LT
 - ~~On weeks when teachers are not participating in District-directed collaboration during the instructional day, Teachers will have a minimum of 180 200 minutes of plan time. Teachers will have a minimum of 150 minutes of weekly planning when participating in collaboration during the instructional day.~~ In a typical week, **LT and MPE** teachers will have at least one personal plan period no less than **40** consecutive minutes during the student attendance day. **LT and MPE** may elect to structure their personal plan into a five-day Encore rotation (for example using an A, B, C, D, E schedule). ~~Collaboration will not exceed 30 minutes of this time.~~ *During weeks with shortened day(s), and/or shortened weeks master schedules will not be adjusted to account for minimum plan time minutes. **At MPE, Library will remain an Encore class outside of the 5 day rotation.**
 - **These changes will take effect at the beginning of the 2027-2028 school year.** *Master schedules are in progress already for the 26-27 SY.
- Extended Day at MPE/LT (20 min)

Section 12.1 - STUDENT ATTENDANCE/CONTRACTUAL DAY PROFESSIONAL DAY DEFINED: The staff workday will be **forty minutes** more per day than student attendance for **Middletown Prairie and Lincoln Trail Elementary**. The staff workday will be **sixty minutes** more per day than student attendance for **the Junior High and High School**. **The typical length of the student instructional day will be:** *This is in exchange for MSEA's proposal to withdraw 6-12 PLC language. 60 minutes more per day than student attendance is 2022-2026 contractual language.

- **Middletown Prairie- 6 hours and 50 minutes - Instructional time cannot start prior to 7:40 AM and end no later than 3:00 PM. (BOE & MSEA Agreed)**
- **Lincoln Trail Elementary- 6 hours and 50 minutes - Instructional time cannot start prior to 7:40 AM and end no later than 3:00 PM. (BOE & MSEA Agreed)**
- **Junior High- 6 hours and 52 minutes**
- **High School- 6 hours and 52 minutes**

Minimally, staff would need to be in the building 15 minutes prior to the start time and 15 minutes after the end time. If a staff member needs to adjust their arrival or departure time, they are still responsible for meeting their professional responsibilities with events such as IEP

meetings, 504 meetings, or staff meetings. Staff shall let administration know if they need to leave a meeting early.

These changes will take effect at the beginning of the 2027-2028 school year. (BOE & MSEA Agreed)

- Section 12.3: **PROFESSIONAL LEARNING COMMUNITIES**
 - **Pre-K-5 classroom teachers will participate in two District-directed collaborations (professional learning communities) per month. Both collaborations will take place at a mutually agreed upon time excluding lunch. At MPE & LT at least one collaboration time will be conducted as a whole grade level.** If the whole grade level cannot agree to a time to meet, the default will be **40 minutes before school on Wednesday. Each collaboration session will not exceed 40 minutes.** Mutually agreed upon time will include agreement between the grade level team and District staff. **Teachers will be allowed to leave on the last day of the week once students have left the building. Teachers will also be allowed to leave once students have left the building on their PLC day.**
- Overload language
 - **Section 12.8- OVERLOAD: For those teachers teaching an overload schedule, they shall be paid 1/6th of the salary at the designated Masters step below for a year-long class or 1/12th of the salary at the designated Masters step below for a semester-long class:**
 - **Teaching Experience Years 1 - 9 Masters Step 5 (BOE & MSEA Agreed)**
 - **Teaching Experience Years 10 - 19 Masters Step 15 (BOE & MSEA Agreed)**
 - **Teaching Experience Years 20+ Masters Step 23 (BOE & MSEA Agreed)**
 - **The administration shall not assign overload classes to teachers in their first or second year of teaching, if practicable.**
- Section 12.7 Part A- MSEA withdraws the high school & junior high prep-time language, with the understanding that the District will continue to create the high school **and junior high (BOE & MSEA Agreed)** master schedule through its established process. The District reserves the right to change or end that process and any associated practice during any successor collective bargaining agreement negotiations.
- Section 16.2
 - **The District will abide by the Family Bereavement Leave Act (FBLA):**
 - **Paid bereavement leave may also be used because of the following: (1.) a miscarriage; (2.) an unsuccessful round of intrauterine insemination or of an assisted reproductive technology procedure (as that term is defined in the Family Bereavement Leave Act); (3.) a failed adoption match or an adoption that is not finalized because it is contested by another party; (4.) a failed surrogacy agreement; (5.) a diagnosis that negatively impacts pregnancy and fertility; (6.) a stillbirth.**
 - **For the death of a person equivalent to a family relationship (defined as: Close friends, long-term partners, former guardians, godparents/godchildren, individuals considered family by the employee) or relative by marriage not indicated above: an employee shall be allowed to use up to 3 days charged as sick leave. (BOE & MSEA Agreed)**
 - **Qualifying bereavement leave under this Section must be completed within sixty (60) days after the date on which the employee receives notice of the death of the covered family member as defined above.**
 - **An employee shall provide the employer with at least 48 hours' advance notice of the employee's intention to take bereavement leave, unless providing such notice is not reasonable and practical.**
 - **The District may, at its discretion, require reasonable documentation (as defined under the FBLA).**
- Removal of section 22.1 Part E- signing bonuses **(BOE & MSEA Agreed)**
- Section 22.1 Part A & Section 22.6 Part D **(BOE & MSEA Agreed)**
 - ...Speech and Language Pathologists, who are full time employees shall receive an additional ~~\$1,500~~ **\$3,500**/year if they have achieved their

Certificate of Clinical Competence. Social Workers who are Licensed Clinical Social Workers shall receive an additional ~~\$1,500~~ **\$3,500**/year. Psychologists who are full-time employees and have National Certification shall receive an additional ~~\$1,500~~ **\$3,500**/year.

- D. NATIONAL BOARD OF PROFESSIONAL TEACHING STANDARDS CERTIFICATION: The Board shall pay a stipend to each teacher who acquires National Board Certification equal to **\$3500** ~~\$4000~~ per year for each year the teacher maintains such certification. At the end of the certification period, the teacher must recertify in order to continue to be eligible for the stipend.

- Section 22.6 Part B Horizontal Movement

B. HORIZONTAL MOVEMENT: Each bargaining unit member shall be eligible for horizontal movement to lanes beyond the entry lane on the appropriate salary schedule (BA lane for certificated and 0 lane for support staff).

For access to advanced lanes **for support staff** the employee must:

1. Be enrolled in a program leading toward a degree, or
2. Have received prior approval from the Superintendent or his/her designee to take academic courses or courses related to the employee's area of employment. Advanced degree programs or courses which a bargaining unit member takes that directly pertain to his/her area of instruction shall be approved by the Superintendent or his/her designee.
3. And, the employee provides proper verification to the Superintendent or his/her designee of satisfactory completion of the course work, through filing with the Superintendent either a transcript for the course work or a certificate of completion.

For access to advanced lanes for certificated staff the employee must:

- 1. Is graduate-level, degree-eligible credit offered through a regionally accredited institution of higher education and documented on an official academic transcript;**
- 2. Includes an instructor of record; and**
- 3. Have received prior approval from the Superintendent or his/her designee.**

- Section 22.4 Part A. A joint Association-Administration committee will investigate, evaluate and mutually agree upon plans for inclusion in the above offerings. **This committee will meet within 30 days of receiving renewal information. (BOE & MSEA Agreed)**
- Joint Committee Process/Form & SAM Stipend
 - Joint Committee Form- Submission of requests/deletions will come from a District-created form
 - 3 members from admin, 3 members from MSEA
 - Superintendent, building administrative representative (2)
 - MSEA President or designee, and 2 building-level representatives
 - Meet twice a year in December and May on dates initiated by the MSEA. **For the 2026-27 school year, the team will meet a third time within 60 days of the ratification of the contract. (BOE & MSEA Agreed)**
 - MSEA filters request/deletion forms, no more than 2 proposals from MSEA and/or Board per meeting.
 - If the joint committee doesn't jointly agree, then we will go back to contractual language
 - SAM Stipend **(BOE & MSEA Agreed)**

	■ <u>18. SAM STIPEND -The SAM shall participate in a comprehensive process using a unique set of tools to change the principal's focus from school management tasks to instructional leadership, increasing principal time spent improving teacher practice and student outcomes resulting in greater student success. The SAM shall receive professional development alongside their administrator on how to effectively fulfill this role. This role shall include meeting daily with the principal to schedule and protect instructional leadership time and managing building-level tasks that would otherwise interrupt the principal's instructional work. Individuals appointed to the position of SAM will be compensated at \$1,000 per semester.</u>
Part B:	● <u>Transportation Package (BOE & MSEA Agreed)</u> ● <u>Custodian Package (BOE & MSEA Agreed)</u> ● <u>Section 12.2 The District will abide by the Family Bereavement Leave Act (FBLA):</u> ○ <u>Paid bereavement leave may also be used because of the following: (1.) a miscarriage; (2.) an unsuccessful round of intrauterine insemination or of an assisted reproductive technology procedure (as that term is defined in the Family Bereavement Leave Act); (3.) a failed adoption match or an adoption that is not finalized because it is contested by another party; (4.) a failed surrogacy agreement; (5.) a diagnosis that negatively impacts pregnancy and fertility; (6.) a stillbirth.</u> ○ <u>For the death of a person equivalent to a family relationship (defined as: Close friends, long-term partners, former guardians, godparents/godchildren, individuals considered family by the employee) or relative by marriage not indicated above: an employee shall be allowed to use up to 3 days charged as sick leave. (BOE & MSEA Agreed)</u> ○ <u>Qualifying bereavement leave under this Section must be completed within sixty (60) days after the date on which the employee receives notice of the death of the covered family member as defined above.</u> ○ <u>An employee shall provide the employer with at least 48 hours' advance notice of the employee's intention to take bereavement leave, unless providing such notice is not reasonable and practical.</u> ○ <u>The District may, at its discretion, require reasonable documentation (as defined under the FBLA).</u> ● <u>Paid Holidays: (TA plus additions) (BOE & MSEA Agreed)</u> ○ <u>Custodians- ~~(13)~~ July 4th, Labor Day, Election Day (when school is not in session), Day Before Thanksgiving, Thanksgiving Day, Day after Thanksgiving, Christmas Eve Day, Christmas Day, December 26th (on years when there are 261 work days), New Year's Eve, New Year's Day, MLK, President's Day, Good Friday, Memorial Day, Juneteenth. On years when there are 262 days, custodians will also receive the last Friday of spring break.</u> ○ <u>HS Registrar- Juneteenth, July 4th, Thanksgiving Day, Christmas Eve Day, Christmas Day and New Year's Day *This is due to the HS registrar being a 12-month position</u>

Part A TA's from 6.17.26 MSEA Counter and the following items:

- All grammatical corrections can be a TA
- Appendix C, 8. Supervisor of Saturday Supervised Study
- Appendix C, 15. Mentor Teachers

Financial Proposal Package (Revised Last, Best, and Final Offer)

This financial proposal package is effective upon ratification.

Section 22.4 Insurance- *Point of clarification: Effective January 1, 2027 for the new insurance year*

- 2026-2027: \$1020/month and the District contributes \$1000 to an HRA
- 2027-2028: \$1050/month and the District contributes \$1000 to an HRA
- 2028-2029: \$1080/month and the District contributes \$1000 to an HRA
- 2029-2030: \$1110/month and the District contributes \$1000 to an HRA
- [Adopt MOU for HSA Language](#)
- % Increase (base will go up 0.5% less than everyone else) for Teachers, Custodians, EOP's, Paraprofessionals, Registrars, Transportation A.A, Bus Monitors, Lunchroom Supervisors
 - Year 1: 5.00%
 - Year 2: 5.00%
 - Year 3: 4.00%
 - Year 4: 4.00%
- % Increase (base will go up 0.5% less than everyone else)
 - Year 1: 5.00%
 - Bus Drivers:
 - 5%, plus \$1/hr
 - Head Custodians:
 - 5%, plus \$1.50/hr
 - 3rd shift custodians an additional \$0.50 per hour
 - Bus Monitors & Lunchroom Supervisors: starting rate stays at minimum wage
 - Year 2: 5.00%
 - Year 3: 4.00%
 - Year 4: 4.00%