

May 24, 2023
Negotiations Meeting
Agenda

Meeting scheduled to begin at 4:30 pm in the Minihan Boardroom at the SEC.

Introductions.

1. Overview of the budget
 - a. New money estimated at from the state
 - i. Anticipated increase in revenue of \$985,000
 - ii. Breakage has not been finalized yet – still some moving pieces.
 - b. Additional costs for FY 24
 - i. Property insurance anticipated increase of \$200,000 for FY 24
 - ii. Adding a column will cost anywhere from \$120,000 to \$357,000
 - iii. Step and Column (excluding new column) \$226,000
 - iv. Health insurance rate estimate still not received but anticipated to a substantial increase again
 1. Number of claims
 2. Amount of claims
 3. Adding an additional \$30 per month toward plan from district will cost an additional \$144,720 for the district
 - v. Each increment of \$100 per cell costs roughly 32,500.
 1. 500 per cell = \$162,500
 2. 1000 per cell = \$325,000
2. Discretionary Leave
 - a. Association seeks to increase number of discretionary days
3. Tuition Incentive
 - a. Association seeks to increase the amount teachers receive and/or the number of hours teachers can submit for reimbursement
4. Retirement Benefits
 - a. Association seeks to negotiate and add Board Policy GBQ-R “Retirement Benefits” to the Negotiated Agreement under item 12 “Retirement Benefits”
5. Plan Time
 - a. Association proposes adding language to clarify plan time and travel time for traveling (itinerant) teachers.
6. Supplemental Addition
 - a. Association proposes adding a supplemental
7. Extra Duty Pay
 - a. Association proposes extra duty pay for non-KSHSAA activities and clubs.
8. Hours of Work
 - a. District suggests adding 15 minutes to each day with a rationale to help increase student academic performance.
9. Preparation Time
 - a. District suggests changing current wording to 250 minutes per week as a way to create more uniformity and consistency regarding planning time.
10. Column addition

- a. MOU agreeing to add a column (MA+60/EdS./PhD.) to the salary schedule
- b. Multiple proposals

11. Salary

- a. Licensed staff
- b. Non-licensed staff