

**MANAGEMENT PACKAGE PROPOSAL**  
**June 16, 2020**

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**Management rejects the package proposal submitted by the ATU on June 16, 2020.**

**The following is a package proposal and must be considered and accepted or rejected in its entirety. If this package proposal is not accepted in its entirety, the District reserves the right to rescind, withdraw, or modify this package proposal or any part of it.**

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**I. Salary Work-Day, and Leave:**

(a) Pay raise of 2.0 % on the base.

(b) Article V(B)(1) will be amended as follows:

**B. School Day**

1. The teaching day shall be ~~8:00 a.m. to 3:30~~ **7:45 a.m. to 3:45** p.m., except on the last teaching day of the week when it will be from ~~8:00~~ **7:45** a.m. to 2:22 p.m. **“Teaching day” means the times during which teachers are required to be at work, and does not equate to student attendance time or student contact time.**

Or, alternatively, as follows:

**B. School Day**

1. The teaching day shall be ~~8:00 a.m. to 3:30~~ **8:00 a.m. to 4:00** p.m., except on the last teaching day of the week when it will be from 8:00 a.m. to 2:22 p.m. **“Teaching day” means the times during which teachers are required to be at work, and does not equate to student attendance time or student contact time.**

(c) Article V(F) will be amended to read as follows:

**F. Work Day**

6-1 schedule for grades 6-12, which is six (6) instructional periods and one (1) uninterrupted prep period, with three (3) written exceptions:

- 1. Prep Period:** Each teacher will be entitled to one prep period per day equal in length to one class period. The prep period will generally be an uninterrupted period of time during which the teacher will prepare for classroom work, grade papers, enter data, or engage in other teaching duties, which may include attendance at IEP meetings or other educationally related meetings as determined by building administrators.
- 2. Lunch Duty:** In the event a teacher is assigned to serve lunch duty, they shall receive the current hourly rate (prorated).

Union Seniority will be used to fill the lunch-duty assignment. If no senior faculty volunteers for this lunch assignment, the lunch responsibilities will be filled in reverse seniority, beginning with the least senior faculty member. When the lunch assignment is assigned by seniority the assignment shall be limited to no more than five consecutive days after which the employee shall not be compelled to do lunch duty for 20 days. Employees

may opt out of lunch duty, however, in the event the pool of available employees is insufficient to cover the lunch duty the least senior employees may still be assigned the duty.

***Lunch Duty Example:*** *(This is the "extreme" circumstance). All of the teachers in a building opted out when asked to perform lunch room duty. Thus the District using the seniority list determines the least senior teachers in the building (Teacher A, Teacher B, Teacher C and Teacher DJ. Teacher A being the least senior is assigned and works the duty for 5 consecutive days. Once completing the fifth day they are ineligible to serve for 20 days. Thus Teacher B fills the lunch duty for 5 days and they become ineligible and so on .... after 20 days has elapsed Teacher A will go back into the rotation.*

3. **Advisory Time:** The District may enact up to a daily twenty-minute advisory time. During a "normal day" this time shall be created by having students show up two minutes earlier, having one minute removed from each period, one minute removed from passing time and five minutes added to the end of the day. On days with early outs the period will be prorated in a similar manner to all other classes.

**The Junior/Senior High Advisory Committee will create recommended monthly advisory time agendas and guidance for teachers.**

The parties recognize this is a new practice and challenges may arise. To such an end the parties agree to utilize the Labor management committee to discuss and problem solve and in the event the committee reaches a consensus on an issue it shall be implemented.

~~This section three is for the 2019-20 year only and if the parties wish to continue the practice it must be bargained.~~

(d) Article VI(B)(3) will be amended to read as follows:

Discretionary Leave:

Each teacher shall be allowed ten (10) discretionary leave days per contract year. The granting of the discretionary leave days shall only be contingent on the availability of a substitute. Teachers may take discretionary leave in fractional parts: 4/7 or 3/7. No discretionary leave may be taken on any PIE day or during the first or last week of the school year. Exceptions may be granted on a case by case basis by the Superintendent or his/her approved designees.

Each teacher shall be allowed the following discretionary leave up to a maximum of ten (10) days:

Days 1 – 3	No cost Discretionary Day
Days 4 – 7 <b>10</b>	\$100 per day deduction
<del>Days 8 – 10</del>	<del>\$175 per day deduction</del>

## **II. Stipends**

Payment of stipends for categories I through IV in Article IV(B):

- a. For the High School: The first third of the stipend will be paid in the first paycheck after the first practice approved by the MHSA. The second third will be paid during the next pay period. The remaining amount will be paid on the payroll date following the return of equipment and any required paperwork. If any equipment is missing, a list of students and said equipment will be submitted.
- b. For the Junior High School: The first half of the stipend will be paid in the first paycheck after first practice approved by the MHSA. The remaining amount will be paid on the payroll date following the return of equipment and any required paperwork. If any equipment is missing, a list of students and said equipment will be submitted.
- c. For Mentors: The first half of the stipend will be paid in the first paycheck after the end of semester one. The second half will be paid in the first paycheck following the end of the second semester.

## **III. Insurance**

(a) \$50.00 more on insurance per month.

(b) The “exploratory committee” referenced in Article V(D)(4) will meet to examine options related to health insurance already identified in the current contract language, with a focus on transitioning all ATU members to the District’s plan of insurance. On or before August 30, 2020, the ATU will identify the teachers who will represent the ATU on the committee and inform the Superintendent, and the District will identify who will represent the District on the committee, and inform the ATU. The committee shall meet at least monthly thereafter, with the first meeting occurring no later than September 30, 2020. Monthly meetings will continue through June 30, 2021, or until such time as committee members agree in writing that continuing to meet on a regular basis is nonproductive and will not result in any recommended change to current circumstances.