

**MANAGEMENT PACKAGE PROPOSAL  
MAY 14, 2020**

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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.

**The ATU rejects this offer, and has countered below. This package proposal must be considered and accepted or rejected in its entirety. If this package proposal is not accepted in its entirety, the ATU reserves the right to rescind, withdraw, or modify this package proposal or any part of it.**

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1. Pay raise of ~~1% on the base~~. **2.5% on the base.**

2. ~~\$25.00~~ **\$80** more on insurance per month.

3. Article V:

Teacher workday is from ~~8 am to 4 pm~~ **7:45 am to 3:30** Monday through Thursday, and ~~8 am~~ **7:45 am** until ~~½ hour following student release time on Friday.~~ **current contract Friday release.**

~~Eliminate the 6 — 1 schedule language but with every teacher being guaranteed one prep period per day equal in length to one class period.~~ **Current contract.**

Keep the lunch duty language.

Make the advisory time provision permanent by deleting the last two paragraphs. **Contingent upon approval of #1 and #2.**

Add language authorizing District administration to assign teachers to supervise ISS or to attend IEP meetings or other educationally related meetings during the workday, including during prep period. **Teachers will be assigned no more than one period of ISS per day.**

4. Payment of stipends for categories I through IV:

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 all 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 all 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.

5. ~~Create a committee the purpose of which will be to explore and discuss transitioning all District employees to one health care plan, and to potentially recommend the details of such a health care plan to the Board of Trustees, who will have final decision-making authority regarding the plan. The transition of ATU members to a District-wide plan controlled by the Board of Trustees would be subject to ratification by the ATU membership. Membership on the committee would consist of a representative from each bargaining unit, one administrator, and one trustee.~~

Current contract (Section D, #4) We are willing to meet, but unwilling to give up the ownership and control at this time.

6. pg. 11 of CBA (Section D #1)..... ~~excluding~~ including dental and vision.....

7. Reminder of the T.A.'s from May 7th.