

MANAGEMENT COUNTERPROPOSAL
CERTIFIED UNIT
May 7, 2020

1. Raise of 3% on the base - Under consideration. The District is in the process of analyzing overall budget impact of all financially related proposals.
2. \$100 more on insurance each month - Under consideration. The District is in the process of analyzing overall budget impact of all financially related proposals.
3. Ability of union to pool money from bargaining members not taking insurance through the district. Following consideration and discussion, the Board's bargaining team is unwilling to agree to this proposal to provide additional funding for employees not participating in the insurance program. These employees are free to participate and receive benefits.
4. Married couples taking insurance can use left over allocated premium amount to pay for remainder of premiums for dental and vision after covering the full amount of medical insurance. Following consideration and discussion, the Board's bargaining team is unwilling to agree to this proposal providing for additional benefits to some employees based on marital status which is a protected class in Montana.
5. Reminder - this is already in the contract but not being exercised.
 - a. Extra days as needed for members of the collective bargaining agreement to work outside of the school day or school year for scheduling paid at the base salary hourly rate

The District will follow the requirements of the collective bargaining agreement.

6. ISS and Advisory were 1 year MOU's that will need to be re-negotiated. We would be willing to carry these on through the actions of the LMC prior to the beginning of the school year. Following consideration and discussion, the District is unwilling to agree to the portion of this proposal placing ISS and Advisory issues under the jurisdiction of the Labor-Management Committee. This issue is partially addressed in the District's previous proposals to add ISS and IEP meetings as an exception to the 6-1 schedule and to lengthen the workday. Those proposals are currently under consideration by the ATU.
7. Cheer coach will be paid for two semesters of coaching, not 1 – The District agrees to pay the cheer coach for two semesters of coaching.

8. Summer school will be paid at the CBA Category V wage - Following consideration and discussion, the District is unwilling to agree to this proposal. Summer school pay is primarily dictated by the grant or grants funding summer school.
 9. Day 4-7 and Day 8-10 at a flat \$100 rate rather than an uneven amount for the days. Following consideration and discussion, the District is unwilling to agree to this proposal and prefers to maintain the current procedure.
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10. Stipend Payment Schedule:

- 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 of the stipend will be paid during the next pay period. The remaining amount of the stipend will be paid on the payroll date following submission by the coach of any required paperwork and the return of equipment and a list of any missing equipment.
- 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 last half of the stipend will be paid on the payroll date following submission by the coach of any required paperwork and the return of equipment and a list of any missing equipment.

Addition of Mentors to Supplementary Salary Schedule at a Category III: Under consideration – needs more discussion