

MEA/MCSD Teacher Collective Bargaining Impasse Issues				
ARTICLE <i>(Impasse Issues)</i>	MEA'S Position	Impact	Board's Position	Impact
I, Section 2	Counter Proposal 12/8/10 to require seventy-five percent of the ballots cast by members of the bargaining unit to approve a waiver.	Count of votes cast rather than all unit	MCSD initiated proposal 10/20/10 to require sixty percent of the members of the bargaining unit to approve a waiver. Verbal counter proposal 11/04/10 expressing willingness to modify to 75% of ballots cast.	Less teachers needed to support modification
<u>New IV</u>	MEA initiated proposal 10/13/10 for new Article IV Teacher Rights including 3 sections regarding protection within the contract for employee under the US and Florida Constitution, right to express personal political views and right not to be required to advocate for district position on ballot initiatives	Ability to grieve violation of provision	MCSD verbal response 1/5/11 that they may be willing to include language if it is not subject to the grievance process	
<u>V, Section 19</u>	Counter proposal 11/04/10 to allow for teachers to volunteer to teach 6 out of 7 periods at a high school if preps are limited to 4 each day. Teachers required to teach 6 receive additional hour of duty at current rate of pay.	Current practice with limit on preps and current pay if assigned 6 periods	MCSD initiated proposal 10/20/10 to allow Principal to assign teachers to teach 6 out of 7 at the high school.	Principal flexibility to assign teachers to teach 6
<u>XII, Section 1</u>	Counter proposal 10/13/10 to retain current language related to advancement to the next step of the salary schedule	2010 step value = \$ 521,726.00	MCSD initiated proposal to withhold advancement on the salary schedule until negotiations process is completed through ratification or impasse.	2010 step value = \$1,282,689
<u>XII, Section 1, Appendix A</u>	Proposal 10/13/10 to increase salary by 1% at each step plus \$500 at the top of the schedule	\$1,338,114	Counter proposal to retain current salary schedule 10/20/10	0
<u>XII, Section 4</u>	Counter proposal 12/8/10 to modify the Health Insurance Committee to increase the membership to 16 members from current 8 members- 4 MEA teachers and paras, 2 AFSCME & 2 District to a committed of 16, 8	Expanding the number of HIC committee members	MCSD initiated proposal with counter 12/2/10 to modify the HIC to include 16 members, 8 appointed by the superintendent including the chairperson. Additional language defining the products	Expanding the number of committee members. Requiring certain timelines

	<u>appointed by the association with each bargaining unit having at least 2 members</u> and the district appointing 8.		and timelines for committee work.	for committee work.
<u>XII, Section 5</u>	Counter proposal 10/13/10 Increase employee and board contributions by 19% for 2011 plan year beginning April 1, 2011. Increase employee health premiums by \$2.50 to \$95.00 per month	Contribution increases for EE = \$944,606 MCSD = \$3,440,441	MCSD initiated proposal 10/2/10 to increase some employee contributions by 44% for 2011 plan year with increases effective April 1, 2011 and District contributions of 12% increase effective January 1, 2011. Employee premiums stay the same for the Choice plan, employee contribution increase ranging from \$17.81 to \$138.18 per month for other 2 plans. District contributions higher Jan – March then reduce when Employee contributions increase	Contribution increases for EE = \$2,193,382 MCSD = \$2,923,090
<u>XIII</u>	Counter proposal 11/4/10 to modify Terminal Pay to <u>Meritorious Attendance Incentive Pay</u> retaining current language. Counter proposal 11/4/10 to provide for up to <u>5 days of accumulated sick leave to be converted to pay each year at the current rate of pay distributed in December of each year.</u>	2009 payouts 133 teachers- \$ 1,485,326 Average of \$11,168 after 28 years of service	MCSD initiated proposal with regressive counter on 12/8/10 to modify <u>Terminal pay to be paid at the rate earned beginning June 2011 and to reduce maximum % payment of terminal pay to 50% for any time earned after June 2011.</u>	Reduces Terminal pay payouts by as much as 50% and will impact rate of pay calculations from at the time of retirement to at the rate earned

MEA/MCSD Paraprofessional Collective Bargaining Impasse Issues				
ARTICLE	MEA'S Position	Impact	Board's Position	Impact
<u>New V</u>	Proposed new Employee Rights Article with 3 Sections same content as in Teachers agreement above	Provides right to grieve violation of rights	MCSD verbal response 1/5/11 that they may be willing to include language if it is not subject to the grievance process	
<u>V, Section 6A</u>	Counter proposal 12/8/10 to modify date of notification of reappointment status from on or before April 15 to on or before May 15 and to retain current contract related to contract status.	Extends notice one month later in year	MCSD initiated proposal 11/4/10 to modify date of notification status from on or before April 15 to on or before June 1. Modify language to <u>annual contract after probation for remainder of the one year without cause, two additional years of annual contract with non-reappointment without cause that may be extended to a fourth year prior to continuous employment and cause for dismissal.</u>	Extends notice to later in the year. Extends non-reappointment without cause to as much as two additional years
XI, New Section 4	MEA initiated proposal to clarify <u>Health Insurance Eligibility to all full time (20 hours or greater) employees</u>	Current practice	Verbal agreement 12/8/10	
<u>XI, Section 4</u>	Counter proposal 12/8/10 to modify the <u>Health Insurance Committee to increase the membership to 16 members</u> from current 8 members- 4 MEA teachers and paras, 2 AFSCME & 2 District to a committed of 16, <u>8 appointed by the association with each bargaining unit having at least 2 members</u> and the district appointing 8.	Expanding the number of HIC committee members	MCSD initiated proposal with counter 12/2/10 to modify the <u>HIC to include 16 members, 8 appointed by the superintendent including the chairperson.</u> Additional language defining the products and timelines for committee work.	Expanding the number of committee members. Requiring certain timelines for committee work.
<u>XI, Section 5</u>	Counter proposal 10/13/10 Increase employee and board contributions by 19% for 2011 plan year beginning April 1, 2011. Increase employee health premiums by \$2.50 to \$95.00 per month	EE = \$944,606 MCSD = \$3,440,441	MCSD initiated proposal 10/2/10 to increase some employee contributions by 44% for 2011 plan year with increases effective April 1, 2011 and District contributions of 12% increase effective January 1, 2011. Employee premiums stay the same for the Choice plan, employee contribution increase ranging from	EE = \$2,193,382 MCSD = \$2,923,090

MEA/MCSD Status of Impasse Issues Chart 2010-11
 January 24, 2011

			\$17.81 to \$138.18 per month for other 2 plans. District contributions higher Jan – March then reduce when Employee contributions increase	
<u>XI, Appendix A</u>	MEA initiated proposal 10/13/10 to increase all schedules by 2% at each step	\$231,735	Counter proposal 11/4/10 to retain current salary schedules.	0
<u>XIII</u>	Counter proposal 11/4/10 to modify Terminal Pay to <u>Meritorious Attendance Incentive Pay</u> retaining current language. Counter proposal 11/4/10 to provide for up to <u>5 days of accumulated sick leave to be converted to pay each year at the current rate of pay distributed in December of each year.</u>	2009 payouts 17 paras = \$58,787 average of \$3,458 after 25 years of service	MCSD initiated proposal with regressive counter on 12/8/10 to modify <u>Terminal pay to be paid at the rate earned beginning June 2011 and to reduce maximum % payment of terminal pay to 50% for any time earned after June 2011.</u>	Reduces Terminal pay payouts by as much as 50% and will impact rate of pay calculations from at the time of retirement to at the rate earned
<u>XVI</u>	MEA initiated proposal 10/13/10 to include reprimands in the <u>Discipline and Dismissal</u> during the School Year language to allow for grievances of <u>reprimands, loss of pay</u> or dismissal.	Employee right to grieve reprimands	MCSD verbal response 1/5/11 that they may be willing to include language if it is not subject to the grievance arbitration process as is similarly the case in the AFSCME agreement.	