

Negotiating Committee Report

02Nov2016

Fact Finding Timeline

9/17/15 Mediation Session

- No advance made with appointed mediator – determined that fact finding process shall be initiated

1/19/16 Mediation Session

- Led by Fact Finder

5/2/16 Formal Fact Finder Session

- Both sides presented last offers and arguments

Negotiations Timeline


Summer 2016 - Committee and MEA continued to meet and exchange offers while awaiting the fact finding report



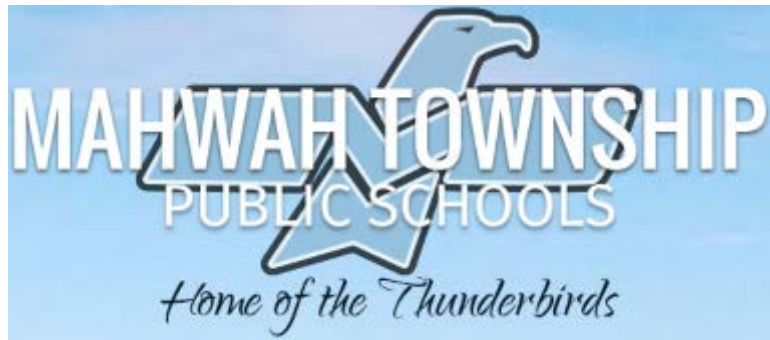
10/17/16 Fact Finder Report Issued



10/27/16 Board indicated it would accept recommendations of the fact finder and requested the MEA consider an additional two years



10/31/16 Committee received notice that the MEA rejects the fact finder's report



Fact Finder Report

RE:

Recommendations on Proposals of the
Parties

Review of Final Offers / Healthcare Items

	MEA	Board Negotiating Committee	Fact Finder Recommendation
Healthcare Contribution	Move all employees to Tier 3, Chapter 78	Hold all employees at Tier 4, Chapter 78	I do not recommend the Association's proposal to move from Tier 4 to Tier 3 contribution levels.
Incentives to Change Plans	Not included	All employees receiving health benefits are eligible for the \$200 subsidy if moving to Direct 15 or to a less expensive plan.	I recommend adoption of this Board proposal.
Healthcare Benefit Waiver	Not included	<ul style="list-style-type: none"> • 2015-2016; Health Benefit waiver payment is \$3,000 • 2016-2017; Health Benefit waiver payment is eliminated • 2017-2018; Health Benefit waiver payment is eliminated 	I do not recommend the Board's proposal to eliminate the insurance waiver payment in the current contract.

Review of Final Offers / Pay Items

	MEA	Board Negotiating Committee	Fact Finder Recommendation
Base Salary	3.0%	2.75%	I recommend increases as follows for all employees covered by the agreement: Effective 7/1/15 - 2.90% increase inclusive of increments
	3.0%	2.90%	Effective 7/1/16 – 3.0% increase inclusive of increments
	3.0%	2.90%	Effective 7/1/17 – 3.1% increase inclusive of increments.

Review of Final Offers / Pay Items

	MEA	Board Negotiating Committee	Fact Finder Recommendation
Extra Curricular Positions	AV supervision moved from Group 3 to Group 2. Review of all extra service positions and time requirements needs to be addressed.	2014-2015 guide remains in effect for 2015-2016 and 2016-2017. There is a 1% increase for 2017-2018.	<p>Effective 7/1/15 – 2.0% increase, inclusive of increments if applicable</p> <p>Effective 7/1/16 - 2.0% increase, inclusive of increments if applicable</p> <p>Effective 7/1/17 - 2.5% increase, inclusive of increments if applicable.</p> <p>Guides to be mutually agreed where applicable.</p>

Review of Final Offers / Pay Items

	MEA	Board Negotiating Committee	Fact Finder Recommendation
Longevity	Add 4 new tiers <ul style="list-style-type: none"> • 22 = \$2,200 • 25 = \$2,500 • 30 = \$3,000 • 35 = \$3,500 	No new tiers	I must reject the proposed changes or increases.

Review of Final Offers / Time-Related Items

	MEA	Board Negotiating Committee	Fact Finder Recommendation
Professional Development Days	No change	Increase from 186 to 188 with the extra two days to be used for Professional Development.	No recommendation
Personal Days	Increase from 4 to 5 days	Hold at 4	No recommendation

Next Steps