

**Board's Global Financial Proposal #7**

August 13, 2024

Negotiations between

FOWLERVILLE COMMUNITY SCHOOLS

AND

FOWLERVILLE  
EDUCATION ASSOCIATION  
MEA/NEA

The Board of Education reserves the right to make additional proposals impacting finances, as well as the right to alter or modify or retract any of the proposals contained herein due to changing economic conditions and other legitimate bases. Nothing contained in this proposal shall be considered a waiver of the Board's statutory rights with respect to such matters under the Public Employment Relations Act ("PERA"). This proposal is made on the basis of present and anticipated fiscal and operating conditions. The Board of Education reserves the right to amend, modify or withdraw any aspect or component of this proposal based on changes in those conditions or in response to any future statutory enactments that pertain to any of the matters addressed herein.

Nothing in this proposal should be regarded as indicating that the Board of Education proposes or otherwise intends to continue any provisions of the Master Agreement, or a future letter of understanding, which pertain to prohibited subjects of bargaining in any Memorandum of Understanding, to the extent that such provisions pertain to prohibited subjects of bargaining. Further, the Fowlerville Education Association MEA/NEA is hereby also notified that the Board of Education will not enter into or execute any Memorandum of Understanding which contains provisions embodying or pertaining to any prohibited subject of bargaining, as are more particularly set forth in Section 15(3) of PERA.

**BLUE** = Association's 7.17.24 Counter-Proposal Changes & Language

**RED** = FCS's 7.21.24 Counter-Proposal Changes & Language

**GREEN** = Association's 7.29.24 Counter-Proposal Changes & Language

**PURPLE** = FCS's 7.29.24 Counter-Proposal Changes & Language

**ORANGE** = FCS's 8.5.24 Counter-Proposal Changes & Language

**HIGHLIGHT** = FCS's 8.13.24 Counter-Proposal Changes & Language

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- **TERM:** 2 years
- **FINANCIAL PROPOSAL FOR 2024/25**
  1. Steps and lanes for eligible Association employees.
  2. 2024-25 Salary Scale increases by ~~3% 2%~~ 0.5% from 2023-24 Salary Schedule for Steps 1-9.5 and increases by 2.5% from 2023-24 Salary Schedule for Steps 10-12. Additionally, \$3,000 will be added to each Step 1 through 7.5 and \$6,000 to step 8 and 8.5 and ~~\$2,000 \$1,000~~ \$750 will be added to steps 10-12 after applying the percentage increase to the Salary Schedule.
  3. Any Association employee not at Step 12 of the Salary Schedule due to step freezes circa 2012-2016 will be placed on their correct Step up to Step 12 of the Salary Schedule for the 2024-25 school year. Upon ratification of the contract, the District will compile a list of any Association employees that were affected by the step freeze (circa 2012-2016). The District will provide the list to the Association and the Association will verify the list. Affected teachers will then be contacted by the District. ~~Steps will be taken by the District to verify the list with the entire Association.~~ Any teacher who believes they are impacted by this language has until December 1, 2024 to contact Human Resources. *For example: An Association employee hired in 2012 at Step 1 who, due to step freezes, is scheduled to be on Step 9 of the 2024-25 Salary Schedule would be placed on Step 12 of the Salary Schedule for the 2024-25 school year.*
  4. The Parties agree to the following Appendix B, Activity Salaries additions and modifications:
    - a) The parties agree to add the following to Schedule B, Activity Salaries:

***The Principal and Assistant Superintendent of Academics will allocate the percentages based upon the recommendation of the Faculty Sponsor.***
    - b) Modify #14 - Play Director (Per Play) to 6%
    - ~~e) Add #21 National FFA Organization Advisor @ 20%~~
  5. The Parties agree to modify #1 under Schedule B Athletics – “Junior High School Athletic Director” to “(2) Game Managers” @ ~~10%~~ 5% ~~(One Fall & One Winter)~~
  6. The Parties agree to add Appendix B-1 (“~~Career and Technical Education (CTE) High School Future Farmers of America (FFA) and Robotics~~ Advisor Salary”) to the CBA, which will state:
    - a) In addition to the basic teacher salary as provided in Appendix A, the **CTE FFA** Advisor position shall be paid between 8-20% of their **current Step on the Salary Schedule** ~~individual teacher salary~~ for successfully performing the assigned duties of the position throughout the school year. The Superintendent will consult with the Association prior to determining the salary percentage paid to the **CTE FFA** Advisor based on their experience and qualifications.
    - b) The designation of the **CTE FFA** Advisor position in this Appendix does not require that it be implemented. Further, the Board shall retain the right to fill the position with anyone it deems qualified to fill the position.
    - c) The salary percentage will be paid in equal amounts to the teacher's contracted salary for regular salary payment (~~24~~ 26 paychecks).

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d) The **CTE FFA** Advisor position is a nontenured position, and no individual shall have an assurance of re-employment in any extracurricular position from one year to the next.

~~\*\* The CTE Advisors from the following areas may be approved: Future Farmers of America Organization Advisor, and High School Robotics Advisor.~~

7. A one-time, off-schedule payment will be granted in October 2024 by the Superintendent to all active Association employees who are ~~on at or between Steps 9-10 and through Step 12 at Step 12~~ of the Salary Schedule of the current CBA as of June 30, 2024, and remain actively employed with the District at the time of payment. This payment will be calculated using ~~50%~~ 100% of the Section 27L Education Compensation funds available according to the June 2024 State Aid Report.

8. **High School Robotics Advisor added to Schedule B @ 8%.**

9. **Archery Coach added to Schedule B @ 8% and 3 Assistant Coaches added @ 2% (6% total).**

● **FINANCIAL PROPOSAL FOR 2025/26**

1. Steps and lanes for eligible Association employees.
2. **2025-26 Salary Scale increases by 1/2% (one-half percent) ~~1% (one percent)~~ from 2024-25 Salary Schedule.**
3. **Trigger:** If the Foundational Revenue (calculated as blended student enrollment multiplied by the state pupil foundation) for the 2025-26 school year exceeds the Foundational Revenue received in 2024-25 by ~~\$300,000~~ **\$370,000** or more, then ~~\$300,000~~ **\$370,000** will be subtracted from the additional revenue and 40% of the remaining amount ~~40% of the additional revenue~~ will be distributed among all active Association employees as of December 15, 2025. **The 40% is based on Association member salary only.** This amount will be ~~added to each step~~ divided by the overall cost of one percent of the group to equate to a percentage (rounded to the nearest hundredth) to be applied to the 2025/2026 Schedule A Salary Schedule. This calculation will be done in January 2026 and the corresponding increase will be applied retroactively to the beginning of the 2025-26 school year. The retroactive increase will be spread over the remaining pays for the school year. Additionally, the 2025-26 Salary Schedule will be updated to reflect this percentage increase.

*For example:*

- 2024/25 Blended student count of 2505 x \$9608 Foundation Allowance = \$24,068,040
- 2025/26 Blended student count of 2500 x \$9848 Foundation Allowance = \$24,620,000
- Difference is \$551,960 - ~~\$300,000~~ **\$370,000** = ~~\$181,960~~ **\$251,960**
- 40% of additional revenue is ~~220,784~~ **\$72,784** ~~\$100,784~~
- ~~\$72,784~~ **\$100,784**/ by the overall cost of the group as of 12/15/25
  - **\$70,000** is ~1/2% (one-half percent) on the 2025/26 Salary Scale
- **Add this amount to each step on the scale**

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4. If a one-time Michigan Public School Employees' Retirement System (MPSERS) cost offset is appropriated in the fiscal year (FY) 2025-26 School Aid Fund budget to reimburse districts, as it was with the adopted final School Aid Fund budget for FY 2024-25, a wage reopener will be initiated for the Appendix A-1 Salary Schedule for the 2025-26 school year. This wage reopener will override the trigger specified in #3. The 1/2% (one half percent) ~~1% (one percent)~~ salary scale increase described in #2 is guaranteed as a minimum, and any additional percentage increase negotiated through the wage reopener will be added on top of this 1/2% (one half percent) ~~1% (one percent)~~.
5. Should there be a combination of an increase in District Foundational Revenue described in #3 and a one-time MPSERS cost offset is appropriated in the FY 2025-26 School Aid Fund budget to reimburse districts described in #4, the wage reopener outlined in #4 will control and override the trigger specified in #3.

● **2024/2025 AND 2025/2026 FINANCIAL PROPOSAL TIE-BARRED PROPOSALS**

1. The Parties agree that Article IV, Section 10 of the Parties' current CBA shall be amended as follows:

*Credit for experience for new hires shall be evaluated by the Board and credit for this previous experience may be given by the Board. Experience from another school system will be accepted only if the experience was earned while the teacher had a provisional, permanent, professional, advanced professional, or continuing certificate. Also, teachers filling critical shortage positions, as determined by the Board, may be placed at any step on the salary schedule as necessary to meet the District's needs. Also, teachers filling critical shortage positions, as determined by the Board Michigan Department of Education (MDE), may be placed at any step above the step that is commensurate with their previous years of teaching experience (if any). Teachers placed on any step above the step that is commensurate with their previous years of teaching experience ~~are ineligible to~~ will advance along the step schedule at a rate of a half step per school year until the year after their initial step placement and their years of teaching experience are equivalent. If a teacher ~~in a critical shortage position~~ in a critical shortage position is hired above Step 5, the Association President will be informed. Teachers shall be advanced one (1) step on the salary schedule for between one (1) and three (3) years of active military service and two (2) steps for active military service in excess of three (3) years.*

2. The Parties agree that Article IV, Section 3 shall be amended as follows:

*The salary schedule is based upon a normal weekly teaching load in accordance with the adopted school calendar during normal teaching hours. A teacher shall be entitled to additional compensation for performing work in excess of the required teaching responsibilities. The following extra duties are listed below at the hourly rate indicated for each:*

- a) *Curriculum work, defined as additional work related to teaching and learning performed outside of work hours in excess of required teaching responsibilities, that includes, but is not limited to: before or after-school*

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*tutoring; District-directed summer work on creation or adoption of curricular materials; attendance and participation in before- or after-school meetings related to teaching and learning (not including staff meetings); meetings with families before or after school hours, as directed by building or District administrator; family nights; Kindergarten roundup; day field trips beyond contractual work hours; elementary musicals and plays with documented teacher contributions; and translation work ~~preparation of lesson plans in situations where content-area knowledge is needed, and the class is unassigned to a teacher~~ **completion of special education accommodation logs: \$50/hour***

- b) ~~Substituting for another teacher during their preparation period~~ Teachers may elect to serve ~~servng as a substitute for another teacher during their contractual work hours to accept an assignment to substitute for another teacher during their prep period and contractual work hours: \$50/hour~~*
- c) Work for grant-funded programs, such as summer school: hourly rate will be determined by the district based on available grant funds with a minimum of \$50/hour*
- d) **With prior approval from the Assistant Superintendent, preparation of lesson plans and/or grading in situations where specialized content-area knowledge is needed, and the class is unassigned not covered by an assigned to a teacher: individual hourly rate***
- e) ~~Any duties that are not listed above will be paid at the teacher's individual hourly rate~~*

3. The Parties agree that Article IX, Section 3a shall be amended as follows:

*A media program with libraries in each school based upon the storage and retrieval of printed and audiovisual forms of communication and maintained by the Board and staffed with at least one library media specialist per level (K-5 & 6-12) or a Fowlerville **Community Schools** Employee who is not an already-assigned classroom teacher.*

4. The Parties agree to the removal of the following from the current CBA:

- Article IV, Section 13a – **amended and moved to Article IV, Section 3(b)**
- Removal of Article IX, Sections 12 and 13
  - Article IX, Section 12 – Paragraphs 2 & 3 language remains, can delete Paragraphs 1 & 4
  - Article IX, Section 13 – **Eliminate Paragraph 1; List Department Chairs /Grade Level Chairs in Schedule B – provide list**

## **5. Special Education Accommodation Logs**

- To ensure proper time to complete the required special education accommodation logs, the District will eliminate the requirement for teachers to submit lesson plans to building principals, with the exception for formal observations, and agree to the Association's 6.20.24 Appendix C, Section 1 proposal language that would ensure 55 minutes of daily preparation time for elementary teachers.

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## APPENDIX G

### TEACHER JOB SHARING

**Job Sharing** Job Sharing shall refer to two (2) or more **tenured experienced** bargaining unit members sharing one (1) full-time position.

- A. **Purpose:** Two or more experienced bargaining unit members, at their request, pair up for the purpose of sharing common teaching assignments. This voluntary pairing shall not occur if the pairing results in the involuntary layoff or involuntary transfer of a full time teacher. It shall not occur if it prevents the recall of a laid off teacher. The application for Job Sharing shall be approved or disapproved in writing by the Superintendent within thirty (30) days of the application.
- B. **Application:** The teachers shall notify the District and the Association by April 1 of each year explaining their working arrangement and indicate their desire to job share. Once teachers have submitted their plan, they may not deviate from it unless they have the Superintendent's approval. Alternate days of instruction will not be allowed. ~~be discouraged. Job sharing schedules currently taking place during the 05-06 school year will be grandfathered.~~
- C. **Pairing:** The teachers who have jointly agreed to work together must be certified, approved, or authorized, as applicable, for all aspects of the assignment. ~~and "Highly Qualified" under No Child Left Behind.~~ The job sharing arrangement shall be for one year, renewable at the option of both teachers, subject to approval of the Superintendent.
- D. **Responsibilities:** Responsibilities of an assignment by two job sharers may be divided and/or allocated to a plan by the job sharers with approval by the District. This shall include but is not limited to attendance at regular staff meetings, District meetings, etc. The teachers are required to attend full-day in-services or special training days such as testing, training, curriculum workshops, and grade level meetings, which are required of full-time teachers if appropriate. Stipends will be paid to teachers who are required to attend a full day.
- E. **Compensation/Fringe Benefits:** Compensation shall be determined by each teacher's step and column of salary schedule, prorated. Each teacher will gain one year of seniority and will move up one half (1/2) step on the salary schedule for each year worked at the job sharing position. Insurance, personal business days, and sick days will be prorated to the percentage of the day worked. If the job sharing teachers each work a half day, their benefits will be calculated at a fifty percent level, for example. The teachers may contribute any additional amounts necessary to pay the premium costs for insurance.



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- F. Approval: The Superintendent and job sharing teachers will meet in person to review their proposal with agreement by the building principal. After review of the **accepted** proposal, **and if accepted by the Superintendent**, the job sharing teachers and Superintendent will sign and date the agreement.
- G. Parent Letters/Friday Folders will be a shared responsibility of both teachers.
- H. Report Cards: Each teacher is responsible for marking their portion of the report card. Social habits/citizenship will be a combined effort of both teachers.
- I. Communication: Teachers will set aside time to discuss any parent comments, absence and tardy concerns, unit topics, discipline problems, and necessary communication.

**The following JOB SHARE Teachers during the 2005-2006 school year will be grandfathered and will move up a full step for each year job shared:**

**Barbara Sinke**

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**Financial Scenarios for Teachers at Step 12 of Salary Schedule**

|   |   |
|---|---|
| <p style="text-align: center;"><b><u>12 Year Teacher in BA Lane</u></b></p> <p>2.5% Step Increase = \$77,449<br/>                     + \$750 block increase = \$78,199<br/>                     +\$2,005 Longevity = \$80,204<br/>                     +\$1,200 27L stipend = <b>\$81,404</b></p>  | <p style="text-align: center;"><b><u>16 Year Teacher in MA Lane</u></b></p> <p>2.5% Step Increase = \$82,557<br/>                     + \$750 block increase = \$83,307<br/>                     +\$2,555 Longevity = \$85,862<br/>                     +\$1,200 27L stipend = <b>\$87,062</b></p>  |
| <p style="text-align: center;"><b><u>21 Year Teacher in MA Lane</u></b></p> <p>2.5% Step Increase = \$82,557<br/>                     + \$750 block increase = \$83,307<br/>                     +\$3,050 Longevity = \$86,357<br/>                     +\$1,200 27L stipend = <b>\$87,557</b></p>  | <p style="text-align: center;"><b><u>21 Year Teacher in MA+ Lane</u></b></p> <p>2.5% Step Increase = \$83,836<br/>                     + \$750 block increase = \$84,586<br/>                     +\$3,050 Longevity = \$87,636<br/>                     +\$1,200 27L stipend = <b>\$88,836</b></p> |
| <p style="text-align: center;"><b><u>26 Year Teacher in MA+ Lane</u></b></p> <p>2.5% Step Increase = \$83,836<br/>                     + \$750 block increase = \$84,586<br/>                     +\$3,650 Longevity = \$88,236<br/>                     +\$1,200 27L stipend = <b>\$89,436</b></p> | <p style="text-align: center;"><b><u>29 Year Teacher in MA+ Lane</u></b></p> <p>2.5% Step Increase = \$83,836<br/>                     + \$750 block increase = \$84,586<br/>                     +\$3,850 Longevity = \$88,436<br/>                     +\$1,200 27L stipend = <b>\$89,636</b></p> |