

**Board's Global Financial Proposal #10 AMENDED**

November 4, 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.

**Global Language Proposal Key:**

**Blue** = District Proposal/Counter Language & Changes for 11.4.24

**Green** = District Responses & Commentary Notes

**\*\*\*The District reserves the right to add to or subtract from this Proposal.\*\*\***

● **FINANCIAL PROPOSAL FOR 2024/25 & 2025/26**

➤ **FCS accepts the FEA's 9.25.24 Financial Proposal in exchange for the FEA's acceptance of:**

- 1) FCS's proposed tie-barred language proposals #1-3 provided below; and
- 2) FCS's financial and tie-barred language proposals from its 9.17.24 Financial Proposal #8 not otherwise addressed below, which includes:
  - a) Financial Proposal for 2024/25 #3-9; and
  - b) 2024/25 and 2025/26 Financial Proposal Tie-Barred Proposals #2-4.

● **2024/2025 & 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. If a teacher 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.*

**FCS Note:** The District agrees to the FEA's 10.24.24 Language Proposal *in principle. The District proposes the language above.*

2. **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 exceptions for **(1) formal observations, (2) if a principal has documented concerns with a teacher's performance, or (3) if a parent/guardian of a student enrolled in the teacher's class requests to review instructional materials that relate to the instruction of their student consistent with Board policy;**

**\*\*\*The District reserves the right to add to or subtract from this Proposal.\*\*\***

- 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;
- **ensure that the accommodation logs will be pre-loaded with data; and**
- **furnish the necessary teachers with an updated log when there are schedule changes and/or when an IEP is implemented.**
- *Agree to language that states, “Due to the legality of the special education accommodation logs and IEPs, the log will not be pre-loaded by the general education teacher.*

**FCS Note:** The Parties agreed to this on 10.24.24.

**3. The Parties agree that Article IX, Section 15(a) shall be amended as follows:**

- (a) *In order for a class to be included in the final master schedule, 50% of the contract maximum size is required for classes unless the parties mutually agree to an exception, **except for (1) advanced courses, (2) new courses or programs, and (3) MTSS courses may run with a minimum class size of 8 students.***

**FCS Note:** The District Counters the FEA’s proposed language from 10.24.24 with the language above.