

Board's Global Financial Proposal #1

June 10, 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.

Board of Education Global Financial Proposal #1

- **Term: 2 years**
- **All language proposals presented by the District on June 10, 2024.**

- **FINANCIAL PROPOSAL FOR 2024/25**
 1. Steps and lanes for eligible employees.
 2. 2024-25 Salary Scale increases by 1% from 2023-24 Salary Schedule.
 3. If Foundational Revenue (Blended student enrollment multiplied by the state pupil foundation received in 2024-25 is \$300,000 greater than foundational revenue received in 2023-24), then 40% of the additional revenue will be divided over the total number of teachers as of December 15, 2024 and that amount will be added to each step of the Schedule A Salary Schedule. This will be calculated in January 2025 and the corresponding increase to each employee retroactive to the beginning of the school year will be spread over the remaining pays of the school year. The 2024-25 salary schedule will be updated to reflect the additional percentage.

For example:

- *2024/25 Blended student count of 2500 x \$9848 Foundation Allowance = \$24,620,000*
 - *2023/24 Blended student count of 2505 x \$9608 Foundation Allowance = \$24,068,040*
 - *Difference is \$551,960*
 - *40% of additional revenue is 220,784.*
 - *Divided by 150 teachers is \$1,472.00.*
 - *Add this amount to each step on the scale.*
4. Appendix B, Activity Salaries:
 - a) Modify #14. Play Director (Per Play) to 6%
 - b) Add #21 “National FFA Organization Advisor” @ 12%
 - c) Add the following, "The Principal and Assistant Superintendent of Academics will allocate the percentages based upon the recommendation of the Faculty Sponsor."

 5. Appendix B, Athletics Salaries:
 - a) Modify #1 – “Junior High School Athletic Director” to “(2) Game Mangers” @ 5%

- **DRAFT FINANCIAL PROPOSAL FOR 2025/26**
 1. Steps and lanes for eligible employees.
 2. 2025-26 Salary Scale increases by 1.5% from 2024-25 Salary Schedule.
 3. If Foundational Revenue (Blended student enrollment multiplied by the state pupil foundation received in 2025-26 is \$300,000 greater than foundational revenue received in 2024-25), then 40% of the additional revenue will be divided over the total number of teachers as of December 15, 2025 and that amount will be added to each step of the

Schedule A Salary Schedule. This will be calculated in January 2026 and the corresponding increase to each employee retroactive to the beginning of the school year will be spread over the remaining pays of the school year. The 2025-26 salary schedule will be updated to reflect the additional percentage.

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

1. Modification of Article IV, Section 3 to say "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 the following extra duties listed below at the hourly rate indicated for each:
 - a) Curriculum work that includes: before- or after-school 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; and preparation of lesson plans in situations where content-area knowledge is needed, and the class is unassigned to a teacher: \$50/hour
 - b) Substituting for another teacher during their preparation period: \$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"
2. Removal of Article IV, Section 13a (Substitute Teaching)
3. Removal of Article IX, Sections 12 and 13 (School and District Improvement)
4. Removal of Article IX, Section 3(a)-(b) (Media Specialists)
5. Modification of Article XIV, Section 1, step 4 (replace arbitration with mediation for grievances)
6. FEA agrees to withdraw the low-class size arbitration scheduled for 8/14/24

The district reserves the right to add to or subtract from this proposal. Should negotiations with the FEA continue beyond 6/30/24 the district reserves the right to retract fully its 2024/2025 and 2025/2026 Financial Proposals.

2024 /2025 RETIREMENT INCENTIVE (separate from financial proposals above)

A retirement incentive in the amount of \$2,000 per qualified teacher. To qualify for this plan a teacher must have taught in the Fowlerville Community Schools for a minimum of ten (10) consecutive years, be qualified for retirement under the policy of the Michigan Public School Employees' Retirement System and submit evidence from the MPSERS that the processing of their application for retirement has been completed. A teacher qualifying for early retirement pay will receive the incentive in the form of an employer contribution to a 403(b) plan. This incentive is capped to the first ten (10) qualified teachers who submit an official letter of retirement to the Superintendent on a first-come, first-served basis until July 15, 2024.

This is a one-time payment and tie-barred to the full removal of Article IV, Section 10 from the Professional Employment Contract between the Fowlerville Board of Education and the FEA. The district reserves the right to add to or subtract from this proposal. Should negotiations with the FEA continue beyond 6/30/24 the district reserves the right to retract fully the 2024/2025 Retirement Incentive.