

Board's Global Financial Proposal #2

July 17, 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.

- **TERM:** 2 years

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

● **FINANCIAL PROPOSAL FOR 2024/25**

1. Steps and lanes for eligible Association employees.
2. 2024-25 Salary Scale increases by 3% from 2023-24 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 Step 12 of the Salary Schedule for the 2024-25 school year. *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%
 - c) Add #21 National FFA Organization Advisor @ 20%
4. The Parties agree to modify #1 under Schedule B Athletics – “Junior High School Athletic Director” to “(2) Game Managers” @ 5%
5. A one-time, off-schedule payment will be granted in October 2024 by the Superintendent to all active Association employees who are 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% of the Section 27L Education Compensation funds available according to the June 2024 State Aid Report.

● **FINANCIAL PROPOSAL FOR 2025/26**

1. Steps and lanes for eligible Association employees
2. 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 or more, then 40% of the additional revenue will be distributed among all active Association employees as of December 15, 2025. This amount will be added to each step of the 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*
 - *40% of additional revenue is 220,784.*
 - *Divided by 150 teachers is \$1,472.00.*
 - *Add this amount to each step on the scale.*
3. A one-time, off-schedule payment will be granted in October 2025 by the Superintendent to all active Association employees who are at Step 12 of the Salary Schedule of the

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current CBA as of June 30, 2025, and remain actively employed with the District at the time of payment. This payment will be calculated using remaining Section 27L Education Compensation funds, after the 50% payout made in October 2024.

● **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. If a teacher 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 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*

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.

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

- Article IV, Section 13a
- Removal of Article IX, Sections 12 and 13