



March 3, 2008

Tentative Agreement !

After negotiating all day Thursday and an early morning board meeting Friday, a tentative agreement was reached just before 5pm last Friday evening. This agreement, which will be put to a ratification vote by the membership this week, represents the third and final year of our current three-year collective bargaining agreement that began with the 2005-2006 school year. It would be remiss to understate the roles played by district leadership and board members, in the face of some trying economic times, to help come to the following agreements:

- 1) A two-year salary agreement which includes three percent(3%) full-year for 2007-2008, and zero percent(0%) for school year 2008-2009 (next year). Upon ratification, we should reasonably expect a 7-month retro check sometime in April and your first new paycheck May 1. Confirmation of dates to follow.
- 2) The 80/20 split on healthcare premiums (health, dental, vision) has now been extended through the 2008-2009 school year and has become the status quo, no longer providing for reversion to any previous premium cap agreement. It is simply negotiable as with any other provision in our contract. Both sides feel strongly about the viability of this plan.
- 3) The Early Retirement Incentive Program, as described in previous letters, was upgraded to include a provision that retirees who are 64 or older shall receive no less than 2 years of either coverage or cash in lieu at their current level (one-person or two-person only). For all other potential retirees the terms of the program remain as originally described; 55 or older, full or part-time, at least 10 years with the district, 5 years of coverage or cash in lieu or to age 65(whichever comes first), all based on the 2007-2008 district 80/20 contribution levels, sign your intent to retire no later than March 28, 15 retirees must commit for the program to happen. More details? Call Chuck x5086

During the past 3 years our salary schedule has been increased by a total of 9%. Contract language has been improved or completely re-written in the areas of Complaints Regarding Teachers, Evaluations, Personal Necessity(no-tell days), meetings after school, Catastrophic Leaves, Job Sharing, 80/20 Benefit Program, and Transfers and Reassignments. However, not only is the job never done, but rather it is virtually continuous. Adam Geczi has agreed to guide the bargaining process for our new 3-year agreement covering 2008-2011 and work is already under way. Stacey Cooke (MBMS) and Wayne Knutson (MCHS) have already joined with Adam and have been meeting weekly since January.

Special thanks to the following members who participated on the Bargaining Team at various times during the past 3 ½ years: Sara Ford, Jed Rucker, Andy Zeihen, Rosemary Churnside, Lynn McIver, Jesse White, Hal Hunt, Chris McRae, Kathy Wiley, Adam Geczi, Carol Mathews, Rachel Thomas and Executive Directors Jeff Good and now Sandra Goins.

MBUTA Bargaining Team

Chuck Currier (chair) MCHS

Kathy Wiley, MBMS

Chris McRae, Robinson

Adam Geczi, MCHS

Sandra Goins, Executive Director SBUT