

-- Current Update 5/12/22

MCFUSE and District have tentatively agreed to a 3 yr. CBA

- District wanted to negotiate 3yrs. of school calendars. According to CBA, MCFUSE will negotiate one school calendar per year with 184 days.
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- District proposal 1, an Extended Learning Opportunity with a 190 day calendar. Employees overwhelmingly did not want it. This is off the table now.
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- MCFUSE has added a calendar request for 22-23: Accommodate community by making Good Friday off. One extra day would be added at end of year. District has not responded to this proposal yet.

Salary Proposals

- State Legislation approved level raises for all teachers. There is a 3% raise on the 4th quarter salary; (a tentative agreement between the District and MCFUSE will be ratified at May 21st meeting. This will mean teachers will get this money on their last check of the year.)
- SY22-23 --teachers will get a 4% raise on top of the 3% from this year. That equals a 7% average raise for teachers.
- Classified will get \$15 min
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Current District Salary Proposal : Teachers would get 1% over state raise which equals 8%.

Current MCFUSE Salary Proposal: Teachers would get 3% over state raise which equals 10%.

Leave Change: District Proposal 2: District proposed major revisions to sick leave. It proposed combining sick and personal leave, and providing employees 9 days of “personal leave” per year, which could be used for either personal leave or sick leave. Unused personal leave would convert to sick leave at the end of the year.

MCFUSE proposes that our current leave policy stay as is. No agreement to this proposal.

Dues Deductions

District Proposal 3 On March 10, 2022, the District proposed no longer accepting dues deduction and striking all of Article 5. MCFUSE indicated at that meeting that this was a non-starter, but that if they had any specific concerns about the procedural aspects of the article we would listen to them

MCFUSE does not agree to this proposal. We propose the current dues deduction language stay the same.

Health and Safety

MCFUSE Proposal 1 (Safety Issues) On May 4, 2022, MCFUSE proposed the following addition: “The District will continue to leverage technology and up-to-date security solutions to comply with all safety codes, regulations, and laws. Initially, for School Year 2022-2023 this will include, at a minimum, a personal safety device that allows employees to notify administration immediately in case of an emergency.”

MCFUSE is still waiting for a final decision on Proposal 1.

Workday/Workweek

MCFUSE Proposal 2 MCFUSE proposed the following addition to Article 13, after section A paragraph 9 and to Article 14, after Section B paragraph 4: "Employees shall not be mandated/required to travel to school sites/classrooms on days that are designated virtual learning or cancelled by the District due to inclement weather.

" On March 10, 2022, the District countered with language that required employees to report for duty on those days "as close as to their regular schedule as safely as possible. This will allow a maximum delay of two (2) hours."

There is no movement on this proposal at this time.

Teaching Environment

MCFUSE Proposal 3: On March 28, 2022, MCFUSE presented the following revised proposal: "Employees shall not be photographed, filmed, and/or recorded in the classroom by the District, its agents, or anyone acting on its behalf. No exceptions to the foregoing shall be permitted without the Employees' prior written approval. Employees shall not be forced or pressured to sign waivers or consents to the foregoing."

District has not responded to this proposal.

Covid Repayments

The issue of repaying employees for leave/money lost due to Covid will be on the agenda for the next negotiation.