

Impasse Resolution

Motion by Trustee Alberts, seconded by Trustee Miller, RESOLVED, that the Tahquamenon Area Schools Board of Education hereby offers the following resolution:

WHEREAS:

The Board of Education and TAEA have been engaged in good faith collective bargaining since September of 2007, including 5 sessions with a state mediator; and

Section 5 of Appendix A of the collective bargaining agreement requires the District to pay the full amount of health, dental, vision, and life insurance. Since the Board and TAEA agreed to bargain, MESSA Choices II, Pak A insurance coverage which was at a per teacher cost of \$1,302.24 per month for the period from July 1, 2007 to June 30, 2008 and which, effective July 1, 2008, increased 8.74% to \$1,416.00 per month which is an increase of \$113.76 per month per teacher; and

At the same time, the State's mandated credit requirements for core subject matter and students' academic needs require the District to modify the secondary school schedule and normal weekly teaching load in order to add core classes and maintain a reasonable class size within the secondary educational programs for our students; and

Time is of the essence in light of the District's financial condition, the administrative need to enroll staff into revised insurance plans, and the need to schedule students and staff for the 2008-2009 high school year; and

The TAEA has adamantly and repeatedly stated its opposition to the Board's position concerning maintaining a 5 of 6 secondary schedule and the Board's proposal on converting to MESSA CHOICES II with \$10/\$20 Rx card, Cash In Lieu of Health Insurance and salary increases.

THEREFORE, IT IS RESOLVED THAT

1. Pursuant to the Michigan Public Employment Relations Act, the Board of Education has been in good faith engaged in extensive negotiations with the Tahquamenon Area Education Association with respect to the terms and conditions of a new teacher collective bargaining agreement; and
2. Pursuant to the Public Employment Relations Act, and applicable law, the Board finds and declares that the parties are at impasse on the issue of health insurance plan coverage.
3. Effective September 1, 2008, the Board's last offer will be implemented: the insurance plan shall then be MESSA Choices II with \$10/\$20 Rx card, setting aside a pool of \$5000 to reimburse any employee who spends more than \$500 for prescriptions per year per provisions outlined in Board's offer. Vision coverage will increase from VSP3+ to VSP3+ Platinum and Dental coverage will increase to \$1,200 Class I, II, IIA and \$2000 Class IV Lifetime Max. A copy of that offer is attached hereto as Exhibit I and fully incorporated herein by reference.
4. Pursuant to Public Employment Relations Act, and applicable law, the Board finds and declares that the parties are at impasse on the issue of secondary schedule.
5. Effective September 1, 2008, the Board's last offer will be implemented: the normal weekly teaching load for secondary teachers shall be 25 (twenty-five) teaching periods with 5 (five) unassigned preparation periods. A copy of that offer is attached hereto as Exhibit I and fully incorporated herein by reference. The Superintendent or designee is directed to prepare a master schedule consistent with this action.

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6. Pursuant to Public Employment Relations Act, and applicable law, the Board finds and declares

that the parties are at impasse on the issue of Cash In Lieu of Health Insurance increase.

7. Effective September 1, 2008, the Board's last offer will be implemented concerning the increase of Cash in Lieu of Health Insurance to \$6,000. 5 of 11 employees must switch from Pak A to Pak B. If less than 5 additional employees switch, or if it is no longer a savings to the District, Cash in Lieu will revert back to its current level of \$1,800. A copy of that offer is attached hereto as Exhibit I and fully incorporated herein by reference.
8. Pursuant to Public Employment Relations Act, and applicable law, the Board finds and declares that the parties are at impasse on the issue of salary increases.
9. Effective September 1, 2008, the Board's last offer will be implemented concerning salary increases: 1% salary increase for 2007-2008 year, not retroactive, and a 2% salary increase for the 2008-2009 school year. A copy of that offer is attached hereto as Exhibit I and fully incorporated therein by reference.
10. The Superintendent or her designee is directed to notify the appropriate representatives and officers of TAEA of this resolution.
11. The Superintendent or her designee is authorized to take all steps necessary to implement these proposals, within the parameters of the proposals, as discussed with the TAEA during the negotiation process.

Ayes: Trustees Armstrong, Beaulieu, Grossman, Miller, Paramski

Nays: Trustees Alberts, Mattson

Absent: None