



2017 Employee Handbook Update #1

Representatives from MTI and the MMSD met on **August 15, 17, 18 and 22** as part of the Employee Handbook Review/Revision process outlined in Section 18 of the Handbook. A general outline was agreed to relative to the issues to be discussed for possible revision, the various work groups needed to work on these issues, and the timing of the discussions.

Various work groups have been designated, comprised of MMSD and MTI appointed representatives, to meet between now and mid-October with a goal of advancing recommended revisions for consideration by the joint Handbook Review Committee. The consensus recommendations of the Handbook Review Committee will be shared with the Superintendent to forward to the Board of Education for consideration in late October.

Teacher Compensation work group

At the Handbook meeting on **August 18**, the parties agreed that the Teacher Compensation work group, which commenced work during the 2016-17 school-year, should continue its work during the 2017-18 school year to develop recommended changes to the teacher salary schedule. Recent improvements were made to increase the starting teacher salary to \$41,096. While these increases were necessary for the MMSD to attract new educators, we need salary increases to reward and retain current staff. Future meetings are being scheduled.

EA Salary Schedule work group

At the Handbook meeting on **August 18**, the parties agreed to designate an EA Salary Schedule work group which will commence work in the next few weeks to develop recommended changes to the EA salary schedule. Recent improvements were made to increase the starting pay to \$15.00 per hour. While these increases were necessary for the MMSD to provide “living wage” jobs, we need salary increases to reward and retain current staff. The first meeting of this group is being scheduled.

Teacher Work Day work group

The Teacher Work Day group will discuss issues related to teacher planning time, staff only days and SBLT. This group met on **August 22** with the MTI appointees suggesting revisions to define sufficient planning time, especially for middle and high school teachers with no explicit planning time referenced in the Handbook. The MTI appointees also suggested revisions to the staff only day schedules to limit PD on such days and provide time for the professional planning and preparation needs of educators. Additional meetings are being scheduled.

Substitute Teacher Shortage work group

The Substitute Teacher Shortage work group met on **August 17** and discussed various proposals to attract and retain substitutes and is working to schedule additional meetings over the next few weeks.

School Calendar work group

The School Calendar committee met last spring with more work scheduled in the next few weeks to finalize recommendations for the 2018-19 school calendar. The committee is discussing the placement of parent teacher conferences, the length of break periods, the number of staff only days, and the last day of school. The school calendar is restricted by the 192 day contract year, the timing of graduation and summer school, and the legislative requirement that school commence after September 1.

Special Education work group

At the Handbook meeting on **August 18**, the parties agreed that the Special Education work group should meet to discuss recommended revisions including Section 504 compensation. Future meetings are being scheduled.