

Marshall Teachers Association

July 11th, 2019 – Counter Proposal to the Marshall Public Schools Board of Education 10:55 am

The MTA rejects the Board's July 11th proposal (10:34 am). The MTA offers the following counter proposal:

1.25% on schedule increase for steps through BA Step 15 and MA Step 20 for 2019-2020

1% on schedule increase for all steps for 2020-2021

Reopener for additional compensation for 2020-2021

Meeting of the Minds

Steps for all teachers for 2019-2021

MA Step 22 73,105 – Members must be on MA 20 for a total of two years to advance to MA Step 22

Removal of MA +30 on scale, members would go to MA Step 22

Change longevity to a flat rate:

At least 15 years	\$500
At least 20 years	\$900
At least 25 years	\$1300
At least 30 years	\$1600
At least 35 years	\$2000

TA 07/11/2019
RKP
Reopener
L. E. K.
Haw
7/11/19
McCasagrande
7/11/19
Shum Redin 7/11/19

Marshall Teacher Association

June 14, 2019 - Marshall Board of Education Counter Proposal __:__pm

The board rejects the MTA's June 13, 2019 proposal (4:30 pm) and offers the following counter proposal.

People beginning an activity or sport will be at the base compensation for that activity or sport. Thereafter, compensation for an activity or sport will be increased by the following for each year served up to 15 years for a sport and for an activity. Anyone who has a wage currently higher than 15 years as of fiscal year 2018-19 will be held harmless, but will maintain no increase year to year.

Compensation

370	\$10 per year
555	\$10 per year
740	\$10 per year
925	\$20 per year
1110	\$25 per year
1295	\$25 per year
1480	\$30 per year
1850	\$75 per year
2220	\$75 per year
2405	\$75 per year
2590	\$75 per year
2775	\$100 per year
2960	\$100 per year
3145	\$100 per year
3330	\$100 per year
3700	\$100 per year
4070	\$100 per year
4440	\$100 per year
4810	\$125 per year
5180	\$125 per year

5550 \$125 per year

Any position that has an asterisk means it is a flat rate regardless of years of service.

**Duties noted with a double asterisk are part of the co-curricular program, allowing the Superintendent to appoint the teacher responsible for curricular instruction to the after-school duty.

HIGH SCHOOL ATHLETICS

Compensation

Varsity Football	5550
Assistant Varsity Football	3700
Assistant Varsity Football	3700
Assistant Varsity Football	3700
Junior Varsity Football	3700
Assistant Junior Varsity Football	2775
Assistant Junior Varsity Football	2775
Freshman Football	3145
Assistant Freshman Football	2775
Assistant Freshman Football	2775
Varsity Boys Basketball	5550
Assistant Varsity Boys Basketball	3145
Junior Varsity Boys Basketball	3700
Freshman Boys Basketball	3145
Varsity Girls Basketball	5550
Assistant Varsity Girls Basketball	3145
Junior Varsity Girls Basketball	3700
Freshman Girls Basketball	3145
Varsity Baseball	4440
Assistant Varsity Baseball	3145
Junior Varsity Baseball	3145
Freshman Baseball	2775
Varsity Softball	4440
Assistant Varsity Softball	3145
Junior Varsity Softball	3145
Varsity Track (2 positions)	4440 each position
Varsity Track (1 position)	5550
Assistant Varsity Track	3145
Assistant Varsity Track	3145
Assistant Varsity Track (if 1 position)	3145
Varsity Girls Golf	3330
Junior Varsity Girls Golf	2220
Varsity Boys Golf	3330
Junior Varsity Boys Golf	2220
Varsity Girls Tennis	3330

Junior Varsity Girls Tennis	2220
Varsity Boys Tennis	3330
Junior Varsity Boys Tennis	2220
Varsity Girls Swimming	4440
Assistant Varsity Girls Swimming	3145
Varsity Boys Swimming	4440
Assistant Varsity Boys Swimming	3145
Varsity Cross Country (2 positions)	3330 each position
Varsity Cross Country (1 position)	4440
Assist. Vars. Cross Country (if one position)	2220
Varsity Wrestling	4440
Assistant Varsity Wrestling	3145
Varsity Volleyball	4070
Junior Varsity Volleyball	2960
Freshman Volleyball	2590
Varsity Girls Soccer	4070
Assistant Varsity Girls Soccer	2590
Junior Varsity Girls Soccer	2960
Varsity Boys Soccer	4070
Assistant Varsity Boys Soccer	2590
Junior Varsity Boys Soccer	2960
Varsity Fall Cheerleading	1850
JV Fall Cheerleading	1850
Varsity Winter Cheerleading	1850
JV Winter Cheerleading	1850
Competitive Cheerleading	1850
Fall Faculty Athletic Manager	2220
Winter Faculty Athletic Manager	2590
Spring Faculty Athletic Manager	1850

HIGH SCHOOL CO-CURRICULAR

**Band Director	5180
**Assistant Band Director	1850
**Choir Director	5180
**Orchestra Director	2960
F.F.A. Advisor	
Fall	2220
Winter	2220
Spring	2220
Summer	2220
Yearbook Advisor	2220
Robotics	2220

MYCA CO-CURRICULAR

Yearbook Advisor 2220 for two cycles

HIGH SCHOOL EXTRA-CURRICULAR

Musical Play

Director 2775
Musical Director 925
Pit Director 925

Non-Musical Play

Director 1850
Senior Class Sponsor 1850
Junior Class Sponsor 1295
Sophomore Class Sponsor 555
Freshman Class Sponsor 555
High School Student Council 1295
Class Night Sponsor 1110
Knowledge Master Open 9-12 370
Ski Club \$50.00 per outing/trip*
National Honor Society 1850
Faculty Lunchroom Supervisor One teaching hour assignment
Environmental Club 925
GSA 925
Youth in Government 1110

MIDDLE SCHOOL ATHLETICS

Girls Basketball (Grade 7, Team A & B) 2220 each team
Boys Basketball (Grade 7, Team A & B) 2220 each team
Girls Basketball (Grade 8, Team A & B) 2220 each team
Boys Basketball (Grade 8, Team A & B) 2220 each team
Girls Volleyball (Grade 7, Team A & B) 2220 each team
Girls Volleyball (Grade 8, Team A & B) 2220 each team
Cross Country 2220 each coach
Tennis (Grades 7 & 8, Team A & B) 2220 each team
Track (Grade 8) 2220
Track (Grade 7) 2220
Wrestling (Grades 7 & 8) 2220
Fall Athletic Manager 1295
Winter Athletic Manager 740
Spring Athletic Manager 740

MIDDLE SCHOOL CO-CURRICULAR

**Band (Grades 5th - 8th) Director 1110

**Orchestra (Grades 5th - 8th) Director	1110
**Choir (Grades 5th - 8th) Director	1110
**Middle School Jazz Band	740
Sixth Grade Camp Chaperone	200 per overnight for 1 teacher/team*
Spelling Bee 5-6	370
7-8	370
National Geography Bee 5-6	370
7-8	370
**Yearbook Supervisor	1110
Robotics	1850
F.F.A. Advisor	1110
Middle School Student Council	740

MIDDLE SCHOOL EXTRA-CURRICULAR

Young Artists & Authors 5-8	1110
Knowledge Master Open 5-6	370
7-8	370
Math Olympiad 5	555
6	555
Science Fair Director	370

ELEMENTARY CO-CURRICULAR

**Elementary Music Program	100 per building
Elementary Spring Art Program Director	200
Mackinaw Trip 4	\$200 per overnight per assigned teacher*
Writers Workshop Gordon 3-4	370
Hughes 3-4	370
Walters 3-4	370
Kindergarten Round-up	\$25 per event participating teacher*

ELEMENTARY EXTRA-CURRICULAR

Elementary Choir (Fourth Dimension)	1110
Math Olympiad (2)	555 each

OTHER

K-12 Counseling Coordinator	555
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If administration deems it necessary to have high school/middle school counselor(s) work before or after the school year, the counselors will be paid at their per diem rate for days or hours worked.

Teachers who volunteer and are selected to do summer curriculum study work shall be paid the daily substitute teacher rate of pay.

Appendix B duties shall be subject to annual reappointment at the discretion of the Board.

If after posting a position, no qualified and certified District teacher is interested or available, positions may be offered to a qualified external candidate.