

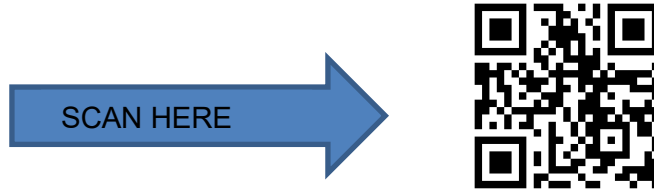
MEA BARGAINING UPDATE - IMPASSE

Why Impasse???

- Marion County received \$7,183,529 for HB 641 Teacher Salary Allocation. 80% of the allocation must be used to bring up the classroom teacher base salary as high as possible. In Marion that is roughly \$44,750, not the \$47,500 that our Governor is touting across the state.
- The other 20% must be used to guarantee the classroom teacher in the 80% pool receive a minimum 2% increase as well as providing increases for the other classroom and non-classroom teacher members of the bargaining unit.
- The MEA initially proposed a 4% minimum increase for every member of the bargaining unit and the District countered with 2.1%. After several sessions the MEA's last offer was 3% and the District ended with a 2.3% increase. We met one last time Tuesday, September 29th only to be informed that the District was unwilling to move off their 2.3% offer. As a result, we declared impasse.
- MEA's offer tries to reduce salary compression that now exists due to HB 641.
- We believe that the District has left money on the table – via unfilled positions budgeted at full salary, attrition, and positions that MCPS has historically received significant reimbursement. This total alone could be used to cover the .7%(\$700K) difference. We have not even asked them to dip into their healthy rainy-day fund!
- The MEA pointed out to the District that rarely have they ever paid out the negotiated settlement at 100% - which makes the 3% even more affordable!
- We must do all we can to recruit AND retain our instructional workforce. Those teachers that have dedicated their lives to Marion's children also deserve a meaningful increase. As it stands now new teachers will receive a 14.6% increase while our most seasoned teachers will receive only 2.3%. **Sound fair?**
- The District continues to compare Marion to other districts who are at odds with their school board over the TSA – inferring that Marion's offer is overly generous!
- The District's offer does little, if anything to distinguish Marion County from other counties in terms of professional compensation.
- **The District's offer ensures that over 1400 bargaining unit employees will receive less than the HE settlement increase from last year!**
- Every board meeting and work session, the school board has praised the impressive job the teachers are doing, unfortunately **you can't put thanks in the bank!**
- ***Dr. Gullet's goal of Investing in Human Capital is admirable, but it doesn't put milk or bread on the table. Compensation must be a component of any such investment!***

WHAT CAN YOU DO???

- JOIN MEA AND SUPPORT OUR CAUSE!



- Visit www.MarionEA.org for more information. Join our Facebook page.
- Hold the date – Wednesday, Nov. 11th
5:30pm MCPS Board Room
- Share your story.
- Attend School Board Meetings.
- Wear **RED** every Wednesday showing solidarity.

