



# MEA Bargaining Update

November 25th Session 13

## Key Takeaways

### District Wage Package Proposal:

- COLA (Cost of Living Adjustment): 9% increase spread over three years (3%, 3%, 3% annually).
- Adjustment from the previous offer: A 0.25% increase in Year 1 compared to the last proposal on November 4, 2024.

### Other District Proposals and Takeaways:

1. Union Proposal 20 – Employee Safety:
  - They prefer their language, which they believe is more flexible.
  - Emphasis that existing laws already address issues related to student and personnel safety.
2. Personal Leave Policy:
  - Reduction in personal days from 3 to 2.
  - Removal of language defining what constitutes a personal day.
3. Other Financial Proposals:
  - No further adjustments or movement on other financial matters.
  - The MEA presented the district with the [MEA packet](#) and [MEA Safety Proposal](#).

## Getting Our Message Out to the Community



## Upcoming Dates

Unit A negotiations: December 9th at 3:45

Unit C negotiations: December 16th at 3:45