

1 **ISSUE # 5 – Team Leader Supplement**

2 5. Article XII – Compensation and Benefits, Section 2 and Appendix B (Elementary Team
3 Leaders)

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5 *Shall Appendix B of the Teachers' collective bargaining agreement define the number of*
6 *Elementary Team Leaders that are eligible for the contractual Team Leader Supplement?*

7 **MEA Position:** MEA has proposed a definition for the Elementary Team Leader Supplement in a similar
8 way to secondary department chairs based on the history of elementary school requests to waive the
9 number of team leader supplements allocated to the elementary schools. This would define who would
10 be eligible for the Team Leader supplement at elementary schools and would eliminate the need for
11 waiver requests related to this issue. There is no proposal to change the amount of the Team Leader
12 supplement of \$1,165 for each Team Leader. Based on the 11 waivers submitted in the current year,
13 MEA estimates that the impact of this proposal to be approximately \$28,000.

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15 **MEA Proposal:**
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17 **APPENDIX "B"**

18 ~~2010-2011~~ **2011-12** Salary Supplement Schedule for Other School Personnel

19 **G. DEPARTMENT CHAIRPERSONS OR TEAM LEADERS**

20 DEPARTMENT CHAIRPERSONS - 10 Month	\$1,990
21 DEPARTMENT CHAIRPERSONS - 11 Month	\$2,190
22 ESE SECONDARY CHAIRPERSON	\$3,446
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24 TEAM LEADERS - 10 MONTH	\$1,165
25 TEAM LEADERS - 11 MONTH	\$1,282
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27 ****SECONDARY** - the chairperson of a department which has five or more fulltime
28 instructors will be entitled to supplemental pay.

29 MIDDLE SCHOOL ESE department chairperson's supplements shall be granted
30 where there are at least five full-time or the equivalent ESE instructors.

31 **ELEMENTARY SCHOOL Team Leader supplements shall be granted for**
32 **each grade level PreK-5, for ESE teams where there are at least five full-time**
33 **ESE instructors or the equivalent ESE instructors and for Instructional**
34 **Support teams (Art, Music, PE, Media, Reading, Math, Guidance, etc.) where**
35 **there are at least five full-time or the equivalent Instructional Support**
36 **teachers.**

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38 **MEA Rationale:** Eleven elementary schools have requested and been granted a waiver to the collective
39 bargaining agreement for the 2011-12 year by MEA and the School Board to increase the number of

1 Team Leaders receiving a Team Leader Supplement by reducing the amount of the supplement. The
2 chart in Union Exhibit #5A shows the schools receiving the waiver, the number of allocated Team
3 Leaders, the number of requested Team Leaders and the impact of the waiver to the supplement
4 amount and the cost if the District allocated the requested number of Team Leaders for each of these
5 schools. It appears that the District allocates a number of Team Leaders based on the number of
6 students attending the school rather than the anticipated number of teams. Each elementary school
7 has Pre-K through fifth (5th) grade classrooms. Each school has a group of support professionals that
8 provide services to all students at the school, most of which provide direct instruction so that the
9 classroom teacher may plan for instruction. These support professionals typically include a Guidance
10 Counselor, Media Specialist, Art, Music and Physical Education Teachers. Many schools have a number
11 of Exceptional Student Education teachers that provide either full time instruction or periodic
12 instruction for eligible students. The purpose of the waiver requests is to provide Team Leaders for
13 these categories of professionals to increase communication and to provide a representative for these
14 professionals in the school leadership meetings. The impact of approving this language is estimated to
15 be an additional \$28,000.

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MEA Data Team Leader Supplements
MEA MCSD 2011-12 Negotiations

	Elementary School	Allocated Team Leaders	Allocated Cost (\$1,165)	Waiver Request Positions	Additional Cost (\$1,165)
1	Abel	5	\$ 5,825.00	2	\$ 2,330.00
2	Braden River	7	\$ 8,155.00	2	\$ 2,330.00
3	Freedom	5	\$ 5,825.00	2	\$ 2,330.00
4	Gullett	7	\$ 8,155.00	1	\$ 1,165.00
5	Miller	6	\$ 6,990.00	2	\$ 2,330.00
6	Moody	6	\$ 6,990.00	2	\$ 2,330.00
7	Oneco	5	\$ 5,825.00	3	\$ 3,495.00
8	Rowlett	7	\$ 8,155.00	1	\$ 1,165.00
9	Sea Breeze	5	\$ 5,825.00	3	\$ 3,495.00
10	Tara	5	\$ 5,825.00	3	\$ 3,495.00
11	Witt	4	\$ 4,660.00	3	\$ 3,495.00
	TOTAL	62	\$ 72,230.00	24	\$ 27,960.00