



UNME Negotiations Summary

- UNME wants smaller class sizes, so that our students have a stronger relationship with their teachers and teachers can meet students' needs even more.
- More time reserved for teacher preparation, so that teachers are more prepared and planned, so that we are ready when students enter our classrooms.
- We are trying to include substitutes as NMSD employees so that they can receive benefits and be around as a familiar face for the kids.
- We are hoping to have better and stronger communication between educators and the School Board.
- We are trying to be more thoughtful and prepared for our year by creating a beginning of year in-service week that would be best for teachers and students. We want to be more prepared to help the unfinished learning of our students.
- We are trying to increase tuition reimbursement so that we can have more education for our staff.
- We are trying to get a salary increase that is greater than the current cost of living, that will help our staff want to stay at North Marion, that will encourage other educators in the state to want to work here, and to keep our wages competitive with surrounding districts.
- We are trying to get an increase in insurance so that we can provide our educators with better and affordable healthcare costs.
- We are trying to remove the stigma around mental health, by allowing educators to label their "sick days" as "mental health" when needed.