

Negotiations Minutes
May 29, 2018

District Office Boardroom – 4:00 PM

Present: Cathy Hannon, Kim Campbell, Renee McNally, Greg Bailey, Cyndi Faircloth, Jim Frenzel, Susan Mahoney, Jennifer Johnson, Erick Larson.

Meeting began at 4:00 PM.

1. Check in – everyone began by telling how they are doing.
2. Straw Design
 - a. Professional Growth Plan - Renee - reviewed the changes suggested to:
 - NA 6.6 (3) In-Service – proposed revisions were discussed and additional revisions were made. This will be brought back to the next meeting to review those changes. The current proposed changes, in italics, are: 3. shall be granted *if all of the following conditions are met and the request is submitted in a timely manner as determined by the Professional Development Committee*. Then there would be the addition of a fourth bullet item: *request has been approved by the Building Administrator*.
 - NA 6.16 Teacher Evaluation – proposed revisions were discussed and at the next meeting a handout will be available showing the proposed revisions. The suggested revision, in italics, is: *As part of the Teacher Evaluation, an Individual Professional Growth Plan must be completed by all certified staff no later than October 1st. Each Individual Professional Growth Plan must include a district, building/program, and personal goal. The district and building/program goals will be required to be aligned to goals identified in the district strategic plan. Personal goals may be specific to the individual's professional needs, and do not need to be aligned to the district's strategic plan.*
 - b. Report Cards/Conference Day – Kim & Renee – use of collaboration time was discussed using Friday time afternoon, October 26th and again on March 29th. Additionally, it was discussed to change January 25th to a teacher work day only, with data analysis scheduled at a different time, using before or after school time or if other time was used, how this could impact the budget. In making revisions to use of collaboration time, a straw design for NA 1.17.1 (d) – proposed revision would be: *On October 26th and March 29th, teachers may use collaboration time to prepare for conferences, work on report cards, and/or collaborate with colleagues*. It was discussed to remove language that is specific to a certain date, instead using general language. Revised proposed revision: *On the collaboration time immediately preceding conferences, teachers may use collaboration time to prepare for conferences, work on report cards, and/or collaborate with colleagues*.
 - The current negotiation MEA and MSD teams will meet after the first quarter and the semester to review white paper progress to prepare for the next negotiations.
 - c. Teacher Pay – Substitute rates apply when covering classes for other teachers. Jennifer & Kathy worked on this and found they had more questions and wanted feedback from the teams. How the rate would be determined was a major factor on trying to figure this out.
 - Questions: 1) If your class is gone due to senior sneak, should you get extra pay to cover other teachers' classes; (2) What if you have a student teacher in your class, but are asked to sub several times for other classes; (3) What's the standard rate i.e. by the period, by the hour, classified rates, salary matrix, minimum-average-full; flat rate.
This topic will be on the June 1st agenda.

3. Wood Design – Greg & Cyndi
 - a. NA 4.4 - Professional Preparation – #3 added unofficial transcript for reimbursement; #4 defined the terms. This will be discussed further at the next meeting.
4. Extra-Curricular positions – Varsity Swim & Asst. Varsity Swim coaches are proposed to be added to the NA on the extra-curricular salary schedule. This will come back as a brick design at the next meeting.
5. Budgetary Update – Kim, Kathy, Jennifer, Jason (from IEA) met to discuss salary based apportionment. Documents were compared and then discussed. Kim did note that Jason’s documents did not have the cost of new personnel on it and when he added them in, his and Jennifer’s figures were closer. There was discussion on the support units that the District receives and how they are budgeted into salary apportionment. It was clarified that both groups, MEA & MSD, are starting with the same numbers. Jennifer further clarified that salary apportionment is based on state funding, not federal funding. Discussion continued on what needed further clarification and that sometimes a caucus would be needed. A more in-depth presentation will be on the next agenda.

6. Issue 4: Insurance

- Interest
 1. Affordable health care packages
 2. Attract talent
 3. Healthy employees
 4. Decrease need of substitutes
 5. Family packages
 6. Reasonable to the general community (levy)
 7. Cost effective solutions
 8. Managing risk of premium increase, staff can afford it
 9. Healthy employees, healthy students

- Options
 1. Partial coverage for family members
 2. Switch to a percentage amount instead of a dollar amount
 3. Cover cost of employee on Plan 1 based on June 2018 cost
 4. Cover half cost of projected increase based on estimated January 2019 cost
 5. Cover full cost of projected increase based on estimated January 2019 cost

Dot voting will take place on the next agenda after Jennifer provides projected numbers on premium costs at 1%, 2%, 3% and also what premiums for family members are.

7. Assigned white paper list items that were identified to each team member to craft language that would then be communicated to staff.
8. Date discussed for a future meeting was tentatively set for June 22 – all day session.
9. Agenda was set for the next meeting scheduled for Friday, June 1, 4:00-8:00 PM.
10. Plus/Delta Comments

- a. Plus – very pleased with how things are going; got a lot done and getting a vision for the white paper communique; keep asking questions; good session; glad numbers from Jennifer & Jason are close together.
- b. Delta – all talking at the same time; hard to keep everyone on task.

11. Adjournment – meeting ended at 7:59 PM.