

Negotiations Minutes

June 1, 2018

District Office Boardroom – 4:00 PM

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

Meeting began at 4:00 PM.

1. Check in – everyone began by telling how they are doing.
2. Presentation on Salary Based Apportionment (SBA) and Benefit Apportionment.
 - a. Where the numbers come from: Jennifer shared a PowerPoint and provided handouts that outlined the reporting piece in ISEE, the SBA Formula Factors based on the following six factors: 1) support units; 2) staff allowance rations; 3) FY 2019 base salaries; 4) instructional staff average salary; 5) pupil services staff average salary; and 6) minimum salary, and the SBA Templates which are available on the SDE-Public Finance website that shows the formulas.
 - b. Insurance Premiums: Jennifer shared a handout that showed health premium percent increases for plans 1, 3, & 4 at 1%, 2% and 3%. The group would like to know how many employees are on plans 1, 3, & 4 and Jennifer will get that information for everyone. A question was asked if there was a way to show which employees cover a family member and Jennifer said she could possibly get this information also.
3. Straw Design
 - a. Substitute Shortage – paying teaches to substitute when covering classes (NA 1.12, #3) - A handout was given with potential language stating “*Certified staff will be paid \$25 for any prep period they miss due to subbing for another teacher.*” There was discussion on what this would apply to and how it might look if implemented. Changes/additions were discussed and this will come back as a wood design at the next meeting
4. Wood Design
 - a. Professional Growth Plan (NA 6.16 Teacher Evaluation) – potential language to be added: *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.* This was approved as a brick design at this meeting.
 - b. Alternative Professional Development Opportunity (NA 6.6 In-Service) potential language to be added/removed: (3) *to the district sponsored in-service ... 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* ~~changed after meaningful, reasoned discussion with the employee involved. Any cost incurred directly by the employee, as a result of the district rescinding.~~ *if the in-service day is dedicated to collaborative work on district goals; the team’s (i.e., grade level team, department team, building team) work toward completing the assigned task has been completed prior to the in-service day; a request form has been filled out and submitted explaining the alternative professional development opportunity, how it supports the teacher’s Individual Professional Growth Plan, and how progress toward meeting the goal will be measured; the request has been approved by the building*

administrator. Additional discussion and changes were then proposed and this will come back as a brick design at the next meeting.

- c. Report Cards/Conference wood design will be presented at the next meeting.
5. Brick Design
 - a. Professional Preparation (NA 4.4) – the wording was approved as the brick design.
 6. Sample White Paper Template – discussed this and what it means. There was also discussion on where to post the minutes and agenda from the negotiations sessions and it was decided to post them on the front page of the website.
 7. Issue 4: Insurance – dot voting on options
 - Options – the following headed the list
 1. Cover half the costs of projected increase to employee on Plan 1 based on June 2019 estimated costs – *met standards 1, 2, 3, 4, 5, 6 – received 16 dots*. Language for this has been moved to wood design and will be brought to the next meeting.
 8. Brief discussion on salary and if numbers could be brought back listing 1%, 2%, 3%, 4%, 5% increases and fund balance.
 9. Set Agenda for next meeting – June 4, 2018
 10. Plus/Delta
 - a. Plus – good job; discussions went well; conversations went uninterrupted; happy to be here; learned a lot; nice working with everyone; stayed on task.
 - b. Delta – got a little giddy at the end
 11. Adjournment – meeting ended at 8:04 PM