

Negotiations Minutes
June 4, 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 4:03 PM.

1. Check in - everyone began by telling how they are doing.

2. Insurance Information

- Number of staff on which plan
 1. Plan 1 – Employee only – 91
 2. Plan 2 (for part-time employees only) – Employee only – 31
 3. Plan 3 – 78
 4. Plan 4 - 45
- Number of staff who have family on which plan
 1. Plan 1 - Employee + dependent(s) – 31
 2. Plan 2 (for part-time employees only) - Employee + dependent(s) – 2
 3. Plan 3 - Employee + dependent(s) – 32
 4. Plan 4 - Employee + dependent(s) - 16

3. Wood Design

- NA 1.12 Workday, #3 - Substitute Shortage – paying teachers for substituting during prep time - handout was provided detailing the added/revised changes: Add C under 1.12 #3 – *Certified staff will be paid twenty-five dollars (\$25) for any full preparation period they miss due to being asked to substitute for another teacher. The Certified Substitute Timecard must be filled out and approved by the administrator.* Jennifer did note this time would be paid as a stipend. Voted to approve the wording and move it to a brick design.
- NA 1.17 Collaboration Time – Report Cards/Conference Day – use of collaboration time - handout was provided detailing the added/revised changes: Add D under #1 – *Collaboration afternoons immediately preceding conferences will be ~~opened up~~ available for teachers to prepare for conferences, work on report cards, and/or collaborate with colleagues.* One minor change was noted and the addition was then approved to move the wording to a brick design. Following this, there was a handout with a white paper design that will be shared at a later date. It was recommended that the current MEA and MSD negotiations teams meet as a group at the end of the first quarter and the end of the semester to review white paper progress and prepare for spring negotiations.

4. Brick Design

- NA 6.6 In-Service - Alternative Professional Development Opportunity – use of district in-service day – (3) Approval of an alternative professional development opportunity *to the district sponsored in-service, shall ~~only~~ 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:*
 - *the in-service day is dedicated to collaborative work on district goals ~~changed after meaningful, reasoned discussion with the employee involved. Any cost incurred directly by an employee, as a result of the district rescinding.~~*
 - *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~~ on the goals ~~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 that goal will be measured, ▪ the request has been approved by the ~~building~~ employee's administrator - the changes were reviewed and then approved.

- NA 5.5 Compensated Extra Curricular Activities– added the Varsity Swim and JV Swim coach positions to the list.
5. Salary/Benefits Discussion – Jennifer provided a handout and explanation of the numbers on them. There were some questions for clarification on items listed in the handout.
6. Interest: Address the issue of salaries for certified staff.
- Salary
 1. Attracting and retaining quality teachers.
 2. Remain competitive with other districts.
 3. Salary increases that match or exceed the cost of living increases.
 4. Preservation of the education profession.
 5. Good stewards of the funds for sake of future funding.
 6. Maintain taxpayer confidence.
 7. Craft a budget that will meet all needs.
 8. Have enough funds for unexpected costs (emergencies).

There was discussion on the various expenses that the district has and what was previously discussed regarding the meeting of students with emotional needs and how that could impact the budget. Discussion turned back to the handouts that Jennifer provided for additional clarification.

The teams moved to caucus at 5:15 PM for 40 minutes. The teams came back together at 5:55 PM.

- Options (standards and voting)
 1. ~~Increase 3.3% – met standards 1, 3, 4, 5 – received 1 dot~~
 2. ~~Increase 4% – met standards 1, 4 – received 0 dots~~
 3. ~~Increase 3.5% – met standards 1, 3, 4 – received 5 dots~~
 4. ~~Increase 3.2% – met standards 1, 4 – received 0 dots~~
 5. Increase 3.4% - met standards 1, 2, 3, 4, 5, 6 – received 18 dots

All were in agreement to an increase of 3.4% to salaries.

7. Discussion moved to benefits. All were in agreement to increase benefits by \$26 for a total of \$852 for district contribution per certified employee.
8. Discussion on white paper items and when to have them done. Would like to have the drafts ready for review by June 22. Then have a meeting of the teams on June 26, at 2:00 PM, at the District Office to review those drafts.
- Assigned to the white paper list:
 1. Professional Development – Greg & Renee
 2. Special Education Options – Greg, Rosalie, Renee & Jim

3. Secondary Classload Options – Kathy & Cyndi
4. Elementary Report Card/Conferences – Kim & Renee
5. Substitute Teachers – Cyndi, Rosalie, Kathy & Greg

9. Plus/Delta

- Plus – glad to be at this point and a decision was made; liked the collaborative piece to this process; good numbers; nice process; much quicker; feeling really good with the changes; good ideas; looking forward to a smoother year next year also; enjoyed the whole process and working with everyone; communication was so much better.
- Delta - none

10. Adjournment at 7:20 PM.