

Negotiations – April 18, 2018 - Minutes
District Office Board Room

Present:

MSD: Greg Bailey, Jennifer Johnson, Jim Frenzel, Dawna Fazio, Kim Campbell was available by phone
MEA: Kathy Hannon, Renee McNally, Cyndi Faircloth, Rosalie McFarland

The meeting began at 6 PM.

A. Item Discussed: Ground Rules were discussed per a handout from Kathi (IEA).

1. Meetings will start and end on time.
2. All members will strive to be present at all negotiation sessions; if absent or tardy, notify their team in advance, if possible.
3. There will be one facilitator, one note taker and one flipchart recorder, if charts are used.
4. Only one person at a time will talk.
5. Stay on task, no side conversations or birdwalking.
6. Focus on the problem, not person.
7. Printed agenda, prior to each meeting.
8. Use group memory (flip charts) if needed.
9. Group memory and written minutes will be the official record of meeting.
10. Any member may call for a time out for a process check.
11. Relationship issues will take precedence over specifics in discussions.
12. No surprises, group members will keep each other informed if they anticipate any change to previously agreed upon ideas, procedures, etc.
13. All discussions are confidential unless otherwise agreed.
14. Cell phone protocols: announce any potential calls during check in; set phones to vibrate, take calls and return text messages outside, no emailing or texting during meeting.
15. All sessions will end with a plus/delta action plan, and agenda for the next.
16. All members will model trust and trustworthiness.

B. Interests Brought to the First Meeting.

1. MSD: Professional Preparation (NA 4.4) – interested in making changes within NA regarding when credits are documented and counted.
2. MSD: Caseload (NA 1.13) – interest in making changes to the requirements listed within the NA for grade levels of K-5 and special education.
3. MEA: Class Size/Caseload – interested in providing students with quality access to teachers. Three areas were identified in particular: Elementary, with a spotlight on kindergarten; Secondary; and exceptional children. Also students with emotional needs impact other students.
4. MEA: Leadership Premium Positions: interest in seeing more people involved in leadership positions and in ensuring equity of distribution of assignments.
5. MEA: Professional Development Input: believe it is in everyone's best interest to have full commitment from staff to district identified in-service goals and a need for additional time to implement commitments during district in-service trainings. Also believe it is in everyone's best interest to support professional development that is individually tailored to teacher self-identified goals.

Handouts will be provided from each group of the issues they wish to discuss at each meeting. The interests that were brought this evening from the MEA were felt to be of the least impact to budgets, with the exception of caseloads.

Next meetings are set for May 4 & 5.

Agenda for May 4 at 4-8pm & May 5 at 8 am–2 pm Location: MMS Music Room.

1. Check in
2. Interest based bargaining presentation.
3. New Issues
4. Current Issues
 - a. Issue 1 - Professional Preparation
 - b. Issue 2 – Caseload
 - c. Issue 3 - Leadership Premium Positions
 - d. Issue 4 – Professional Development Input
5. Wrap up

Ashley will organize food for both days.

Meeting ended at 6:45 PM.

Respectfully Submitted,
Angela Packard, MSD Board Clerk