

MINUTES – Interest Based Bargaining (IBB)

April 8, 2020 – 5:00PM

Via Zoom

A. Check In: David began the meeting by greeting everyone.

B. Interest/Issues

- Board of Trustees:

1. Issue #1 - Correcting Terminology/Grammar in Negotiation Agreement – Greg reviewed the changes being presented,

- Page 3 - #3 (c) – changing the name from Certified Substitute Timecard to Compensation Form

- Page 30 – MMS no longer has a program called Math Counts – change the name to Math Club

- Page 31 – remove RTI Team Leaders – these positions have been moved to the Leadership Premium positions.

Discussion followed on the proposed revisions. It was also discussed about changing the name of the agreement to “Negotiated Agreement.” Greg will check to see if there is a legal reason for the present name.

2. Issue #2 – Sick Leave Bank – Greg explained that there may need possible revisions to the purpose of the committee. The current process with the committee deciding who is approved for use of the Sick Leave Bank could place the committee members and district in a potential legal issue. The committee’s purpose should be to develop the process, not approving the use of the Sick Leave Bank. There was discussion on a flowchart of requirements using a checklist of criteria to eliminate any personal bias. It was asked who is on the Sick Leave Bank committee. Jennifer said it consists of the business manager, one trustee, two MEA members and one classified staff. There was further discussion on this topic and the Sick Leave Bank document will be added to the IBB shared folder by Friday so that the teams can review the document for discussion at the next meeting.

C. Set Agenda for the next meeting: Before the agenda was set, it was discussed to change the meeting time to 3:00 PM. All were in favor of changing to 3:00 PM for the remainder of all the meetings. The agenda was then set for the next meeting on April 14, 2020.

- Check In: How is everyone doing?

- Interest/Issue: MEA: Supporting All Learners

- Wood Design: Correcting Terminology/Grammar in Negotiation Agreement and name change – Greg Bailey

- Review Sick Leave Bank Document – Jennifer Johnson

- Set Agenda for Next Meeting

- Wrap Up/Delta +/-

- Adjournment

D. Wrap Up/Delta +/-: much shorter meetings; process is becoming easier; happy working together towards solutions; very efficient meeting; starting to feel comfortable with the

process; went well; need to have a system so that we aren't talking over each other; lots going on.

E. The meeting was adjourned at 5:53 PM. Next meeting is scheduled for April 14, 2020 at 3:00 PM.