

MINUTES – Interest Based Bargaining (IBB)
April 21, 2020 – 3:00PM
Via Zoom

- A. Check In: Everyone shared how they are doing.
- B. Report: Rosalie/Cyndi – name change Math Counts/Math Club – Rosalie shared what she found out about Math Counts. This program involved travel on weekends and working after school hours. As this program no longer exists in this format, it transitioned to a type of club with only minimal competitions. She also noted that the current teacher filling this role is moving and questioned if perhaps this might be the time to just remove it all together. Greg noted that he agreed with Rosalie's thought to just remove it as this position will not be filled. It was discussed that removing this position met standards 1, 4, 5, & 6.
- C. Wood Design: Correcting Terminology/Grammar in Negotiation Agreement - Greg
- Page 5, #3, C – change from Certified Substitute Timecard to Compensation
 - No further additional revisions.
 - Page 30 – update on name change for MS Math Counts
 - Remove this position from Negotiation Agreement rather than renaming it.
 - Page 31 – removal of RTI Leaders – these are now part of the Leadership Premium Positions
 - No further additional revisions.
- D. Straw Design: Communication to Sick Leave Committee – Cathy reviewed the document she crafted. There was discussion about this document and made some changes to it. As discussion continued, it was determined to rewrite 3.2 Sick Leave Bank in the Negotiation Agreement. It was noted that this has become a bigger issue than originally thought. The discussion then moved to options:
- **OPTIONS:**
 1. Rewriting #10 & #11 in 3.2 of Negotiation Agreement. **Met standards 1, 2, 3, 4, 5, 6. Received 0 stars.**
 2. Negotiation Agreement and Appendix C in Board Policy are the same. **Met standards 1, 2, 3, 4, 5, 6. Received 2 stars.**
 3. Have Sick Leave Bank committee review criteria yearly. **Met standards 1, 2, 3, 4, 5, 6. Received 0 stars.**
 4. Review sick leave bank usage and meet as needed. **Met standards 3, 4, 5, 6. Received 0 stars.**
 5. Purpose of the committee is to develop a process without using a vote to determine eligibility. **Met standards 1, 2, 3, 4, 5, 6. Received 4 stars.**
 6. Rewrite #4 in 3.2 of Negotiation Agreement. **Met standards 1, 2, 3, 4, 5, 6. Received 0 stars.**
 7. ~~Sick Leave Committee shall determine minimum days to contribute to the bank.~~
 8. ~~Statement of purpose, usage, eligibility.~~
 9. ~~Rewrite all of 3.2 in Negotiation Agreement.~~ Revise all of 3.2 in Negotiation Agreement as needed including options 1 & 4. **Met standards 1, 2, 3, 4, 5, 6. Received 12 stars.**
 10. Have Sick Leave Bank committee create components that establish eligibility without a vote.
 11. Combine options 3, 4, 5, ~~7&8.~~ **Met standards 1, 2, 3, 4, 5, 6. Received 7 stars.**

After review of the options to see if they met the standards and revising the options, it was decided to present a straw design with revisions to 3.2 Sick Leave Bank in the Negotiation Agreement. Once this document has been finalized, then communication to the committee will occur. Cyndi and Greg volunteered to make the revisions to 3.2 and present them at the April 27th meeting.

E. Wood Design: Negotiation Agreement – Greg

- Page 20, 3.2, #10 – removal of “and the Classified Employees” wording. This agenda item was rolled into the items above after discussion.

F. Interest/Issues

- MSD:
 1. Issue #3 – Collaboration Time – in the interest of time, this item was tabled and will be added to the agenda on April 27th.

G. Set Agenda for April 27, 2020 – Brick Design for Negotiation pages 5, 30 & 31; Straw Design for Negotiation Agreement 3.2 Sick Leave; Issue #3: Collaboration

H. Wrap Up/Delta +/-

Frustration with going around in circles; maybe use a shared google doc instead of the white board; discussion was all over the place but eventually got back on track; overall was a good meeting; process is still new but getting through it; good use of white board to see the options; worked out some bugs with this system.

I. Meeting was adjourned at 5:30 PM.