

## MINUTES – Interest Based Bargaining (IBB)

April 27, 2020 – 3:00PM

Via Zoom

- A. Check In: Everyone shared how they are doing. One suggestion shared was to take a break when the meeting runs long.
- B. Brick Design: Correcting Terminology/Grammar in Negotiation Agreement - Greg reviewed the changes from the wood design on the following pages -
- Page 5, #3, C – change from Certified Substitute Timecard to Compensation
  - Page 30 – remove Math Counts position
  - Page 31 – removal of RTI Leaders – these are now part of the Leadership Premium Positions
- After discussion and with no other changes, all team members were in agreement to make these revisions to the Negotiation Agreement.
- C. Straw Design: Negotiation Agreement 3.2 – Sick Leave Bank – Cyndi/Greg – document was placed in the shared folder for the team to review. It was noted that if any comments or changes to this document were received outside of an open meeting, they must all be acknowledged so as not to be in violation of open meeting law. Discussion then began on the proposed revisions. Jim shared his suggestions for this document. The team then went through each revision and voted to keep or reject the revision. There was discussion on combining items #6 through #9 to clarify the meaning and intent as they seem similar. Reviewed the differences between operational and procedural guidelines and noted that procedural guidelines are determined by the Sick Leave Bank Committee. After completing the review, the document will be moved to a straw design with the revisions accepted and some additional revisions made from the discussion. Greg and Cyndi will work on the straw design.
- D. Survey Results on Professional Development – Greg shared the documents of the survey results. It was noted that there were only 64 out of 181 staff responded. The documents were reviewed, and it was noted that at this time have not moved forward on any of this information due to the COVID-19 pandemic. Unfortunately, not much feedback was received from staff on what type of professional development was desired. Discussed the low response turnout and how can communication of needs be addressed when there is such a low response.
- E. Interest/Issues
1. MSD: Issue #3 – Collaboration Time - make the collaboration time more productive for all staff members. Greg shared and reviewed a document that was prepared with input from the administrators.

Interest:

1. Provide organization so that all stakeholders will be present as needed.

2. Staff interest in autonomy around collaboration time.
3. Interest of balance between small group versus large group options.
4. More guidance on collaboration time usage.
5. Not letting collaboration time be consumed by meetings,
6. Allow for larger groups to meet.

Facilitating inter-building collaboration. There was discussion on all of the above listed interests and how collaboration time is intended to be used.

F. Set Agenda for April 29, 2020

- Agenda items will include wood design on Negotiation Agreement 3.2 Sick Leave; continue discussion on professional development survey results and communication; finalize interests on collaboration and discuss options.

G. Wrap Up/Delta +/-

- Meeting went well; good discussion; productive; having a break was good; moving forward smoothly.

H. Meeting adjourned at 5:10 PM.