

MINUTES – Interest Based Bargaining (IBB)  
April 29, 2020 – 3:00PM  
Via Zoom

- A. Check In: Everyone shared how they are doing. It was noted that Cyndi could not be here today so Megan will be filling in for her.
- B. Wood Design: Negotiation Agreement 3.2 Sick Leave – Greg reviewed some of the changes made. He is recommending not moving forward on a vote until Cyndi can be here as she has done most of the revisions. Greg also shared a document he created to help focus what he sees is needed in the document. The group then began reviewing the current document and made additional revisions. Jenn clarified some of the areas that related to budgeting with discussion on the wording related to budgeting. Continued reviewing revisions and have this document come back as a brick design at the next meeting.
- C. Professional Development – Rosalie shared the document that was presented early on the issue and interest related to professional development from the MEA team.

Issue:

Productive professional development offering that meets the specific needs of teachers.

Interest:

1. Interest in a robust, communicative PD committee, as outlined in the Negotiation Agreement (Section 6.6)
2. Interest in understanding the role and function of the PD Committee
3. Voice and Choice in PD offerings by the District
4. Interest in the following topics:
  - How to accommodate and differentiate (GT and EC)
  - Paraprofessional trainings – including paying for non-FT paras to train during collaboration
  - How to work with secondary gifted students
  - Universal Design – gen ed
  - Best practice trainings for differentiation

Discussion then focused on the interests presented by the MEA team. It was noted that IBB does not discuss or negotiate for paraprofessionals as they are classified employees. That interest was then removed. Also discussed Negotiation Agree 6.6 regarding the Professional Development Committee (PDC) and their involvement in planning in-service training programs. Further discussion focused on the role of the committee and what they have been doing as it was noted that no minutes have been posted for several years. Greg offered to check with the PDC chair and report back at the next meeting. Discussion then focused on the surveys conducted by the MEA and the District regarding professional development options. It was clarified that while there were not specific questions on the MEA survey regarding professional development, the interests listed were mentioned in the comments section more than once.

D. Collaboration Time

Interest:

*From last meeting:*

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

*Added from today's meeting:*

7. Facilitating inter building collaboration
8. Get people to more actively follow current agreement
9. Need to be able to reserve time for various district wide intersectional stakeholders

There was discussion on the interests presented and it was determined to remove #1, #6 & #7 and combine #5 with #2 and #8 with #4.

Options:

1. Possible calendar for scheduling collaboration
2. Global location for minutes and agendas
3. Format for teachers to provide agendas and outcomes of collaboration (developed by teachers)
4. Each quarter, district-wide grade level/department teams to hold a double collaboration meeting (90 minutes) for the purpose of curricular alignment, scope, sequence, assessment, and/or development
  - A schedule of when those four meetings will take place will be given to respective principals by September 15<sup>th</sup> each fall. On the schedule will also be which Friday collaboration time is being traded out.
  - Prior to the district-wide collaboration, teams will notify the building administrator(s) of the collaboration meeting agenda, time, and location. Building administrators may attend collaboration time as a team member. Collaboration will be done on district property (copied and pasted from current Negotiation Agreement, page 11)
  - Following the district-wide collaboration, teams will document collaboration time usage to the building administrator or designee, in writing, through email or other similar means. The documentation will include a brief collaborative activity description and who was involved in the collaboration. The purpose of this communication is to share information, especially if future administrative action may be useful (this was copied and pasted from the current Negotiation Agreement, page 11, 3. B)

The team elected to continued brainstorming additional options at the next meeting.

- E. Set Agenda for next meeting, scheduled for May 11, 2020. Before the agenda was set for the next meeting, it was determined to schedule one for May 5<sup>th</sup> rather than waiting until May 11<sup>th</sup>. The following items will be on the agenda for May 5<sup>th</sup>:
  - Brick Design for Negotiation Agreement 3.2 Sick Leave Bank
  - Review Wood Design for Sick Leave Bank Committee White Paper Communique – Cathy/Greg
  - Review Sick Leave Bank Interest Document presented by Greg
  - Report on Professional Development Committee work – Greg
  - Continue brainstorming options for Collaboration
- F. Wrap Up/Delta +/-
  - Very productive meeting; appreciate David's moderation and moving things along; nice meeting; glad to get some things cleared up; time went by fast; pushed through hard spots with good conclusions; hard to do the meeting on Zoom; thankful for this process.
- G. Meeting was adjourned at 5:30 PM.