

MINUTES – Interest Based Bargaining (IBB)
May 11, 2020 – 3:00PM
Via Zoom

- A. Check In: Everyone was good; spent lots of time out in the sunshine over the weekend.
- B. Discussion: Sick Leave Bank
- Wood Design: Negotiation Agreement 3.2 Sick Leave Bank – reviewed the revisions one by one and voted to keep or change them. After going through the revisions, discussion turned to item #5 regarding how the classified employee is selected to be on the Sick Leave Bank committee. Revisions were added to clarify this. There was also discussion on how long an individual could serve on the committee.
- C. Collaboration Time Interest – discussion on collaboration and what has worked/not worked with different groups. Perhaps revisit what is the goal and purpose of collaboration. Discussion then moved on to developing additional options.
1. Continue Developing Options
From 5/5/2020 Mtg:
 1. Identify one period a quarter that would be available for large groups if needed - 90-minute collaboration session.
 2. Identify one period per semester that would be available for large groups if needed - 90-minute collaboration session.
 3. Professional Learning Communities determine the scheduled calendar days and agenda
 4. Identify a monthly collaboration large group day - 45 minute.
 5. Calendar for scheduling collaboration

Added this meeting:

 6. At the beginning of each semester identify calendar dates for a large group collaboration
 7. At the beginning of each semester, identify calendar dates for two large group collaborations
 8. Four dates will be set for large-group collaboration at the beginning of the year. The group will meet at least once per semester; with two dates optional (any cancellation of meetings will happen at least x days in advance)
 9. Admin can suggest topics for collaboration
 10. Team building activities for groups that are not working effectively
 11. Allowing individual building admin to determine what/how they want to be communicated
 - ~~12. Admin communicates to the superintendent what collaboration is happening in their building~~
 13. Communication plan for what the NA says-both district/MEA
 14. District-level Collaboration Committee to help oversee/facilitate Collaboration
 15. Use Leadership Teams in the buildings to communicate Collaboration expectations

After listing the options, it was determined to remove #12. Also discussed combining options but decided they need to stay as listed.
 2. Standards Consideration of Options - David shared a spreadsheet he developed to facilitate determining if the options meet the Standards. The team was willing to try out this method and have the results available at the next meeting.
- D. Professional Development
1. Review Results on New District Survey – Greg shared the results of the second survey on professional development and put the documents in the IBB shared folder. He did say that there is one document that does share individual responses and that document is not to be shared

outside of this group. The results were briefly discussed, and it was noted that not many more staff took the survey.

E. Set Agenda for next meeting, scheduled for May 13, 2020

- Brick Design – Negotiation Agreement 3.2 Sick Leave Bank
- Review Standards applied to the Collaboration Options
- Star Voting on Collaboration Options

F. Wrap Up/Delta +/-

- Good dialogue; went well; nice to clean up language in the Sick Leave Bank; good to finish up an interest; progressing; good job on the Sick Leave Bank document; appreciated the conversation.

G. The meeting was adjourned at 5:21 PM.