

MINUTES– Interest Based Bargaining (IBB)
May 13, 2020 – 3:00PM
Via Zoom

- A. Check In: Everyone is doing well.
- B. Brick Design: Negotiation Agreement 3.2 Sick Leave Bank – document was finalized and accepted to become a part of the Negotiation Agreement. It was noted that there were some grammatical issues notice and the team was okay with those being corrected.
- C. Collaboration Time Interest
1. Options – Standards Review
 1. Identify one period a quarter that would be available for large groups if needed - 90-minute collaboration session. Banking option in the Negotiation Agree will apply **Met Standards 1, 2, 3, 4, 5, 6**
 2. Identify one period per semester that would be available for large groups if needed - 90-minute collaboration session. Banking option in the Negotiation Agreement will apply. **Met Standards 1, 2, 3, 4, 5, 6**
 3. Professional Learning Communities determine the scheduled calendar days and agenda **Met Standards 4,5**
 4. Identify a monthly collaboration large group day - 45 minute. **Met Standards 1,4**
 5. Calendar for scheduling collaboration **Met Standards 1, 2, 3, 4, 5, 6**
 6. At the beginning of each semester identify calendar dates for a large group collaboration **Met Standards 1, 2, 3, 4, 5, 6**
 7. At the beginning of each semester, identify calendar dates for two large group collaborations **Met Standards 1, 2, 3, 4, 5, 6**
 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) **Met Standards 1, 4, 5**
 9. Admin can suggest topics for collaboration **Met Standard 4**
 10. Team building activities for groups that are not working effectively **Met Standards 1, 4**
 11. Allowing individual building admin to determine what/how they want to be communicated **Met Standards 2, 4, 5**
 12. Communication plan for what the Negotiation Agreement says-both district/MEA **Met Standards 1, 2, 3, 4, 5, 6**
 13. District-level Collaboration Committee to help oversee/facilitate Collaboration **Met Standard 1**
 14. Use Leadership Teams in the buildings to communicate Collaboration expectations **Met Standards 1, 2, 3, 4, 5, 6**

Options were discussed after applying the standards and the team eliminated options 3, 4, 9, 10, 11 & 13. The remainder of the options were then moved to dot voting.

2. Options – Star Voting
 1. Identify one period a quarter that would be available for large groups if needed - 90-minute collaboration session. Banking option in the Negotiation Agreement will apply. **Received 1 dot**
 2. Identify one period per semester that would be available for large groups if needed - 90-minute collaboration session. Banking option in the Negotiation Agreement will apply. **Received 9 dots**
 3. Calendar for scheduling collaboration. **Received 1 dot**
 4. At the beginning of each semester identify calendar dates for a large group collaboration. 90-minutes, banking option in the Negotiation Agreement will apply. **Received 3 dots**

5. At the beginning of each semester, identify calendar dates for two large group collaborations
Received 0 dots
6. 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) **Received 2 dots**
7. Communication plan for what the Negotiation Agreement says regarding collaboration-both District/MEA. **Received 1 dot**
8. Use Leadership Teams in the buildings to communicate collaboration expectations.
Received 7 dots

At the conclusion of the dot voting, it was determined to rewrite option #2 to include option #4. Option #2 will now read – *At the beginning of each semester, identify one collaboration date for a 90-minute collaboration session that would be available for large groups if needed.* Banking option in the Negotiation Agreement will apply. Discussion then turned to what constitutes a large group.

The team also agreed to combine options #7 and #8.

Discussed if any of the options need to be removed. The team then decided to eliminate options 1, 3, 5, 6, & 7.

The remaining options were renumbered, and they are:

1. Identify one period per semester that would be available for large groups if needed - 90-minute collaboration session. Banking option in the Negotiation Agreement will apply.
Received 9 dots
2. Use Leadership Teams in the buildings to communicate collaboration expectations. Communication plan for what the Negotiation Agreement says regarding collaboration-both District/MEA. **Received 7 dots**

Final discussion will take place at the next meeting.

- D. Discussion of issues/interests left to present, and it was decided to present two from MEA – Communication Between Stakeholders and Leadership Positions. Also discussed setting meetings as this was the last one on the schedule. Four meetings have been set: May 18, May 20, May 26 & May 29. All will begin at 3:00 PM except for May 26 which will begin at 3:30 PM.
- E. Set agenda for next meeting – the next meeting is scheduled for May 18 beginning at 3:00 PM.
 - Discuss and Finalize Collaboration
 - MEA Issues/Interests – Communication Between Stakeholders and Leadership Positions
- F. Wrap Up/Delta +/-
 - Feel good and making progress; went well; overwhelmed but good discussions; appreciate the conversations; appreciate hearing from teachers; good conversations; busy but going well.
- G. Meeting was adjourned at 5:15 PM.