

MINUTES – Interest Based Bargaining (IBB)  
May 18, 2020 – 3:00PM  
Via Zoom

- A. Check In: Everyone shared how they are doing.
- B. Continuation of Collaboration Options Review – discussed the options that were developed and how to communicate the information about a large group meeting and what constitutes a large group. It was noted that a large group would be a multi-building meeting. Discussed when it would be a good time to schedule a group meeting. After discussion on combining options, two options remained.
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.
  2. Use Leadership Teams in the buildings to communicate collaboration expectations. Communication plan for what the Negotiation Agreement says regarding collaboration-both District/MEA.

The team then discussed ideas on identifying one date at the beginning of each semester to have a large group collaboration meeting, using Outlook invite if possible. It was noted that individuals only are required to be part of one large group and topics for the meeting would be shared closer to the meeting date. The team discussed and voted that district administrators would set a date at the beginning of the school year for a large group collaboration. The team also discussed adding option one above to the Negotiation Agreement. Rosalie volunteered to craft language to add option one to the Negotiation Agreement, with Greg's assistance.

C. MEA

Issue/Interest: Participating in transparent, timely, two-way communication that involves all stakeholders – Rosalie shared and reviewed the document that is in the IBB shared folder. There was discussion on this issue and four interests were identified.

INTERESTS

- a. Supporting new teachers with information overload
- b. Lack of engagement, eliciting feedback/communication, such as surveys
- c. Making sure staff know what is in the Negotiation Agreement/Policy
- d. Support district communication goal in Accreditation Report

The team then moved to discussing and crafting options for each of the interests listed.

OPTIONS

- a. Supporting new teachers with information overload
  1. New Teacher training - ongoing all year.
  2. New Teacher meetings, not after school
  3. New Teacher Mentoring support system/structure
  4. Do one day of training before school starts, before other staff is back, so new teachers do not miss out, and then the 2nd day is close to the beginning of the school year.
  5. One day a month for the 1st three months, then spread out throughout the school year meeting again in 2nd semester.
  6. Spread out the beginning of school meetings over the first months of school- trainings of Systems, Paperwork, Policy, and Student oriented training
  7. Second Year teachers will be provided support with contacts in the first semester. This could include attending Orientations/Trainings for systems (milepost, PowerSchool, MSDnet) as well as something tailored to their experienced needs.

8. Page on MSDnet/Website for New Teachers; items presented or discussed housed here for reference
  9. Partner with other resources in the community, such as U of I, as mentoring supports
  10. Zoom meetings to check in with new teachers
  11. New Teacher can submit questions and concerns (anonymously), with a specific time (zoom meeting) to review- "parking lot" for new teacher questions and concerns
- b. Lack of engagement, eliciting feedback/communication, such as surveys
1. Study models for communication from other districts, adopt aspects that fit our stakeholder/needs
  2. Make surveys anonymous or limited to elementary, middle school, and high school.
  3. Share out survey results with information on how the information will be used.
  4. Joint IBB Meeting monthly, using building reps and building admin to bring ideas to Harmony, and then to IBB team.
  5. Joint IBB Meet monthly and provide a short communique to district/stakeholders with topics of discussion
  6. All channels push same pieces of communication to the members they represent
  7. Provide reasons and results of surveys
  8. communicate results in written form to reduce the "telephone game" effect
  9. Safe spaces for everyone to feel comfortable to share thoughts and feelings
  10. Chain of communication, with items from top down to be communicated in writing so it is consistent, and opportunities for "bottom-up" that includes the principal.
  11. Provide information in multiple channels (for different "learners")
- c. Making sure staff know what is in the Negotiation Agreement/Policy
1. Know your NA" - Top 10 Rights & Responsibilities to communicate to all staff, especially new teachers
  2. Weekly/Monthly "Supt Scoop" includes a section on the NA for people to read
  3. Each month the IBB team highlights a section of the NA in the white paper
  4. Information flooding, same section is highlighted in Supt Scoop, MEA newsletter/building rep meetings, IBB team monthly meeting communique, Admin shares NA highlight at monthly staff meetings
  5. Post searchable PDF doc of NA and Policy, in addition to the signed copy, on MSDnet
- d. Support district communication goal in Accreditation Report
1. Continue work on mission/vision
  2. Use previously brainstormed ideas to support this interest

David will create a spreadsheet listing all four interests with their options for the team to apply the Standards to them. They will be reviewed at the next meeting and possibly voted on.

#### D. MEA

1. Issue/Interest: Leaderships Positions – MEA representatives would like to have a conversation about the work that still needs to be done, especially in some of the positions. It is understood that there will not be any leadership premium funds for next year. Greg noted that he would like to see Rtl moved back into the Negotiation Agreement under extra-curricular as it will not be funded as a leadership position next year. The team agreed that Rtl should be placed back into the Negotiation Agreement for next year. Cathy noted that there is a concern among staff that they will not be paid for work that still needs to be done next year and no funds available for Leadership Premiums. She also noted that a list has been discussed on which positions are important to maintain. Jim would like to see that list. The team then tabled further discussion on this issue, and it will be brought to the next meeting.

#### E. Set agenda for next meeting scheduled for May 20, 2020

- Straw design for Collaboration Time in Negotiation Agreement
- Review Standards on the options for Communication Interest

- Interest: Leadership Positions

F. Wrap Up/Delta +/-

- Good conversation; good relationship with each other; went very well; productive; interesting conversations; excited about the options discussed; learning a lot about this process; communication piece was good.

G. Meeting adjourned at 5:45 PM.