

MINUTES – Interest Based Bargaining (IBB)
May 20, 2020 – 3:00PM
Via Zoom

- A. Check In: All are doing good today.
- B. Straw Design: Negotiation Agreement 1.17 Collaboration Time – Rosalie reviewed the revisions to collaboration time in the Negotiation Agreement that she and Greg worked on. That document is in the IBB shared folder. Revisions were discussed and additional changes were made, and the document was then moved to a wood design. It will be presented at the next meeting.
- C. Issue/Interest: Participating in transparent, timely, two-way communication that involves all stakeholders – The team reviewed the Standards for the options that were discussed at the last meeting. Interests and their options were discussed in sections and voted on after discussion.

OPTIONS

- a. Supporting new teachers with information overload
 - 1. New Teacher training - ongoing all year. **Met Standards 1-6**
 - 2. New Teacher meetings, not after school **Met Standards 3, 4**
 - 3. New Teacher Mentoring support system/structure **Met Standards 1-6**
 - 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. **Met Standards 1-6**
 - 5. One day a month for the 1st three months, then spread out throughout the school year meeting again in 2nd semester. **Met Standards 1-6**
 - 6. Spread out the beginning of school meetings over the first months of school- trainings of Systems, Paperwork, Policy, and Student oriented training **Met Standards 1-6**
 - 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. **Met Standard 4**
 - 8. Page on MSDnet/Website for New Teachers; items presented or discussed housed here for reference **Met Standards 1-6**
 - 9. Partner with other resources in the community, such as U of I, as mentoring supports **Met Standard 4**
 - 10. Zoom meetings to check in with new teachers **Met Standard 1-6**
 - 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 **Met Standards 1-6**

After discussion, options 1 & 3 were removed. Options 1, 4, 6 were combined to create a new option, #12, “One full day prior to beginning of school, second day of training prior to October 1, and a half-day during second semester. Up to two optional meetings may happen after school or via video conferencing throughout the year.” This option met Standards 1-6. Discussed combining options 10 & 11. Instead, option 11 was modified to read “New Teacher can submit questions and concerns (with an anonymous option), a “parking lot” for new teacher questions and concerns. The district will respond in a timely manner. The questions could fuel topics for future New Teacher meetings.”

The following options (those modified, combined, and newly created) were then voted on.

Dot Voting on Options (renumbered)

- 1. (previously #2) New Teacher meetings, not after school **Received 0 dots**

2. (previously #5) One day a month for the 1st three months, then spread out throughout the school year meeting again in 2nd semester. **Received 0 dots**
3. (previously #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. **Received 0 dots**
4. (previously #8) Page on MSDnet/Website for New Teachers; items presented or discussed housed here for reference **Received 5 dots**
5. (previously #9) Partner with other resources in the community, such as U of I, as mentoring supports **Received 0 dots**
6. (previously #10) Zoom meetings to check in with new teachers **Received 0 dots**
7. (previously #11) New Teacher can submit questions and concerns (with an anonymous option), a “parking lot” for new teacher questions and concerns. The district will respond in a timely manner. The questions could fuel topics for future New Teacher meetings. **Received 9 dots**
8. (previously #12 as added) One full day prior to beginning of school, second day of training prior to October 1, and a half-day during second semester. Up to two optional meetings may happen after school or via video conferencing throughout the year. **Received 10 dots**

After voting was complete, the team decided to keep options 4, 7 & 8 from the newly renumber list.

- 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 **Met Standards**
 2. Make surveys anonymous or limited to elementary, middle school, and high school. **Met Standards**
 3. Share out survey results with information on how the information will be used. **Met Standards**
 4. Joint IBB Meeting monthly, using building reps and building admin to bring ideas to Harmony, and then to IBB team. **Met Standards**
 5. Joint IBB Meet monthly and provide a short communique to district/stakeholders with topics of discussion **Met Standards**
 6. All channels push same pieces of communication to the members they represent **Met Standards**
 7. Provide reasons and results of surveys **Met Standards**
 8. communicate results in written form to reduce the “telephone game” effect **Met Standards**
 9. Safe spaces for everyone to feel comfortable to share thoughts and feelings **Met Standards**
 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. **Met Standards**
 11. Provide information in multiple channels (for different “learners”) **Met Standards**

Discussed the options with the Standards and clarified some questions/concerns. Specifically, discussion option 2 in length. After completing the review, discussion turned to amend, combine, or create new options. The team then decided to combine the following:

- Options 3 & 8 with 7. After further discussion, option 2 was also combined with 7 to read: *“Make surveys anonymous (or at most include district grade level, or elementary, middle, and/or high school level - intending to avoid the chance to identify individuals) (with opportunities to provide more info if needed) and provide reasons for and results of surveys in writing (including decisions made based on survey responses, when the decisions are made.)”*

- Option 6 was combined with 11 to read: “All channels push same pieces of communication to the members they represent - Providing information in multiple channels (for different “learners.”)
- Option 5 was combined with 4 to read: “Joint IBB Meeting monthly, using building reps and building admin to bring ideas to Harmony, and then to IBB team; providing a short communique to district/stakeholders with topics of discussion.”

The options were then renumbered to be voted on.

Dot Voting on Options (renumbered)

1. (previously 4, combined with 5) Joint IBB Meeting monthly, using building reps and building admin to bring ideas to Harmony, and then to IBB team, providing a short communique to district/stakeholders with topics of discussion. **Received 8 dots**
2. (previously 7, combined with 2, 3, 8) Make surveys anonymous (or at most include district grade level, or elementary, middle, and/or high school level - intending to avoid the chance to identify individuals) (with opportunities to provide more info if needed) and provide reasons for and results of surveys in writing (including decisions made based on survey responses, when the decisions are made) **Received 9 dots**
3. (previously option 9) Safe spaces for everyone to feel comfortable to share thoughts and feelings **Received 0 dots**
4. (previously option 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. **Received 7 dots**
5. (previously option 11, combined with 6). All channels push same pieces of communication to the members they represent - Providing information in multiple channels (for different “learners”) **Received 0 dots**

After voting was complete, the team decided to keep options 1, 2, & 5 from the newly renumber list.

- 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 **Met Standards 1-6**
 2. Weekly/Monthly “Supt Scoop” includes a section on the NA for people to read **Met Standards 1-6**
 3. Each month the IBB team highlights a section of the NA in the white paper **Met Standards 1-6**
 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 **Met Standards 1-6**
 5. Post searchable PDF doc of NA and Policy, in addition to the signed copy, on MSDnet **Met Standards 1-6**

After discussion, the team eliminated option 2. As there were only 4 options remaining, the team did a unanimous vote to keep all of them.

D. MEA

1. Issue/Interest: Leaderships Positions – discussion on this issue/interest was tabled until the next meeting.

E. Set agenda for next meeting – May 26, 2020

- Wood Design – NA 1.17 Collaboration – Rosalie/Greg

- Issue/Interest: Leadership Positions
- Straw Design for Communication – Cyndi/Ken

Also discussed tentative meeting dates in June.

F. Wrap Up/Delta +/-

- Good meeting, though long; went okay; appreciate progress made; got a lot done; enjoyed the conversations; looking forward to how it will all work out; tough topics but got clarity; excited about the structure; good job.

G. Meeting was adjourned at 5:55 PM.