

MINUTES – Interest Based Bargaining (IBB)
May 26, 2020 – 3:30PM
Via Zoom

- A. Check In: All was well with the team.
- B. Wood Design: Negotiation Agreement 1.17 Collaboration Time – the document that was reviewed last meeting and revisions made/accepted is being presented as the wood design. There was discussion on #3 (A) to be sure it was revised and written as discussed. The team agreed that it was okay. This document was moved to brick and voted on by the team to be updated in the Negotiation Agreement.
- C. Straw Design: Communication – reviewed the document that Cyndi and Ken worked on. Jim had a couple of corrections he shared, and the team agreed with the changes. Greg mentioned there needed to be a piece added about the importance of written communication. A revision was discussed and made regarding written communication. The document was moved to a wood design to be presented at the next meeting.
- D. MEA
 - 1. Issue/Interest: Leaderships Positions – Rosalie shared that three documents were placed in the IBB shared folder. The team then reviewed the documents. Cathy mentioned that a previous discussion indicated that the Rtl positions would be placed back in the Negotiation Agreement and Greg said that is correct, but only the ones that were removed, not all of the ones for Rtl that fell under the Leadership Positions. Further discussion focused on the Leadership list and the highlighted ones are those that MEA feel are a priority to keep. It was mentioned that this is an informative list but as it could entail funds, further discussion was tabled for now. The team agreed to add it to the next meeting’s agenda to prioritize the positions.
- E. The team then agreed to add to the discussion today the following issue/interest:
 - 1. MSD: Issue/Interest – Continuous Work Hours – Greg shared the document outlining the District’s interest in the continuous work hours. It was noted and discussed that there are times, especially related to trainings, where time goes over the continuous work hours.

Interest:

- 1. At times when trainings may go beyond the amount continuous work hour agreed upon within the Negotiation Agreement the trainings have had to be stopped to stay within the agreed upon time frame. This can limit the amount of training that the district can provide staff members during a school year.

Additional Interests Identified:

- 2. We have an interest in not abusing people’s time commitments.
- 3. We have an interest in fairness - giving and taking time from the continuous work hours as needed.
- 4. We have an interest in maintaining professionalism in work commitments.

Options:

- 1. When a training needs to run over the end of the contract workday, (an after-school training or a full-day training), it can be allowed with approval of the superintendent and MEA leadership.
- 2. If a group has to stay over for a training they can leave early on another day.
- 3. Training time in excess of the contract day will be no more than 30 minutes.
- 4. If there are extenuating circumstances, staff will work with their supervisor ahead of time for scheduling purposes.

F. Set agenda for next meeting on May 29, 2020

- Wood Design – Communication MOU
- Leadership Position Prioritized
- Continue discussion on options: Continuous Work Hours
- Top Ten of the Negotiation Agreement

G. Wrap Up/Delta +/-

- Good, fast meeting; shorter meeting was nice; appreciated the discussion.

H. Meeting was adjourned at 4:53 PM.