

MINUTES – Interest Based Bargaining (IBB)
June 8, 2020 – 3:00PM
Via Zoom

- A. Check In: Things are going well for everyone.
- B. Wood Design: Continuous Work Hours – discussed the document and there were no additional changes so the team voted to move it to brick.
- C. Top Ten: Negotiation Agreement – Kate shared a brochure she developed, looking at it from a brand-new teacher’s perspective. The team will review the document and send any suggested changes to Kate via email.
- D. MEA - Issue/Interest: Salary/Benefits : Interest: Retain and Attract Quality Staff / Fiscally Responsible. Discussion on where the District is currently with the goal to take care of students first and then staff. It was asked if there was a 4.5% increase prior to the 5% reduction for next year. Jenn said there was, but our support units are down also. The team then listed options. Also discussed the fund balance and it was clarified that this is not a “rainy day” fund.

OPTIONS

- 1. No increase to benefits or salary base for the coming year outside of state mandated increases.
- 2. 1.5% increase on base.
- 3. Cover increased costs for health insurance if they arise.
- 4. Cover steps and lanes. (Clarified that steps are years and lanes are credits.)
- 5. Cover lanes.
- 6. 1% increase on the base with steps and lanes.
- 7. .5% increase on base, steps and lanes, with a contingency clause if there is an increase from the state.

The team then reviewed each option to see how it fit with the standards.

STANDARDS

- 1. No increase to benefits or salary base for the coming year outside of state mandated increases. **Met Standards 1, 4**
- 2. 1.5% increase on base. **Met Standards 1, 4**
- 3. Cover increased costs for health insurance if they arise. **Met 0 Standards**
- 4. Cover steps and lanes. (Clarified that steps are years and lanes are credits.) **Met Standards 1, 4**
- 5. Cover lanes. **Met Standards 1, 4**
- 6. 1% increase on the base with steps and lanes. **Met Standards 1, 4**
- 7. .5% increase on base, steps and lanes, with a contingency clause if there is an increase from the state. **Met 0 Standards**

After applying the standards, the teams decided to caucus at 4:15 PM. The teams returned to the meeting at 5:00 PM. There was discussion about combining or eliminating options. The team voted to combine options 1 & 4 to create option 8 and combining options 1 & 4, adding contingency language to create option 9. The team agreed to eliminated options 1-6.

NEW OPTIONS (Strikethrough were eliminated.)

- ~~1. No increase to benefits or salary base for the coming year outside of state mandated increases.~~
- ~~2. 1.5% increase on base.~~
- ~~3. Cover increased costs for health insurance if they arise.~~
- ~~4. Cover steps and lanes. (Clarified that steps are years and lanes are credits.)~~
- ~~5. Cover lanes.~~

- ~~6. 1% increase on the base with steps and lanes.~~
7. .5% increase on base, steps and lanes, with a contingency clause if there is an increase from the state.
8. No increase to benefits or salary base for the coming year outside of state mandated increases. Cover steps and lanes.
9. No increase to benefits or salary base for the coming year outside of state mandated increases. Cover steps and lanes. Allow contingency for increase from the state.

The team then voted on the three remaining options.

VOTING

7. .5% increase on base, steps and lanes, with a contingency clause if there is an increase from the state. **Received 0 votes**
8. No increase to benefits or salary base for the coming year outside of state mandated increases. Cover steps and lanes. **Received 13 votes**
9. No increase to benefits or salary base for the coming year outside of state mandated increases. Cover steps and lanes. Allow contingency for increase from the state. **Received 11 votes**

After the team finished voting there was additional discussion on options 8 & 9. Additional language was added to both options to read as:

8. No increase to benefits or salary base for the coming year outside of state mandated increases. Cover steps and lanes. *The IBB team will revisit prior to the mid-year budget review. (new language added in italics.)*
9. No increase to benefits or salary base for the coming year outside of state mandated increases. Cover steps and lanes. Allow contingency for increase from the state. *Possible Contingency Language: In the event of additional revenue that is eligible for salary and benefit compensation generated by: No drop in enrollment; No additional state holdback; Federal Stimulus money. The District agrees to provide additional compensation to all employees in: Unanticipated Revenue Threshold Triggers: \$150,000 = 0.5% on base; \$300,000 = 1.0% on base; \$450,000 = 1.5% on base (new language added in italics.)*

After further discussion, the team voted on option 8 with the added language reading as: No increase to benefits or salary base for the coming year outside of state mandated increases. Cover steps and lanes. The IBB team will revisit prior to the mid-year budget review.

- E. Set agenda for next meeting on June 10, 2020
 - Review Memorandums of Understanding
 - Review completed documents
- F. Wrap Up/Delta +/-
 - Long meeting but very good; meetings were harder over Zoom but overall went well; glad to push through; challenging; glad to be almost done; appreciated all the questions.
- G. The meeting adjourned at 6:30 PM.