

MINUTES – Interest Based Bargaining (IBB)
July 13, 2020 – 8:00AM
Via Zoom

A. Continued Discussion on Salary

- Rosalie expressed thanks to Jennifer for presenting the budget to MEA during the last Superintendent's Chat.
- Cyndi reiterated the concern that any agreement needs to be fair & equitable and the previous tentative agreement did not address giving any recognition to the more experienced teachers.
- Discussion then began on the issue brought forward from the last meeting regarding salary. As only steps & lanes would be continued, there were concerns about equitability. The MEA would like to see a .5% bonus for experienced teachers. Financial concerns for the district were also discussed. There was as focused discussion on the impact to teachers with the extra work done during the spring and what will be expected this fall.

The groups then decided to caucus at 8:25 AM. Returned from caucus at 8:36 AM.

- Discussion resumed on finances.
 - The District team noted that their position has not changed as they need to look to the future also, not just this coming year. They also had some concerns with awarding some teachers who are not moving on steps and lanes. It was also noted that there is an MOU to revisit finances mid-year if funding changes from the State.
 - The MEA team noted that they appreciated the extra meeting to help members understand the budget. They are willing to go back to their membership to revisit the original proposed tentative agreement as they now have additional information.
- Tentatively set to meet again on July 20th, 8:00 AM, via Zoom.

B. Wrap Up/Delta +/-

- Love the IBB process and working with everyone; tricky year but appreciated the process; appreciates all the teachers do; grateful for the team and appreciative of all; appreciated the overview of the budget; wonderful teachers in our district; have observed both traditional negotiations and IBB and appreciates being able to be part of the process and learning; appreciates the comments; tough time for staff; very hard with what has been going on financially at the State level; IBB is a good teamwork process; appreciates the district for being concern with finances.

C. Meeting was adjourned at 9:00 AM.