

MINUTES – Interest Based Bargaining (IBB)
June 29, 2020 – 8:00AM
Via Zoom

- A. Check In: Everyone shared how they are doing.
- B. This meeting was scheduled per the request of the MEA to reopen negotiations as the tentative agreement reached by the IBB team was not ratified by MEA membership.
- C. Issues for Discussion
 - 1. MOU: Continuous Work Hours – would like to add wording that makes the training specifically related to MANDT. The team was agreeable to making the wording change.
 - 2. Salary/Benefits: When the tentative agreement was taken to the MEA membership for ratification, it was not approved. A concern voiced was that there were many teachers (approximately 45%) would not receive any recognition via salary increases. The teams began the process of discussing options, but it was noted that a caucus was needed prior to laying out any options. The teams went into caucus at 8:25 AM and returned at 8:50 AM.

D. OPTIONS

- 1. Add 1.5% to the BA+30 and MA+30 on the salary schedule.
- 2. Make a one-time contribution of \$637.50 (1.5%) to teachers who will earn \$42,500+ for two years in a row.

As there were not any other options to list, the teams began the STANDARDS review of the listed options.

STANDARDS

- 1. Add 1.5% to the BA+30 and MA+30 on the salary schedule. **Meet Standard 4**
- 2. Make a one-time contribution of \$637.50 (1.5%) to teachers who will earn \$42,500+ for two years in a row. **Met Standard 1**

After the standards review, the team discussed the concerns of each group for an increase in salary for those teachers not receiving anything via steps and lanes.

Option #1 discussion: MEA's concern is in the equity for those teachers not receiving any type of raise. The District is concerned with the long-term impact on the budget if there are further cuts beyond the 5% already mandated by the governor for fiscal year 2020-21.

Option #2 discussion: District is concerned that this is not fair and equitable to our community if a one-time contribution is given when they have had to take cuts. MEA noted that a 1.5% one-time contribution would probably not be a concern of the community.

Further discussion centered on clarifying the numbers that are being used to calculate the cost to the District for a 1.5% raise to those who do not move on steps & lanes.

The teams then voted to go into caucus at 9:34 AM and then returned at 9:50 AM.

Jennifer reviewed the 4.6% increase, a drop in support units, additional 1% decrease made by the governor for 19/20 and the 5% decrease mandated by the governor for 20/21. It was mentioned that

perhaps the “rainy day” fund could be used and it was explained that this is not a “rainy day” fund but an unappropriated fund balance that is to have at least two months’ worth of funds to cover financial emergencies per our auditors.

No conclusions were reached regarding the options that were presented regarding salary. Jim proposed that Jennifer provide a presentation on the budget hearing to clarify numbers. Rosalie then proposed amending Option 1 to 1%. Further discussion on what might be sellable to both groups.

With further discussion needed and no agreement met, the teams would like to schedule another meeting for July 13 at 8:00 AM.

- E. Agenda for next meeting: Budget presentation if desired; continue discussion on salary; 1.5% or 1% increase. Rosalie proposed going back to the MEA to see if a budget presentation is needed.
- F. Wrap Up/Delta +/-
 - Happy MOU was fast and easy; civil discourse on a tough subject; some work still to be done; hard to have four people to represent the whole group; thoughtful discussions; conversations were appreciated; looking forward to coming to an agreement; appreciated discussions are open minded and friendly; this process is hard and appreciates everyone’s opinion.
- G. Meeting was adjourned at 10:30 AM.