

MINUTES – Interest Based Bargaining (IBB)
May 29, 2020 – 3:00PM
Via Zoom

A. Check In: All are doing fine.

B. Wood Design: Communication MOU – document was discussed. Everyone liked it and the team voted to move it to brick.

C. MSD

1. Issue/Interest: Continuous Work Hours – discussed if this would be in the Negotiation Agreement; timeframe for going over the continuous work hours when needed; could this interest be a Memorandum of Understanding (MOU) for the first year to see how it goes.

OPTIONS (from May 26 mtg.)

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.

OPTION added after discussion:

5. Those things agreed upon for this issue will be presented in an MOU for this year.

Discussed combining options 1, 4, & 5. Prior to combining any options, it was noted that the Standards should be applied first. The Standards were applied to the following 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. **Met Standards 1-6**
2. If a group has to stay over for a training they can leave early on another day. **Met Standard 1**
3. Training time in excess of the contract day will be no more than 30 minutes. **Met Standards 1-6**
4. If there are extenuating circumstances, staff will work with their supervisor ahead of time for scheduling purposes. **Met Standards 1-6**
5. Those things agreed upon for this issue will be presented in an MOU for this year. **Met Standards 1-6**

After the standards were applied and discussed, the team discussed combining options 1, 3, 4, & 5. Voted to combine the options discussed. Cyndi will work on combining the options into a straw design for an MOU. A concern was express about leaving out option #2 and not voting on each option individually. Discussed how to incorporate the intention of option #2 in the overall MOU. The team then voted to add the intent of option #2 in the straw design that Cyndi will craft into a straw design.

D. MEA

1. Issue/Interest: Leadership Positions discussed is tabled until after a financial presentation as this issue will entail funding.

E. Top Ten: Negotiation Agreement – Greg shared that he has not been able to meet with Megan and Lacey to craft a list but noted that the Grievance Procedure was at the top of his list. Kate presented a rough list from the MEA that the team reviewed. Discussed what the list should be called, and it was noted that there are ten articles within the Negotiation Agreement and perhaps introduce the Negotiation Agreement that way. Discussed perhaps instead of “Top Ten” maybe call it a FAQ or Ten

Things a New Teacher Needs to Know: Introduction to Your Negotiation Agreement. Kate agreed to work on this and share it in a future meeting.

F. Set agenda for next meeting – June 2, 2020

- Financial Presentation - Jennifer
- Straw Design for a MOU on Continuous Work Hours – Cyndi
- Leadership Positions Prioritized

G. Wrap Up/Delta +/-

- Liked the short meeting; more focused, happy to be getting things done; good meeting; excited for the weekend; happy it was a short meeting; getting used to Zoom.

H. Meeting was adjourned at 4:10 PM.