

Minutes – Interest-Based Bargaining (IBB)
March 28, 2022

The meeting started at 5:00 PM.

A. Check-In - everyone shared how they are doing. Glad to get the process started.

B. Issue Topics Presentation:

MSD

1. Sick Leave Bank Document Review - Greg presented this issue on behalf of the district. Two years ago, the IBB team directed the Sick Leave Bank (SLB) Committee to bring revisions of the SLB documents to get approval for any edits done that would better clarify the purpose and procedures of the SLB. Revisions have been suggested and those three documents are being provided for review by the IBB teams.

MEA

1. Salary & Benefits - Cyndi shared this issue on behalf of the MEA. This year required continuing innovation by everyone. Moscow teachers stepped up and met the challenge of teaching in a pandemic. We were one of a limited number of districts in the state that prioritized health and safety, along with student learning. This meant teachers worked harder than ever to meet the needs of students. We have an interest in recognizing the work and commitment of MSD teachers.
2. Technology in Classrooms - Soona shared this issue on behalf of the MEA. One of the major effects of the pandemic was the increased demand for tech; both hardware and software. Our tech department had done an admirable job responding to this increased demand. However, with the increased demand comes an increased need for support. We have an interest in finding ways to be flexible and offer professional development that will inspire teachers and help them better support students. The issue that arises is how to best support teachers with their different needs.
3. Differentiation within Professional Development (PD) - Wes shared this issue on behalf of the MEA. We have made progress on this issue this past year when we identified areas where we needed to better follow our Negotiation Agreement. Members of the PD committee appreciated that they were given specific direction this year and were able to see the survey results. We have an interest in finding ways to be flexible and offer professional development that will inspire teachers and help them better support students.
4. Student Support in General and Special Education Setting - Rosalie shared this issue on behalf of the MEA. Overwhelmingly, the survey suggested that more paraprofessional support is a need in our schools (it was the second-highest priority among our respondents). We are struggling to attract and retain qualified staff to help our EC students.

In addition to concerns with paraprofessional coverage in the Special Education department, there is a general need for auxiliary support within our schools. Safety concerns were mentioned in the survey, as well as a desire for paraprofessionals to have more access to PD.

Other areas where respondents mentioned a need for student support included resources for inclusion as well as students identified as Gifted/Talented and English Language Learners. The professionals working in these areas could use additional support to create a robust program.

- B. The team discussed the issues and prioritized the order in which they would work on the issues brought forth:
1. Sick Leave Bank Documents
 2. Technology in Classrooms
 3. Differentiation within Professional Development
 4. Student Support in General/Special Education
 5. Salary/Benefits
- C. Discussion began with the first issue, Sick Leave Bank documents. Three documents with suggested revisions were presented to the team and everyone agreed to review those documents before the April 7th meeting for discussion at that meeting.
- D. Discussion then turned to the second issue on the priority list.
- Technology in the Classrooms
- Interests:
1. Ongoing, functional technology. *Options 1, 2, 6, 7 & 11*
 2. Supporting students with technology at home. *Options 13, 14*
 3. Teaching beyond the classroom with the use of technology. *Option 9*
 4. Cost effective. *Option 11*
 5. Effective use of teacher time with technology troubleshooting. *Options 1-14*
 6. Ongoing professional development for technology. *Options 3, 4, 5, 10 & 12*
 7. Being proactive in utilizing technology in the classroom in the long term. *Option 2*

After the team listed interests, the discussion moved to brainstorm options for the interests.

Options:

1. Create a survey on technology related to hardware and software.
2. Create a technology unit within the District's Strategic Plan for ongoing and long-term implementation.
3. Rotate professional development options related to technology within professional development days.
4. Use teacher knowledge with different software programs for professional development.
5. Ask professional development questions on the survey.
6. Clear expectations on when/how tech support can be expected.
7. Clarify what tasks teachers troubleshoot & when tech can be called to troubleshoot.
8. Provide time-saving methods for teachers on learning technology.
9. Ed/Tech specialist for the district.
10. Two-part survey: 1) Asking questions; 2) Take responses (feedback on options)
11. Pull the tech department in to help with solution solving & identify trouble areas.
12. Technology training for paraprofessionals.
13. Explore sending student devices home at an earlier age.
14. Provide training to parents on the use of technology with student devices.
15. Combine options 1, 5, 10 & 11
16. Combine options 6, 7 & 11
17. Combine options 3, 4, & 8

After discussion of the options, it was noted to look at the interests again to see if there were options for all of them. The team did this, and it is reflected in the blue numbers next to the interest.

Since the next steps in this process will take more time than is allowed, for now, the discussion will resume at the April 7th meeting.

- E. Set Agenda for April 7th meeting
 1. Sick Leave Bank document review.
 2. Continue the process on Issue: Tech in Classroom
 3. Issue: Differentiation within Professional Development if time allows

- F. Wrap-up: Delta +/- got further than expected; getting warmed up with the process; went well; good seeing and participating in the actual process; good start; likes hearing lots of voices; got more done than was expected; good subject areas and issues that were pertinent.

The meeting adjourned at 6:47 PM