

MINUTES – Interest-Based Bargaining (IBB)  
May 9, 2022

Meeting began at 4:30 PM with a short work session with Carrie Brooks, Lee Ann Eareckson, and Megan Cuellar who are on the Professional Development Committee. They shared information from the professional development survey and the interest in different topics/methods for professional development.

- A. Check-In - everyone shared how they are doing.
- B. Report on Option #22 (*Use middle and high school students as student helpers in the classroom and throughout the school setting (unstructured.)*) - Cyndi/Wes - not a lot to report at this time. Still working on it.
- C. V3 Wood Design for Sick Leave Bank Documents - reviewed all the changes to the documents and all revisions were accepted. The brick document for the Negotiation Agreement will be updated also.
- D. Tech Survey Sub-group Update - Soona shared a straw tech survey that was developed. The team reviewed the document. With approval, Greg will put the information into Survey Monkey and have the work group review it. Once the survey has been reviewed, it will then be sent out to all certified teachers for their input.
- E. Salary/Benefits Overview 101 - Jennifer stated that she has included a document in the IBB folder that she will be reviewing. Her presentation was on Salary & Benefit Based Apportionment for 2022-23 and focused on the following:
  - ~ Reporting in ISEE
    - Required/Timelines
    - Personnel Reports
    - ADA/SU Reports
    - Staff Salary Summary
  - ~ Salary Based Apportionment (SBA) Formula Factors
  - ~ SBA Template/Walk-Through

In summary, data is uploaded in ISEE, enrollment ADA is used to generate support units (SU), which are the foundation for funding, and support units are used in calculating the Salary Based & Benefit Apportionment (SBA), along with staffing data uploaded in ISEE. The SBA template is available on the State Department of Education's website, under Public School Finance.

Discussion and questions followed the presentation.

- F. Set Date and Agenda for Next Meeting.
  - ~ Wednesday, May 18<sup>th</sup> at 4:30-8:30 PM.
  - ~ Monday, May 23<sup>rd</sup> at 4:30-8:30 PM.
  - ~ Agenda Topics:
    - Report on Option #22
    - Tech Survey Results

➤ Continued Discussion on Salary and Benefits

G. Issue: Salary and Benefits

INTEREST: Salary

1. Recognizing work and commitment of MSD teachers.
2. Be fiscally responsible.
3. Move towards compliance with board policy on fund balance.
4. Retention of staff.
5. Reduce cost of training and recruiting.
6. Maintain support of taxpayers.
7. Recognizing increases in cost of living.
8. Recognize outside of contract time.
9. Using contract time efficiently.

OPTIONS:

1. Learn the history of the fund balance trendlines.
2. Compensation for outside of contract time work.
3. Flexibility in administrator input during/in collaboration time.
4. Increase salaries.

There was discussion on the fund balance and how 15% was chosen to hold back. It was noted that it should amount to 2 months' worth of funds to cover expenses and salaries.

After further discussion on the salary interest, the team decided to have May 18<sup>th</sup> be a work session to as Jenn won't have the numbers available until the May 23<sup>rd</sup> meeting. The agenda topics will be moved to the May 23<sup>rd</sup> meeting.

H. After hearing from the representatives from the Professional Development Committee, the team felt that the PDC was addressing the issue brought by MEA to IBB and no further discussion or action was needed via IBB.

I. Wrap-up: Delta +/- on a roll, checking things off; pleased with what was done; good to have things checked off; looking forward to what the tech survey results will be; glad to hear from the PDC committee reps and the work they are doing; find financial stuff stressful; some stress from all the financial talk.

Meeting was adjourned at 7:45 PM.

Respectfully submitted,  
Angie Packard, Recorder