

MINUTES – Interest-Based Bargaining (IBB)
May 23, 2022

Meeting began at 4:30 PM.

- 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 - Cyndi talked to Teri Summers at the middle school and that she can find places for students to help but finding students who are willing is the issue. Still a work in progress. Possibly offer it as an elective for high school students. This can be addressed in the monthly meetings for next year.
- C. Tech Survey Results - reviewed the options that were discussed at a previous meeting in order to compare them to the survey results to see if the options were addressed. Discussed the use of Spiceworks and opening it up to everyone to use. Options #3 & #5, #7 were addressed by the survey. K-2 not too much in Canvas, Grades 3-5 introduction to the usage of Canvas, Grades 6-12 using Canvas consistently. What are the minimum things by grade level needed to know? As a district, we have to have an LMS. May need to set a requirement on using Canvas daily in the classroom. Develop two committees with specific tasks to be completed for the next school year:
- **Committee 1: The Process**
 - Accessing Tech Dept:**
 - What are typical troubleshooting steps to be done by teachers?
 - What is the purpose of Spiceworks? How is it used building by building?
 - How/when do people currently access Tech Dept help?
 - How when should people currently access Tech Dept help?
 - What areas does Tech not help with? Do we have gaps and how do we fill them?
 - How do we check on reported problems - or receive confirmation/updates?
 - Charge to committee:**
 - What is the District's plan for how/when to access Tech? How do we communicate it to teachers?
 - Basic Troubleshooting checklist for teachers, before Spiceworks (include phone a friend)
 - **Committee 2: Education and Technology Integration**
 - Learning Management System (LMS): The district must have an LMS.
 - What kind of professional development would you like/do you need to receive about Canvas at this point to support its use in your classroom?
 - How is Canvas used at your level? What is the appropriate tool (K-2?) for students/parents?
 - Why are teachers hesitant to make the change to Canvas?
 - Charge to committee:**
 - Training Needs: (staff, students, parent)
 - What parent tech questions/concerns have you heard?
 - What kinds of support do you think we need for parents at your level?
 - Have someone ask other school districts about their model of 1-1 devices for students.
 - 21st Century Learning Targets
- D. Continued Discussion on Salary and Benefits - Jenn began with a presentation on the Fund Balance, Contingency Reserve & Unappropriated Balance. After her presentation, there was some discussion

and questions to clarify some of the information that was shared. Discussion then turned to review of the current interests from the last meeting:

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.

The team then turned the focus on the options that were listed from previous discussion.

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.

Discussion on Option #3 - Flexibility in admin input during/in Collaboration Time. Does this need to become part of the Negotiation Agreement? Further discussion and review of this topic. After review of the Negotiation Agreement, it was determined that this topic is covered.

Options #1 and #3 have been addressed.

Option #2 - Compensation for “outside of contact time” work which is an interest of MEA. This option came out of discussion regarding the Leadership Premiums that were available in the past. It was noted that teachers are contracted employees, not hourly employees and outside of contract time work does occur.

The MEA team took a brief caucus at 5:45 PM and returned at 5:54 PM.

Rosalie asked Greg to review the Leadership Positions that are going to be funded. The following are being considered:

- The District is proposing keeping the following (cost around \$100,000) - 504 Coordinators; Building Leadership; New Teacher Mentors; RTI Coordinators.
- Buildings might consider keeping Ed Tech Coordinators; Admin Designees; Assessment Coordinators (might be covered by Title I Funds); PowerSchool Reporting; Social/Emotional; Department Chairs (possibly leadership team member.)

Soona asked a question about flexibility in admin input during collaboration time – it clarified that this could not be used for a leadership meeting. Option #2 was then considered addressed.

The team took time for a dinner break and then discussion began on options related to salaries.

OPTIONS:

1. Add \$500 to cells A3 and B2 on the district's salary schedule.
2. 6% increase.
3. 3% increase.
4. Continue Steps and Lanes.

After listing some salary options, the teams determined that a caucus was needed and took a break and returned at 7:20 PM.

5. District-wide plan to increase AP Rung eligibility.
6. 5% Increase.

Conversation stopped at this point on any further salary options so that the MEA team could talk to their membership.

Discussion turned to Benefits.

OPTIONS:

1. Recommend a \$500 HRA card to the Insurance Committee.
2. Maintain contribution of \$852.

No dot voting was needed as the teams agreed on both of these options.

Another meeting was scheduled for Thursday, June 9th from 8:30-11:30 AM.

- E. Wrap-up: Delta +/- have lunch and dinner for the next two days; disappointed didn't finish; hoping to finish; appreciate everything everyone has done; consensus was disappointment in not finishing tonight.

The meeting was adjourned at 7:55 PM.

Respectfully submitted,
Angie Packard, recorder