

NEGOTIATIONS
April 26, 2016

Those Present: Dr. Cox, Karl Sandmann, Linda Jones, Maria Fassett, Morgan Coats, Bryan McKinney, Sherry Bingham, Tara McCall, Shelley Coats, Ashley Johnson, Michele Widmier

Call to Order: Meeting began at 4:00

Check In:

Approval

Of Minutes: Minutes from April 19 and 26, 2016 will be approved in next week's meeting.

Dr. Cox will send out leadership premium committee and grievance language. If there are any corrections, please let him know.

Transfers:

Interests:

1. Most qualified in the position
2. Teacher wants/needs
3. Student needs
4. Best fit
5. Equitable access to all jobs in the district
6. Seniority
7. Procedures for voluntary/involuntary transfers
8. Building needs/direction
9. Program needs/direction
10. Standard procedures for applying
11. Administrative/staff work load

Options:

1. Internal job posting notification
2. Seeking volunteers before involuntary transfer
3. All internal qualified applicants between buildings will be granted an interview
4. All internal qualified applicants interviewed
5. Administrators will act in good faith by determining the process
6. Seniority is considered
7. Within building applications would be considered first.
8. The principal will make final recommendation.
9. Where possible have an interview committee
10. 1 + except in building transfers
11. Informal interview in building transfer
12. Email openings to buildings

A question was raised in regards to the insurance survey sent out. Dr. Cox explained to the team that the insurance committee is seeking input. They will submit three options to the negotiation team. The team will decide which company and options will be approved.

Discussion was held on each type of assignment/transfer. The team voted, results are below:

(Voluntary In Building) Assignment Change (A)

1. In building /electronic hard copy notification of opening NO
2. All internal qualified applicants interviewed NO
3. Principal makes final decision YES
4. Informal interview YES
5. When possible have an interview committee NO
6. When vacancy exists TAKEN OFF
7. Consider staff input (relative input, others interested in job) YES
8. Assignment defined YES

Voluntary In District (vacancy) (B)

1. All interested qualified employees interviewed YES
2. Internal job posting notification/electronic and hard copy to schools
(Need to work on language) MCEA could do hard copies
3. Within building considered first YES
4. Principal makes final decision YES
5. When possible have an interview committee YES
When a vacancy exists

Involuntary In Building/In District (C)

1. Seek volunteers before involuntary transfers YES
2. Internal job posting notification YES
3. Seniority considered YES
4. In building considered first NO
5. Principal makes final decision YES
6. When possible have an interview committee NO
7. Employee representation YES
8. Consider staff input YES
9. Appeal to superintendent /number of moves YES
10. Confidentiality YES
When vacancy exists

Involuntary Assignment In Building (D)

1. Seeking volunteers NO
2. Seniority considered YES
3. Principal makes final decision YES
4. Employee representation YES
5. Consider employee/other staff input YES
6. Appeal to Superintendent YES
7. Confidentiality YES
8. Administration to act in good faith for what's best for building YES
9. Viable volunteer solutions exhausted YES

Clarification on an Involuntary In District/Building transfer - if there is a position and someone has the certification, the district decides to move them.

Caucus called at 4:46 for 15 minutes

Resumed at 5:00

Clarification was needed between assignment/transfer. An assignment is an in building administrator's decision (at secondary level person must have the necessary endorsement). Once district allocates FTE's in building, the administrator can put them wherever they feel the person is needed (assignment). It was agreed that a Voluntary In Building transfer is really an assignment change.

If there is no opening, the administrator moves a person to another position due to circumstances such as not getting along with team, different level of students, etc. If teacher doesn't agree with assignment, it then becomes an involuntary transfer.

A concern was expressed about giving one person the power to make the decision. Dr. Cox reminded members that administrators are held accountable for assignments made.

Teachers must apply for jobs openings due to transfers. It was decided an email will go out to staff stating positions are available. It will be printed and put somewhere accessible in the building.

Dr. Cox and Shelley Coats will work on language.

Grievance and transfer language needs to be reviewed by members and bring input to the next meeting.

To be discussed next week: workday and evaluations

Meeting adjourned 6:05 p.m.

Superintendent's Signature / Date

MCEA President / Date