

NEGOTIATION MINUTES
3/28/17

Meeting began at 4:10 p.m.

Those present: Dr. Cox, Tina Williams, Maria Fassett, Shelley Coats, Tara McCall, Bryan McKinney, Karl Sandmann, Wes DePew, Colleen Johnson, Michelle DeLuna, Ellen Austin, Kerri Tibbitts. Also present were alternate team members and audience members.

With insignificant at the top of page four changed to significant, the minutes were approved.

Clarification was given on work day and teacher work day. It was decided a work day is simply the day you come to work. Teacher work day are those days set aside for grading, prep, etc. In the future it will be referred as Teacher Prep Day.

Issue: Work Day (It was decided this would include prep time, but would be addressed separately.)

1. Equity
2. Uniformity
3. Adequate supervision of students
4. Clarity to be able to tell parents the time teachers will be there
5. Parental access to staff
6. Adequate curriculum prep
7. Busing
8. Maximize student contact time

Options:

1. Start time 7:30 a.m. in every building (Dr. Cox)
2. Have an eight (8) hour day, building determines the hours (Bryan McKinney)
3. An eight (8) hour day total to be determined at each building – start/end time (Tina Williams)
4. Current policy language regarding meetings/duties (Dr. Cox)
5. Administrator flexibility for individual staff – duties for before/after school (Dr. Cox)
6. Eight (8) hour day doesn't include lunch (Dr. Cox)
7. Lunch included in an eight (8) hour day (Tara McCall)
8. Prep is included in an eight (8) hour work day – 60 minutes (Tara McCall)
9. 60 minute uninterrupted prep (Tara McCall)
10. Any duties that occur outside an eight (8) hour day are paid with a stipend to the teacher (Tara McCall)
11. Standard work day from 7:30 – 4:00 (Tara McCall)
12. Hire aides to do extra duty (Wes DePew)

Caucus was called for five minutes – 4:45.

Meeting resumed 4:50.

Discussion was held as to whether a duty free lunch was included/not included in eight (8) hour day.

Sanie Baker was asked for input as to how many of her teachers have duties before and after school. MCEA wanted clarification on students arriving early to school and supervision. Tara McCall stated that

if she has students in her class before school, she can no longer help student who need additional instruction or meet with parents. Dr. Cox stated this was not to establish supervision of students, this was merely to establish a standard of when you arrive and leave work. Shelley Coats stated MCEA did not want to add more to the day. Again Dr. Cox stated this was to establish a start and end time throughout the District. There is not uniformity in schools. It should be the same amount of hours worked for all teachers – this is not the case in some schools.

Caucus called at 5:25

Meeting resumed 5:30

MCEA suggested hiring aides to do the duties. It does not apply to the issue that is being discussed (work day).

Combinations:

- A. 2, 3 (Colleen Johnson)
- B. 2, 3, 7 (Tara McCall)
- C. 2, 3, 4, 7 (Bryan McKinney)

Combination voting:

- A. No (Bryan McKinney, Dr. Cox, Tara McCall) would like to see 4 and 7 included
- B. NO (Bryan McKinney, Dr. Cox) would like to see 4 included
- C. YES (2, 3, 4, 7)

Eight (8) hour day total, building to determine the start/end hours; use current policy language regarding meetings/duties. The eight (8) hours is for the general staff as to when they will work; lunch included in the eight (8) hour day. Bryan McKinney and Shelley Coats agreed to work on the language.

Issue: Prep Time

MCEA stated on the survey teachers were spending more than 20 hours doing prep work and meetings were taking up a lot of time. They would like to see prep time uninterrupted

Interests:

1. Prep time will be spent on activities that will benefit student's learning most (Shelley Coats)
2. Opportunity for curriculum development
3. Equity (Shelley Coats)
4. Adequate time for curriculum prep
5. Administrative coaching input (Dr. Cox)
6. Meet occasionally with administrator (Bryan McKinney)
7. Share best teaching practices with each other (Colleen Johnson)
8. Ability to discuss student data and inform instructions (Colleen Johnson)
9. Limit collaboration meetings in elementary. Need time to work on curriculum, grade papers, etc. (Tina Williams)
10. Minimize after school meetings which could quickly be handled in a prep time (Colleen Johnson)
11. Focused on instruction instead of errands (Dr. Cox)

Dr. Cox asked MCEA about collaboration as being a good use of prep time. It was stated that some are spending more than two days in meetings and not having prep time.

Tina Williams asked for clarification on the #11 errands. Dr. Cox stated prep time should not be used for personal business. It is to be used for instructional purposes. There are some circumstances that occur, and with the administrator's approval, where instructional related errands be taken care of during prep time.

not complete

Options:

1. 60 minutes daily, teacher directed (Shelley Coats)
2. 60 minutes of daily prep, mutually agreed upon (Dr. Cox)
3. 3/5 are considered for collaboration, preparation and administrative meetings and 2/5 teacher directed (Ellen Austin)
4. 2/5 for collaboration, team meetings and remaining 3/5 is teacher directed (Tara McCall)
5. 60 minutes daily, 45 minutes contiguous - guaranteed 60 minutes but 45 minutes have to be together (Dr. Cox)
6. One monthly meeting with the administrator during prep time (Dr. Cox)
7. Flexibility for administrative meetings occasionally (Dr. Cox)

Discussion was held regarding number of days for prep time. It was suggested three (3) days out of the five the teacher is in charge of their development. If administrator needs to meet or have something done as a group, he/she could use one of their times

Ellen Austin was concerned with new teachers not getting the help they need during collaboration/team meetings.

Tara McCall stated it gives the teacher an option to determine their schedule.

Combination voting will take place at the April 6th meeting.

Agenda will consist of: check in, language review, prep time, teacher prep day, emergency closure.

Jim Stark will meet with the team and insurance committee April 18th at the negotiation meeting.

Motion was made by Wes Depew for adjournment, seconded by Tina Williams.

Adjournment 6:50 p.m.



 Superintendent

4-6-17
 Date



 MCEA Representative

4-6-17
 Date

