

MCSO/MCEA NEGOTIATIONS

March 7, 2017

Those Present: Dr. Ken Cox, Karl Sandmann, Ellen Austin, Maria Fassett, Bryan McKinney, Tara McCall, Shelley Coats, Colleen Johnson, Maren Oppelt, Rick Stimpson, Laurie Copmann, Wes DePew, Michele Widmier, Josh Aston, Jeff Gibson, Kerri Tibbitts, Linda Jones.

Meeting began at 4:03 p.m.

Dr. Cox welcomed and introduced Linda Jones. She reviewed IBB training with members.

Check in: We used this last year in negotiations. It's suggested we use it at the beginning of the meeting. It helps to show the team is progressing and if there are any time constraint concerns.

Members introduced themselves and expressed any time constraints they may have. Linda explained that concerns can be expressed at this time. Dr. Cox expressed concerns about the all staff survey that was sent out, but the Board team was not consulted on the questions that were on the survey.

A PowerPoint was shared showing that IBB is a process based on the whole-team concept. It's focused on areas of agreement instead of a positional stand. It's built on understanding rather than the other person trying to understand you all the time, you're trying to understand the other person. It's not meet and confer as in traditional negotiation. In IBB, you come with issues, you talk about interests, you come up with options, and then leave with an understanding and agreement on what you will be doing

IBB can maintain and improve relationships. It's a place for problem solving and allows everyone to have input. People should feel free to say what they want to say. It focuses on the issues not the people.

Linda explained each part of IBB. Issues - are the what; Interest - is the why (why is it important to you). We try to avoid positions (what we want).

Standards are what we filter everything through. The standards were understood from last year as legal, affordable, practical, manageable, fiscally sound, ethical, measureable, does contract language apply to all and is there value added to the District. *The team agreed to add - is it in the best interest of students.* A question was raised about applying to all and asked for clarity. It was defined as certified staff - that is who MCEA is bargaining for. *It was decided to change to does language apply to certified staff. (See attached Standards)*

After developing standards, and interests are expressed, you brain storm. This should be very open. You work together to put options together that will work for both sides. Evaluating the options is based on standards and how well it will work.

Once a mutual agreement is reached on the options, a straw design is made, and voted on as a group. Language will then be constructed for the master agreement. It will be brought back to the next meeting for a vote. Both teams assign members to work on the language.

Shelley Coats asked a question on which side is the Board on. Do they represent parents, or does it stop at the Board? Dr. Cox responded that the Board's position is to represent the parents/patrons as elected officials. One of the reasons they have been elected is to do negotiations. He stated our Board members listen to parents. It is their responsibility to negotiate a contract. He reassured members the Board would not contact parents, and would follow the ground rules

Minutes were approved from 2/28/17 meeting.

Last week ground rule #10 was tabled and MCEA added 16 and 17. It was suggested for #10 to be changed to team members may communicate with their own constituent groups, but any other communication will be

through a joint release by the team. Colleen Johnson asked if a staff member approached her with a question, would she be allowed to answer.

A caucus was called at 4:50 for five (5) minutes.

Members returned at 5:00.

Dr. Cox stated that part of the process is telling the story. He would hope that any communication with staff would be positive. If someone were to talk to Michelle DeLuna and ask where they are on the salary scale, she could not answer it. An explanation of his scenario – if salary has been discussed in negotiations, it is part of a public record. The MCEA stated this was a problem last year. Dr. Cox asked for information as to how to find out what happened. If a document was sent out and phone calls made, if we had the information we could prevent it from happening this year.

Discussion was held on #10 ground rule to determine if people have questions can they be answered? Dr. Cox stated that MCEA is putting constraints on administrators to talk to staff. If they are asked a simple question, they must talk to a union rep. Michele Widmier gave an example of a non-dues member asking to see a salary schedule. As an administrator, she would like to point it out to the teacher. It was stated people should attend the meetings. MCEA stated they represent all teachers even non-dues paying teachers. Maria Fassett stated that administrators do not represent teachers in negotiations. If staff wants information, they can look at the minutes or come to the meetings. Ellen Austin expressed that she feels they are all one team. Maria Fassett stated they have different constituent groups. Colleen Johnson suggested any press release will be a joint release. Mass emails will also be approved by both parties. The way it is written covers mass communication. Linda Jones was asked for clarification. Dr. Cox stated that administrators do not represent teachers, they represent the Board. He asked how the team could move forward when MCEA wants no one to talk about things at all. MCEA stated it was hard not to assume things won't be said. Karl Sandmann stated when people are listening to a discussion there's interpretation and different views on the discussion. What MCEA is wanting is to have true representation of what is discussed. If they need more information, they need to come to the meetings.

It was approved that ground rule #10 would read any public release of information will be a joint release. Both parties must approve the release before it is sent out. Negotiation specifics will not be discussed by team members with members of the other constituent groups. Team members may communicate with their constituent group. (Additional rules #18 and #19 were not approved by the team.) *(See attached Ground Rules)*

Dr. Cox asked if the team could move forward with this and have trust in the room that there will not be conversations about specifics. He reminded the group that what was discussed this week will be public knowledge the next week due to the minutes being public record. All handouts and minutes will be published on the website. The perception from MCEA was that people in the audience received handouts and said things to other staff members. Linda Jones cautioned that handouts should not cause speculation.

The following Issues were established though others may be raised:

- Salary (joint)
- Benefits (joint)
- Dental
- Vision
- Leaves (joint)
- Bereavement
- Snow/Weather (Emergency Closure)

Dr. Cox stated that the Board wanted to take action on emergency closure days, but could not because it was in the agreement and thus needed to be negotiated.

- Sick
- Work Day
- Prep Time
- Contract Language

The MCEA is concerned about maintaining and attracting new teachers.

Parking Lot:

Addressing issues/concerns in other language than contract
Grading

Maria Fassett stated that MCEA last year wanted to get more things in the contract. They would like to see them in the negotiated agreement. They would like to go through the old agreement and discuss each item. Dr. Cox reminded the team that per Idaho Code as of June 30th, teachers no longer have a contract. It will need to be recreated. An example was given that the Board wanted to change days in policy in regards to FEMA/Maternity Leave showing the District would pay health insurance benefits. This could not be done because it was in the agreement. Linda Jones was asked how this could be changed. She stated that in an association meeting, the language could be waived. If both parties agree, it would be out of the agreement.

Dr. Cox suggested that certain things could be carried over for two years. We could negotiate only salaries and benefits yearly. In between, the negotiation concerns could be addressed at MCSD/MCEA meetings and there could be a memorandum of understanding when deciding things.

Linda Jones stated that Jim Stark could meet with MCEA and the insurance committee to give suggestions when searching benefits. This will need to be set up with Linda.

Issue to be addressed: Bereavement

We currently have three (3) days. Most times an employee needs longer.

Interest:

- Maintain quality of instruction (teacher should be emotionally ready to return)
- The District interest is the teacher return to students as soon as possible.
- Keep and attract quality teachers
- Support employee in time of need
- Important to give an employee time to take care of responsibilities and grieve
- Provide enough time for employee to travel

Options:

1. Administrator has discretion to extend leave up to five (5) days
2. Superintendent has the authority to extend beyond five (5) days
3. Increase bereavement days up to five (5) days for first level relationships (father, mother, son, daughter, sibling, grandfather/mother, grandchildren, living in household and in-laws).
4. Bereavement for significant others
5. Five (5) days for bereavement, any extensions would be approved by the Superintendent
6. Five (5) days period
7. Hospice, hospital included in the bereavement leave
8. Member of household

9. A personal caregiver, non-relative extended for making arrangements
10. All employees get three (3) days, but if it's a level one (includes grandchildren) you will receive five (5) days. If needing to be extended, it will go to the Superintendent.
11. #10 plus #9 having to make arrangements
12. Seven (7) days be given for bereavement
13. Level one plus grands
14. Three (3) bereavement days, can petition to the Superintendent for more if needed
15. Six (6) days level 1
16. Leave or hospice care petitioned to the Superintendent
17. Per event
18. Appeal if administrator does not approve extended leave
19. First level five (5) days, including grandchildren

Combinations:

Eliminate 4, 8 (already in policy)

- A. 1, 2, 3, 17
- B. 1, 2, 17, 18
- C. 5, 17
- D. 1, 14, 17
- E. 2, 18, 19

Dr. Cox recommended we table this and review with notes at the next meeting. The next meeting will be March 14th. Karl Sandmann recommended that when we're close to the ending time, we table the discussion (6:55). He suggested going this at 6:45 p.m. in the future.

Dr. Cox made a motion to adjourn, Wes DePew seconded the motion.

Adjourned at 7:02 p.m.

Approved Date: 3/14/17




 Superintendent



 MCEA Representative

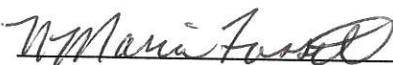
NEGOTIATION STANDARDS
2017-2018

- Legal
- Affordable
- Practical
- Manageable
- Fiscally Sound
- Ethical
- Measureable
- Does contract language apply to all certified staff?
- Is there value added to the District?
- Is it in the best interest of students?



Superintendent's Signature

3-14-17
Date



MCEA President


Date

Minidoka County School District (MCSD)
Minidoka County Education Association (MCEA)
Ground Rules Agreement
NEGOTIATIONS 2017-2018

1. All meetings will be held at a mutually agreed upon location, date, and time. An extension of ½ hour can be granted if both parties agree.
2. All meetings are open to the public.
3. Cell phone etiquette will be observed at all times, by both teams and the audience. Cell phones need to be off, silent or on vibrate. If a call needs to be taken, member will step outside.
4. Only ten team members will be at the table at a time, five from each constituent group.
5. Budget requests by the MCEA will be given one week (5 work days) notice before the next scheduled negotiations meeting.
6. Either team may call a caucus at any time. Both parties must agree to length of caucus. If more time is needed, a request can be made. Both parties must agree to the extended time.
7. Every idea is a good idea. Members will not rush to judgment, they will assume positive intentions, and will confirm what they hear before stating disagreement. Focus will be on the issue not the person.
8. Standards will be followed by both parties when making any decisions or proposals.
9. Members of the bargaining team will be punctual. Negotiations will start promptly at the pre-determined time. If a team does not have their 5 members when negotiations begin, they may appoint a substitute. The substitute must be on the list of bargaining members for that team.
10. Any public release of information will be a joint release. Both parties must approve the release before it is sent out. Negotiation specifics will not be discussed by team members with members of the other constituent groups. Team members may communicate with their constituent group.
11. Everyone at the table is equal in this process. It is a safe environment with no rank in the room.
12. Members of both teams will sit alternately, so a MCSD member will be sitting next to a MCEA member. This arrangement will generally happen, unless some members are absent.
13. Decisions will be made by consensus, typically using thumbs up for agreement, sideways for 'live with it', and thumbs down for disagreement.
14. Respect will be given to the person speaking. Only one person speaks at a time. The person speaking will not be interrupted!
15. Outside information sources must be approved by the team. Information by non-table presenters must be approved by the team.



Superintendent's Signature 3-14-17
Date



MCEA President _____
Date

