

NEGOTIATIONS  
February 21, 2019

Meeting Began: 4:05

Those present: Dr. Cox, Kim Kidd, Shelly Coats, Heather Hepworth, Karl Sandmann, Kelly Arritt, Wes DePew, Michele Widmier, Tina Williams, Dr. Cox, Kerri Tibbitts and TL Lowder

Audience Members: Michelle DeLuna, Mary Andersen, Ashley Johnson, Andrea Schaeffer, Sherry Bingham

Check In

Members checked in following the 'check-In Guidelines'.

Interest Based Bargaining Review

TL reviewed the various handouts outlining the IBB process for negotiations. TL reviewed the importance of listening to each other, working together and the need to celebrate decisions.

Ground Rules and Negotiating Standards

With the change in the last sentence of #9 to read: 'The substitute must be on the list of bargaining members for that team and be seated before business begins', members approved the ground rules.

One negotiations standard was changed to read 'Contract language applies to all certified staff.' With this change made, team members approved the Negotiation Standards.

It was established by team members that TL will remind the audience to be respectful and quiet as possible during negotiations.

Requesting Documents

Shelly Coats asked that when requesting documents, the MCEA receive hard copies in advance. Arrangements will be made for the documents to be picked up.

Meeting Dates

Heather Hepworth asked that when finished with this year's negotiations, meeting dates be established for next year. This will allow for better planning of meetings at schools.

The following dates are scheduled for negotiations for 2019:

March 5 <sup>th</sup>	Language and Survey Review
March 12 <sup>th</sup>	Budget (meeting will begin at 4:30)
March 19 <sup>th</sup>	Budget and Salary Schedule
April 2 <sup>nd</sup>	Salary Schedule
April 9 <sup>th</sup>	Insurance
April 16 <sup>th</sup>	Tentative Finalization

(If there is not many changes in language needed, salaries could be discussed at the March 12 meeting.)

Agenda for March 5<sup>th</sup>

- A. Check In
- B. Survey Results
- C. Issue Identification
  1. Reports from last year's concerns/issues (class size, behavior, counselors)

- 2. Non-negotiable concerns
- 3. Negotiable Issues
  - 1. MCEA
  - 2. MCSD
- D. Select issues, start addressing those issues
- E. Check out

(It was amended the salary schedule be moved to the 19<sup>th</sup>. It was approved)

Shelly Coats asked if the salary schedule could be addressed at this meeting. Dr. Cox stated it was not on the agenda for this meeting and the information was not available. It was discussed that we need to examine the salary schedules for different districts. It was stated by Michelle DeLuna many districts have a supplemental levy for salaries. Dr. Cox shared the State was changing the career ladder, but the cost to the District following the changes has not been determined. The cost and different options will be discussed beginning with the March 12 meeting. Dr. Cox asked that team members review salary schedules from several districts and bring that information to the March 12<sup>th</sup> meeting.

Dr. Cox will have reports on class size, behavior and counselors showing what has been followed this year at the next meeting. Michele Widmier will also have information available as to how many times TL Lowder was asked to help with behaviors in schools.

Adjournment: 5:21 p.m.

Check Out

Adjournment: 7:15

  
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Superintendent

3-5-19  
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Date

  
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MCEA Representative

3-5-19  
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Date