

NEGOTIATIONS

4/17/17

Meeting began at 4:03 p.m.

Check In

Minutes approved for April 11, 2017.

Those present: Dr. Cox, Tina Williams, Josh Aston, Maria Fassett, Karl Sandmann, Ellen Austin, Shelley Coats, Michele Widmier, Wes DePew, Colleen Johnson, insurance committee members and audience members.

Linda Jones introduced Jim Stark who explained to the team what to look for when approving insurance. (See attachments)

After a ten minute break the team returned to the discussion on Emergency Closure Days at 5:30 p.m.

Interests:

Safety for all personnel

Equitable compensation

Teacher morale

Fairness – to all district, teachers, admin, subs, classified

Retention and Recruitment of new employees

Effective use of employee time – can work at home

Avoiding excessive use of personal days at the end of the year.

A way to deal with extraordinary circumstances

What is the expectation of the employees

Put in policy so it applies to all employees

Options:

1. Sick leave scheduled on an emergency closure day would be cancelled (Dr. Cox)
2. Personal leave scheduled on emergency closure days would be cancelled (Maria Fassett)
3. Certificated employees are not required to attend school on emergency closure days (Policy 410.52) (Shelley Coats)
4. Unpaid leave will be cancelled on emergency closure days.
5. If safe, certified employees will attend work on emergency closure days. (Colleen Johnson)
6. If safe as determined by employee, they will attend work on emergency closure days. (Tina Williams)
7. Leave it to the policy review committee instead of in the agreement. See how it is handled in regards to certified and classified employees. If changes need to be made, address it next year. (Josh Aston)
8. Combine #5 and #6 with the addition work at home. (Colleen Johnson)
9. In extenuating circumstances appeals can be made to the Superintendent (i.e. maternity) (Dr. Cox)
10. Postpone for one week for the Board to discuss (Shelley Coates)
11. District could reinstate up to two (2) personal days on emergency days (Shelley Coates)

12. District reinstates one (1) personal day on emergency days (Shelley Coats)
13. Postpone until after salaries/benefits (Dr. Cox)

Combinations:

- A. 1, 4, 8, 9 (Dr. Cox)
- B. 1, 4, 8, 9, 11 (Shelley Coats)
- C. 1, 4, 8, 9, 12 (Shelley Coats)
- D. 1, 4, 8, 9 (Josh Aston)
- E. 13

Tina Williams stated they had talked to other districts, and past practice is all leaves are reinstated.

Caucus called 5:51 p.m.
Returned 6:03 p.m.

Shelley Coats expressed concerns about administrators not approving personal leave. Dr. Cox stated no one is saying you cannot take personal leave.

Colleen Johnson stated #9 says if something happens it could be appealed.

Tina Williams felt it was hard to return to constituents and explain why this is happening. It is bad morale.

Colleen Johnson stated she would hope there would be a lot of staff with good morale because they are receiving back sick and unpaid leave which hasn't happened in the past.

Karl Sandmann asked Trustee Stimpson if the Board had looked at what other districts did, his answer was yes. Trustee Stimpson stated this applies to a very small portion of teachers and it is holding up the process. The Board does not feel if you are on a personal day and were not going to be there to give the day back. Sick leave is a different situation. In other professions outside of the education field, leave is not reinstated.

Colleen Johnson stated that other districts are looking to change their policies in regards to reinstating leave due to the large amount of days this year.

Caucus called 6:24 p.m.
Returned 6:33 p.m.

Ellen Austin expressed her concern that it feels teachers do not trust their administrators.

Linda Jones expressed concern that if both sides continued to vote based on their personal interests, the lack of trust would grow and the IBB process would fall apart.

Linda Jones reiterated that the Board creates policy and has all of the power given to them as an institution. An agreement is where the teachers have a voice.

Combination Voting:

- A. NO – MCEA – personal days is morale for employees and part of compensation.

- B. NO – Admin – It was stated that only 12 people in the District had personal leave on days, there were many more who had sick leave. They are respecting what the Board discussed. They are willing to reinstate sick and unpaid leave.
- C. NO – Admin – contains personal day
- D. YES
- E. NO

Sick and unpaid leave will be reinstated on emergency closure days. If safe, certified employees will attend work on emergency closure days. It will be determined by employee, if they feel it is safe to attend work on an emergency closure day. In extenuating circumstances, an appeal can be made to the Superintendent.

Wes DePew and Dr. Cox will work on Emergency Leave Language.

Next week we will discuss Language Review, Contract Language, Budget Review and Insurance. A motion was made by Dr. Cox to add additional days for negotiation: May 2 and 9. Motion carried.

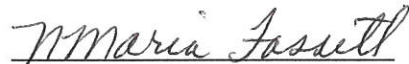
A motion was made by Tina Williams to adjourn. It was seconded by Josh Ashton

Adjournment 6:55 p.m.



Superintendent

4-25-17
Date



MCEA Representative

4-25-17
Date

