

## NEGOTIATIONS

April 12, 2016

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

Call to Order: Meeting began at 4:05 p.m.

Approval Of Minutes: Minutes from March 10<sup>th</sup> and April 12<sup>th</sup>, 2016 were approved.  
Revised ground rules were approved by the team.

Leadership Stipend: The team reviewed the proposed language. Dr. Cox will add the State code on the top.  
The team approved the language for Leadership Stipends with these changes.

Mentoring: The team discussed the importance of having a mentoring program for teachers. Ashley Johnson is developing a mentoring program for the district for next year. When the program outline is completed, she will get input from the mentoring committee. This committee will consist of at least six members, two from each level recruited by MCEA with a combination of experienced and new teachers. The committee will communicate via email seeking input, and then meet in person to discuss and review the plan.

MCEA decided that class size was not a negotiable topic.

The team decided to address the MCEA's concerns with Grievance next.

Grievance Interests: Clear and understandable  
Policy and agreement match  
Consistency/equity in response time  
Adequate time to investigate  
Sufficient time to consider options  
Avenue to resolve at the lowest level outside of the chain of command  
Ensure the understanding and follow the chain of command

Grievance Options: 1. 15 days to file  
2. Pre-filing conference to talk about issues before filing a grievance  
3. Neutral party involvement (another administrator or teacher from another building)  
4. Clarify agreement formatting  
5. Neutral party makes a recommendation to file a grievance or not  
6. The level 3 grievance same as stated in classified agreement  
7. Level 3 classified grievance  
8. Ten day timeline throughout the grievance procedure  
9. Pre-filing panel members to match the level 3 panel  
10. Pre-filing conference and followed by neutral party  
11. A combination of 2, 3 and 5 above.

The team reviewed options to make sure they met the interests.  
Neutral party was defined as someone who is agreed upon by both parties.

Grievance #1,2,3,4,5,8 suggested by Dr. Cox  
Proposals #1,2,4,6,8 suggested by K. Sandmann  
For Language: #1,2,4,5,6,8 suggested by T. Williams  
#1,4,8 suggested by B. McKinney

The team was not able to finish the language. It will be finalized on April 19, 2016

Meeting Adjourned: 6:15 p.m.

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MCS D Signature / Date

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MCEA Signature / Date