

Negotiations  
5/2/17

Meeting began 4:10 p.m.

Check In

Minutes were amended: with the addition of a note that bereavement leave was approved as presented in the draft negotiated agreement dated 4/25/17, minutes were approved.

Those present: Dr. Cox, Michele Widmier, Ashley Johnson, Tara McCall, Karl Sandmann, Tina Williams, Josh Aston, Colleen Johnson, Wes DePew, Maria Fassett, Linda Jones, Kerri Tibbitts, audience members.

Issue:  
Joint Survey

Interests:  
Better information for entire team  
Survey validity  
Feedback for District on issues District plans to bring to the table  
Anonymity  
Damaged relationships  
Honest input  
Effective questions  
Survey development

Discussion:  
Maria Fassett expressed concerns regarding anonymity. She stated if there were many concerns from certain buildings, MCEA should know. Dr. Cox stated if there were that many concerns, it should not wait until negotiations occur. It should be taken care of sooner.

Dr. Cox stated the District uses Qualtrics for surveys and responses are anonymous.

Dr. Cox discussed how a joint survey would give admin input regarding issues that may need feedback but also validity as to the number of responses. He also stated that admin could encourage staff to take the survey. This year admin did not have the opportunity to give input on the survey that was sent out.

Karl Sandmann stated you may get very few responses; people don't like to take surveys. He stated a small response is not a statistically valid response.

Ashley Johnson asked MCEA when the survey was sent out was there a place to check location. Tina Williams stated no.

Maria Fassett stated a number of years ago the survey data was used for and against a particular issue. She asked why would a joint survey would be more valid. Dr. Cox responded more participation or encouraging staff to participate in the survey would provide more information.

Tina Williams stated that a joint survey would bring them together as a team.

Options:

1. Joint survey developed – Colleen Johnson
2. Survey question results to constituent groups only (determine who gets to see answers) Dr. Cox (later removed by Dr. Cox)
3. Joint survey filtered responses shared – Colleen Johnson
4. Survey developed without identifying information – Josh Aston
5. Develop survey jointly with District but with the MCEA title on it – Tina Williams
6. Redact specific identifying items – Tina Williams
7. Redact inappropriate comments – Dr. Cox
8. Share numerical data – Ashley Johnson
9. Remove subsection C.5.1 (page 5) from Master Agreement – Maria Fassett
10. MCEA will redact offensive comments – Colleen Johnson
11. MCEA will administer survey – Dr. Cox
12. MCEA will determine what information to release to District – Maria Fassett
13. Eliminate negotiation information from C.5.1 – Dr. Cox (Later taken off by Dr. Cox)
14. Retain C.5.1 and add at the end “for the purpose of negotiations” – Tina Williams
15. Whatever a constituent group deems confidential, they don’t have to share – Dr. Cox

Caucus called at 5:04 p.m.

Returned 5:17 p.m.

Discussion:

Dr. Cox stated that MCEA can ask for information from the District because it is public record, but the District can’t ask MCEA for information. He asked that C.5.1. not be removed because that will eliminate any option for information. Under the current agreement, it gives the District the option to ask for information.

Maria Fassett asked if minutes from their meetings would fall under this. Dr. Cox stated he couldn’t see how minutes from meetings would have anything to do with negotiations. A survey would. Dr. Cox also stated that this subsection was cut and pasted from a previous agreement from several years ago.

Maria Fassett stated if the admin couldn’t think of anything to request, why wouldn’t the subsection be removed?

Combinations:

- A. 1, 10, 11, 15 – Tina Williams
- B. 1, 9, 10, 11, 12, – Maria Fassett
- C. 1, 4, 5, 6, 7, 10, 11 – Dr. Cox

- D. 1, 5, 8, 10 – Josh Aston
- E. 1, 8, 10, 11 – Michele Widmier
- F. 1, 5, 8, 9 10, 11 – Tina Williams
- G. 1, 5, 8, 10, 11 – Michele Widmier
- H. 1, 5, 10, 11, 14 – Colleen Johnson
- I. 1, 5, 8, 10, 11, 15, - Dr. Cox
- J. 1, 5, 8, 10, 11, 14, 15 – Karl Sandmann
- K. 1, 5, 10, 11, 14, 15 – Maria Fassett

Combination Voting:

- A. NO, Michele Widmier would like numeric data; Maria Fassett wanted #9
- B. NO, admin - As contract is information can be requested, without it admin cannot ask for any information.
- C. NO, Maria Fassett, Ashley Johnson Maria Fassett wanted #9, Ashley Johnson felt it was redundant
- D. NO, Maria Fassett, wanted #9
- E. NO, Maria Fassett, Karl Sandmann, Wes DePew wanted survey title to come from MCEA
- F. NO, admin didn't want #9
- G. NO, Maria Fassett, wanted #9
- H. NO, Maria Fassett, Michele Widmier - wanted data and Maria Fassett wanted #15
- I. NO, Maria Fassett, #14 was not in it
- J. YES 1, 5, 8, 10, 11, 14, 15
- K. NO

*A joint survey will be developed with MCEA and the District, but will have the MCEA title on it. Numerical data will be shared; MCEA will redact any offensive comments; MCEA will administer the survey; at the end of subsection C.5.1 the words "for the purpose of negotiations" will be added; whatever constituent deems confidential will not be shared.*

Dr. Cox and Wes DePew will create language.

Issue: Ensuring MCEA representation on District Committees (Article 6)

Discussion: Dr. Cox stated if a committee was set up and an MCEA member was not a committee member, as it states now there could be a grievance filed. If this was put in policy, we could eliminate a lot of language in the agreement. He proposed the language "the District will ensure there is MCEA representation on committees".

Linda Jones asked the MCEA members their interests on this proposal.

Tara McCall asked if the mentoring committee had met this year. Ashley Johnson replied no. Tara McCall wanted to know if it was working and how would they know. Ashley Johnson stated they would get input from the new teachers. Tara McCall asked if a mentoring committee was needed. Tina Williams stated in the beginning it was important to have a committee to get a plan developed. Now feedback is given from mentors and new teachers. Tara McCall expressed concerns that if you

don't have a committee it disappears. Michelle DeLuna from the audience reminded the team that mentoring was now state law. Colleen Johnson stated that we have so many new teachers each year, it will continue to grow based on input from them.

Caucus called 5:39 p.m.

Returned 5:47 p.m.

Maria Fassett suggested that the words 'when appropriate' be included since there would not necessarily be need for MCEA representation on some committees (such as Facilities Committee).

The language proposed to be in policy is *The District will ensure MCEA representation on District Committees when appropriate*. The remainder of the language in Article 6 will be removed. Language was approved.

Issue: Association Days

Interests:

Preserving continuity in the building

Association representation at meetings (officers are automatic delegates)

Respect election results

Allowing classified to attend annual state meeting

Follow state law

Ensure classified representation

Knowledge of association business (classified)

Maria Fassett stated they try to not take too many out of the building. Dr. Cox asked that the association just be aware of it.

Dr. Cox reminded the MCEA that the state doesn't provide for reimbursement for classified employees to attend state meetings. It was also stated the MCEA does not negotiate for classified employees.

Options:

1. Two certified staff per building on professional leave (deleted)
2. Two certified staff per building on professional leave – exclude officers (deleted)
3. Follow state law
4. Certified staff only on professional leave

Options 1 and 2 were deleted because it was determined they would be a violation of state law.

After discussion it was approved to add "which applies on to certified employees" to Section 7.G Subsection so that it now reads "This will be exclusive of the days provided for state meetings under Idaho Code 33-513.1, *which applies only to certified employees.*"

Maria Fassett questioned items posted on the website (salary scattergram that was passed out the week before and budget). This was the same concern they had last year of items being posted. MCEA feels it causes confusions and raises questions. It was pointed out that negotiations are an open meeting and under the open meeting law, all items handed out are public record as part of the minutes of the meeting. Michelle DeLuna clarified that what was posted was a budget salary scattergram. This will be changed to indicate it on Boardbook. There was discussion on gathering up items handed out or doing group emails to only those on the negotiating team.

Tina Williams raised a concern about school counselors who have a different master's program and are placed the same as teachers. She pointed out that speech pathologists and psychologists are being recognized differently, and suggested that something be done for our counselors as well. Linda Jones stated that would be an interest and needs to be brought up when we start salaries.

Dr. Cox discussed with the team the fact that our federal fund projected budget to be \$220,000 less than compared to last year. Because of that loss, people were moved back into the general fund. He also mentioned the admin team felt that the grandfathered staff needed to be recognized, so the budget was adjusted to allow the \$146,000 in district funds that was presented last week. With new information continually coming in, the budget changes frequently. He reminded the team the District doesn't have enough money to pay for everything that is wanted.

Michelle DeLuna stated that the State has allowed that food service can be charged 17% in comparison to last year's 3% which gives the District more money. Tina Williams asked if the amount at the bottom of the budget could be used to help give additional money to counselors. It was stated that would be part of negotiations. These additional funds allow the District to provide \$190,000 to go toward salaries and benefits.

Dr. Cox reminded the team that Special Ed will be losing money for Medicaid. This loss will affect staffing after next year.

Dr. Cox made a motion to adjourn at 7:25, it was seconded by Maria Fassett. Meeting adjourned at 7:30 p.m.

 5-9-17  
 5/9/17

