

Minutes Negotiations

3/14/17

Meeting began 4:10 p.m.

Check ins

With a correction on the next meeting date, the minutes were approved

Discussion continued on Bereavement Leave (new items in red).

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
20. *Unusual circumstances may be appealed to the Superintendent*

Combinations:

- A. 1, 2, 3, 17
- B. 1, 2, 17, 18
- C. 5, 17, 20
- D. 1, 14, 17
- E. 2, 18, 19 *changed to 2, 17, 19*
- F. *1, 2, 17*
- G. *5, 17*
- H. *10, 17*

After option 20 was added, Dr. Cox was asked why he had reservations on adding unusual circumstances. He stated if they are not a relative why would they need bereavement.

Linda Jones explained combinations could only be taken off/added if it was your combination. It was suggested that initials be next to the options in the future.

Colleen Johnson added #F.

1, 2, 17

Dr. Cox suggested taking off option A.

Shelley Coats asked Colleen Johnson to explain her combination. After three (3) days, would they need to contact you? Colleen Johnson responded If there's a death in her school, she will offer what is needed, keeps in contact with that person. She (Colleen) would contact them, you have five days if you need more. She expressed she couldn't imagine no one reaching out to a staff member. Clarification was - start out with three (3), move to five (5) with more if needed.

Dr. Cox stated if someone passes away, typically the funeral is a week away, so there's five (5) days. If it was sudden, it can be traumatic, i.e. lose both parents. Settling an estate cannot be done in five (5) days. Dr. Cox realizes there's a grieving process, funeral home, after the funeral. If living close, five days should be sufficient. If they have family who lives out of town, they would be in contact with the administrator. It was stated that administrators do watch out for their staff. Dr. Cox stated that there are times where we need to consider other circumstances. The person closest to that staff member is usually the administrator. In many cases, you don't need the full five (5) days. It was stated we want to be mindful of the grieving process. Maria Fassett stated she feels it's hard for others to determine what you're going through. Let the employee decide days needed. She feels people would not abuse the leave. It was stated that current policy meets those needs. MCEA expressed it was not the administrator's decision to judge. It was stated if you need it, you go to administrator and ask. Wes DePew suggested to give the person up to five days. This allows a streamline process and add talking to the Superintendent. Shelley Coats stated they were representing those people who have told them stories.

Add G: 5, 17

Add H: 10, 17

Combinations Voting:

- A. Dr. Cox withdrew his selection as he preferred option F.
- B. NO
- C. NO - unusual circumstances will make it more complicated
- D. NO has extra things, simplify with other options up
- E. Changed to 19, 2, 17 (five days at level one) other levels 3 days
NO - Maria Fassett didn't like first level, wants all levels included.
- F. NO
- G. NO
- H. YES

(In future notes, it will be indicated who voted no and their explanation)

It was agreed that It will state three (3) days for everyone and level one will be five (5) days, per event. If needing more time, you will need approval of Superintendent. Dr. Cox and Maren will write up language.

It was decided this works with the Standards we have established. Upon being questioned, Dr. Cox stated this will also apply to classified staff.

Break 4:55 – 5:06

Issue chosen: Work Day - MCEA says they are not ready. Need to analyze data from survey.

Issue: Sick leave

Questions:

People who aren't married, significant other. MCEA wants to update language as to who it is applying to. Currently in policy lists immediate family up or down. That is where their concern is. They feel it doesn't include grandparents or kids. If their grandchild is sick, who would be able to watch the child?

Who does the sick leave apply to other than the employee?

- Interests:
- Continue the educational process
- Limit interruptions with instruction
- Support employee in time of need
- Allow employees to take time to take care of responsibilities
- Keep quality teachers
- Help employees feel valued
- Attract quality teachers
- Provide substitutes and cover duties
- Teacher has the opportunity to take sick leave and be covered by a quality sub
- Language should reflect societal changes

Options:

1. Level one as bereavement
2. Add Significant other
3. Shelley Coats expressed appreciation for the language agreed to on bereavement.

Combinations:

- A. 1, 2
- B. 1

Combinations Voting:

- A. YES
- B. NO

Language will include level one as in bereavement and ~~to~~ significant other. Maren and Dr. Cox will work on language.

TM KC

Dr. Cox discussed snow days. It was on the policy discussion for the Board meeting. The Board is looking at this policy and would like input.

Dr. Cox asked for clarification on what does contract language mean - does it mean article 1, etc...

The Board is interested in having a smaller contract, the MCEA is wanting a larger contract. There were two (2) incidences in which the Board wanted to change things, but couldn't because it was in the contract. Had it been in policy, it could have been changed. Shelley Coats stated it could be changed quickly referring to the memorandum of agreement or waiver from MCEA. It was again clarified that if the Board wanted to change something the district would go to MCEA and ask for a waiver for this piece of the agreement. MCEA could say yes. The waiver has to be approved by both sides. Dr. Cox used health insurance premiums for FMLA as an example.

Dr. Cox again stated that snow days are being addressed in policy. The Board is trying to make it equitable across the district. It has recommended changes in the procedures. The concerns stated in negotiations only apply to certified staff.

Colleen Johnson asked if snow days could be tabled. Both teams agreed

Karl Sandmann asked for clarification on two different work days. Teacher work day without students or workday with students. Professional development, teacher work day no students and student contact days are the type of days on the calendar.

It was stated that prep time is within the work day but is also a separate issue.

The current definition of the work day is half an hour before school starts, and half an hour after school ends. Dr. Cox is referring to student contact day.

Maria Fassett stated concerning snow days - MCEA is wanting in case of emergency closure all leaves and substitutes will be cancelled and leave reimbursed to employees. Dr. Cox stated the Board has to look at this for both certified and classified. If that's what the board agrees to, would it be needed in the agreement?

Karl Sandmann asked for clarification on teacher work day. Separate into student contact day and teacher work day. They will be addressed separately. Will table both work days.

Caucus was called at 5:53 p.m. for 10 minutes. Returned 6:10 p.m.

Dr. Cox asked if team is willing to end at 6:10 and return to address student contact day. The second item would be either prep time or teacher work day. That gives both parties time to do homework.

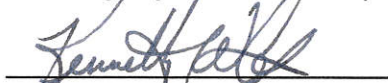
Agenda would consist of student contact day/prep time/teacher work day.

Next meeting will be March 28th. Linda asked to be prepared to address other issues. Contract language will be looked at as an issue. MCEA just wanted to go thru current agreement and readopt . Everyone needs to look at agreement. Suggested team to look at current agreement to see if MCEA wants to adopt the same things in it as this year.

Insurance consultant from IEA will hopefully meet with the insurance committee and team on April 11. We will have insurance quotes from Todd Seamons to review. It was suggested to send him a couple of options for insurance to look at. Options have to come from our insurance agent, as committee meets they can coordinate topics. Maria Fassett will check with him to see if we can move the date to April 18, if not we will meet on the original date (April 11). Dr. Cox will check with Nicole to see what Todd has compiled for quotes.

Motion made by Josh Aston for adjournment. Tara McCall seconded it.

Meeting adjourned at 6:25 p.m.



Superintendent

3-28-17
Date



MCEA Representative

3/28/17
Date

