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**BECKER PUBLIC SCHOOLS**12000 Hancock Street  
Becker, MN 55308-9585**Dr. Stephen L. Malone**  
Superintendent  
Phone: 763-261-4502  
smalone@becker.k12.mn.us

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Date: August 29, 2014  
To: BEA, Eric Austin  
Principals: Sandy Logrono, Nancy Helmer, Christine Glomski, Dale Christensen, Mark Kolbinger, Chantel Boyer  
From: Dr. Malone  
RE: Meet & Confer Schedule 14-15

The dates and times are established for meet & confer. The process begins with the principal at the date indicated (approximately 1 week before meeting with the superintendent.) Many issues are resolved by visiting with the principal. Each principal will prepare a written summary of the site-level meetings for presentation at the district-level meetings. Unresolved issues should be expressed at the district-level meeting.

The meet & confer sessions with the principals should take place at the building site. The district-level meetings will occur in the district conference room.

<u>Meeting</u>	<u>Date</u>	<u>Time</u>	<u>Site</u>	<u>District Representatives</u>
building meet & confer	12-3-14	3:30 PM	PS/IS/MS/HS Office	Principals
district meet & confer	12-10-14	3:30 PM	district conf. room	Dr. Malone and Principals
building meet & confer	2-4-14	3:30 PM	PS/IS/MS/HS Office	Principals
district meet & confer	2-11-14	3:30 PM	district board room	Dr. Malone and Principals
building meet & confer	4-8-14	3:30 PM	PS/IS/MS/HS Office	Principals
district meet & confer	4-15-15	3:30 PM	district board room	Dr. Malone and Principals

Minnesota Statutes (179A.08 Subd.2, 179A.03 Subd. 19, 179A.07 Subd. 1, 179A.07 Subd.3) define the parameters for meet and confer discussions. The purpose of meet and confer is to encourage close cooperation between public employers and professional employees through discussion and the mutual exchange of ideas relating to matters not terms and conditions of employment.

Terms and conditions of employment are addressed through the negotiation process and include hours of employment, compensation, fringe benefits, and the employer's personnel policies affecting the working conditions of employees. Since inherent managerial policy is not subject to negotiation it falls within the statutory parameters of the meet and confer process. The statutory definition of inherent managerial policy includes: functions and programs of the employer, budget, utilization of technology, organizational structure, selection of personnel, direction and number of personnel.

Topics for meet and confer discussion: functions and programs of the employer, budget, utilization of technology, organizational structure, selection of personnel, direction and number of personnel.

Topics not for meet and confer discussion: hours of employment, compensation, fringe benefits, and the employer's personnel policies affecting the working conditions of employees.