

NEGOTIATIONS
5/10/16

Those Present: Dr. Cox, Tina Williams, Maria Fassett, Morgan Coats, Shelley Coats, Bryan McKinney, Suzette Miller, Ashley Johnson, Ellen Austin, Robyn Frieburger, Sherry Bingham.

Call to Order: Meeting began at 4:00 p.m.

Check In:

Approval of Minutes: Minutes from May 3rd, 2016 were approved.

Press Releases

It was agreed that we would inform the press that they and the public can access minutes of negotiations on the District website. Minutes will be used for communication until we have finalized negotiations. A press release will be done at that time approved by both teams.

Insurance: Todd Seamons presented the options chosen by the insurance committee to the team (Select Health insurance was the committee's first choice and Blue Cross was second). These will be reviewed further when we reach the salary/benefits discussions in negotiations.

Duty Free Lunch: Language for the duty free lunch was shared. Some may not understand an 'emergency'. This will be changed to 'any unforeseen circumstances'. A question was asked if teachers can leave the building during lunch. If a staff member needs to leave, they must let an administrator know. 'At the elementary level' was added to the sentence about student delivery or student monitors. With these corrections made, the team tentatively approved the language. A corrected version will be available at the next meeting.

Transfer Language

Clarification was given on C2: first exhaust all viable volunteer solutions before making an assignment. 'Exhaust' will be changed to examine. An email notice of four day postings will go out to all staff. Longer postings will be sent to secretaries to post and forward to staff. With these changes, the team approved transfer language.

Procedural Agreement

The team made minor changes to the procedural agreement which were tentatively agreed to. Dr. Cox will make the changes available to the team next week.

Personal Leave:

There were some changes made to this in the agreement (sentences rearranged). Payment of unused days will be addressed when we reach salaries and budgets. Further discussion led to the following:

Interests Building principal approval
Building principal deniability
Teachers' requests honored
Adequate staffing in building
Availability of subs
In-building sub available
Follow process
Teacher moral
Timelines of request
Approval flexibility

Options 1. Request timeframe
2. Preapproval
3. Written request
4. Advance notice is generally approved
5. Short notice approval based on impact of building
6. Principal can approve or deny
7. Appeal can be made to the Superintendent

Team voted to eliminate #1 and #2 and approved #3-7.

Personal leave language will be created for items 3-7. Robyn Frieburger will put it together for team to review next week. The wording will replace the 10% currently in the agreement. (No more than ten percent (10%) of the staff supervised by the same principal may be on personal leave at the same time, unless a greater number is authorized by the Superintendent.

There were no changes to the agreement on sick leave.

Bereavement: It was asked to input this policy into the agreement and change from 3 consecutive days to say 3 days. The wording 'extend more than one day beyond funeral' will be eliminated. The #5 section will also be taken out of agreement. (Except in circumstances beyond his/her control, each employee who has been absent shall notify his/her principal of his/her intended return by 2:30 p.m. of the prior day to said return.)

Next week we will negotiate: no fault leave, jury duty, association leave, leave without pay and professional leaves.

Adjournment: 7:05 p.m.

MCEA Signature

MCSD Signature