

NEGOTIATIONS

5/3/16

Those Present: Dr. Cox, Karl Sandmann, Linda Jones, Tina Williams, Maria Fassett, Morgan Coats, Shelley Coats, Bryan McKinney, Suzette Miller, Ashley Johnson, Tara McCall

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

Check In:

Approval of

Minutes: Minutes from April 19th and 26th, 2016 were approved.

Leadership Premium

Committee language Team approved language

Grievance Procedure

Language:

The following changes were approved to be made in the language:

- A disclaimer will be added "Time lines in this section are subject to extension upon approval from both parties."
- Add a comma for clarification
- Level 3 grievance add "will" when referring to the panel
- Last sentence on page 2 will be placed after Level 2
- Level 3 would allow an appeal to panel or board
- Revised version will come back to team

Dr. Cox noted the changes and will have the corrected version emailed to team.

Transfer Policy

Language:

- A4 deleted
- B 1-1 change to interview all qualified in-district applicants
- C6 delete

An emailed copy of openings will be sent to staff. Hard copies can be posted in staff room.

Work Day (changes made instruction work day verses work day)

Duty Free Lunch

Interests

- Happy employees
- No indigestion
- Students adequately supervised
- Equity across the district
- No duties
- Allowances for emergencies
- Allow for volunteer duties

- Allow for building diversity
- Scheduling flexibility
- Decompression time
- Meet instructional hours/minutes
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Options

1. 30 minutes
2. Not including passing period
3. not including student delivery/monitoring
4. Volunteer duties are ok (homework, kitchen, detention, hall)
5. Make allowances for emergencies (rainy days, cold weather)
6. Flex time compensation (time)
7. Be in room 5 minutes prior to students after lunch (policy 405.16)
8. Take time from passing time
9. Take time from advisory
10. Take time from classes
11. Extend day
12. Aide assistance @ lunch (elementary)
13. Limited rotating assignments
14. Grade level staggered lunch
15. 25 minutes guaranteed

Options

Chosen: 1,3,4,5,6

MCEA shared with team that the survey showed:

6% of staff less than 15 minute lunch
 12% of staff less than 20 minute lunch
 30% of staff less than 25 minute lunch
 32% greater than 30 minute lunch
 20% other

Next Meeting:

- Leaves
- Procedural agreement
- Insurance Committee (?)

Team members were asked to review procedural agreement. Dr. Cox and Maria Fassett will be working on the language for work day. Team approved to meet until 7:00 p.m. next week.

Adjournment: 6:15 p.m.

MCEA Signature

MCSD Signature