

NEGOTIATIONS
APRIL 5, 2106

Those Present: Dr. Cox, Linda Jones, Suzette Miller, Melody Smith, Michele Widmier, Bryan McKinney, Maria Fassett, Morgan Coats, Karl Sandmann, Tina Williams, Recorder: Kerri Tibbitts

Ellen Austin will be scribe for meetings.

Call to Order: Meeting began at 4:05

Approval

Of Minutes: Corrections were made to the March 10, 2016 minutes. The corrected minutes will be signed at the next meeting.

Check In: Members shared with team any time constraints.

Ground Rules: Ground rules were reviewed. Changes were made and rules 16, 20, 21, 22, 23, 24 were removed. If a ground rules aren't working, need to discuss as a group to make changes.

Scope of

Issues: Team members established items for bargaining. They are as follows: work day, length of day, duty free lunch, uninterrupted prep time, salary, class size, benefits/health benefits, transfers, leaves (professional/association leave, personal, bereavement, sick, no fault), evaluations, grievance, leadership premiums, and mentoring.
(Work day encompasses duty free lunch, length of day and uninterrupted prep time.)

Mentoring - The District is initializing a mentoring program, but can address concerns.

The team chose to begin bargaining on Leadership Premiums (stipends).

Interests: Teacher input, equitable distribution/standardized, accountability, law (identify leadership priorities), continuity.

Options: Committee will develop a list of leadership priorities based on the law
Committee comprised of members outlined in MOU
Two year service for committee members
Information shared between committee and administration
Committee members can make recommendations
Administration assigned leadership premiums
Committee will meet at least two times a year
Committee will meet as often as needed
Committee will meet/review newly established stipends
Committee will meet to review all established stipends/job descripts/duties

The team approved options 1, 2, 3, 4, 5, 6, 7 and 10.

Dr. Cox recommended this committee meet twice before the end of the year.

The language used for this is on Dr. Cox's computer. He will share this with Tina Williams. Both teams will approve the language at the next meeting. The team will then move to the next selected item.

Linda recommended to do check in, but this may change due to time constraints.

Check out: Both teams felt it was a positive and healthy negotiating. With time hopefully all members will feel more at ease to speak. There is concern with current time constraints (4 – 6 p.m.). The team is hoping to move faster with future topics in order to take the time needed for the more involved topics.

Issues for

Next meeting: Leave, grievance wording, class size and transfers. It was suggested that we shorten the list of what we want to negotiate on contractually rather than what's in policy. Each team needs to look at what they have to make sure they are absolutely necessary for bargaining. After this occurs, team can determine what to move forward with. The team will get input from staff on items discussed April 12th, 2016.

Dismissal: 6:12 p.m. Next meeting will be on April 12, 2016.

MCS D Signature/Date

MCEA Signature/Date