

Negotiation Minutes
February 13, 2018

Meeting Began: 4:02

Negotiation Members Present: Kim Kidd, Tara McCall, Michelle Widmier, Karl Sandmann, Wes DePew, Heather Hepworth, Maria Fassett, Laurie Copmann, Brandon Hansen, Dr. Cox, TL Lowder, Kerri Tibbitts (minutes)

Guest: Reed Cotton, Sherry Bingham, Michelle DeLuna, Tina Williams, Kelly Arritt, Mary Andersen, Lisa Anderson, Shanna Lindsay, Dyann Blood, Shelley Coats

Check In

Everyone present checked in by indicating who they were, time constraints, “elephants”, etc..

Components of IBB

TL Lowder, facilitator, reviewed the components of Interest Based Bargaining with the team. The team agreed to continue to use the thumbs up/down when decisions are to be made.

Guidelines

Ms. Lowder handed out detailed guidelines members should try to follow while going through this process (attached)

Ladder of Inference

TL reviewed with members the Ladder of Inference which showed different levels and how our beliefs and values affect each level.

Standards

The team reviewed the negotiation standards. Maria Fassett asked – “Is it best for teachers” be added. The team voted to add that standard. With this addition, the team voted to approve the negotiation standards.

- Legal
- Affordable
- Practical
- Manageable
- Fiscally Sound
- Ethical
- Measureable
- Does contract language apply to all certified staff?
- Is there value added to the District?
- Is it in the best interest of students?
- **Is it in the best interest of teachers?**

Ground Rules

There were some changes with the ground rules and will be voted on the February 27th meeting.

1. All meetings will be held at a mutually agreed upon location, date, and time. An extension of ½ hour can be granted if both parties agree.
2. All meetings are open to the public.
3. Cell phone etiquette will be observed at all times, by both teams and the audience. Cell phones need to be off, silent or on vibrate. If a call needs to be taken, member will step outside.
4. Only ten team members will be at the table at a time, five from each constituent group.
5. Budget requests by the MCEA will be given **at least 5 working** days before the next scheduled negotiations meeting.
6. Either team may call a caucus at any time. Both parties must agree to length of caucus. If more time is needed, a request can be made. Both parties must agree to the extended time.
7. Every idea is a good idea. Members will not rush to judgment, they will assume positive intentions, and will confirm what they hear before stating disagreement. Focus will be on the issue not the person.
8. Standards will be followed by both parties when making any decisions or proposals.
9. Members of the bargaining team will be punctual. Negotiations will start promptly at the pre-determined time. If a team does not have their 5 members when negotiations begin, they may appoint a substitute. The substitute must be on the list of bargaining members for that team **and shall stay at the table for the remainder of the meeting.**
10. Any public release of information will be a joint release. Both parties must approve the release before it is sent out. Negotiation specifics will not be discussed by team members with members of the other constituent groups. Team members may communicate with their constituent group.
11. Everyone at the table is equal in this process. It is a safe environment with no rank in the room.
12. Members of both teams will sit alternately **whenever possible**, so a MCSD member will be sitting next to a MCEA member. This arrangement will generally happen, unless some members are absent.
13. Decisions will be made by consensus, typically using thumbs up for agreement, sideways for 'live with it', and thumbs down for disagreement.
14. Respect will be given to the person speaking. Only one person speaks at a time. The person speaking will not be interrupted!
15. Outside information sources must be approved by the team. Information by non-table presenters must be approved by the team.

Dates for Negotiation.

The following dates were set from 4:00 – 7:00 p.m.

February 27th

March 6th

April 17th

May 1st

May 8th

Agenda for February 27th

The following items were decided upon:

Approve Minutes

Approve Ground Rules

Review Survey Data

Identify Issues to Bargain

Review Master Agreement

Set Agenda for next meeting

Adjournment

Dr. Cox reminded members that items that should not be negotiated need to be discussed in the regular monthly meeting he has with MCEA leadership.

Meeting adjourned 5:23 p.m.

 2-27-18

Superintendent Date

 2-27-18

MCEA Representative Date

