

NEGOTIATIONS

5/17/16

Those Present: Dr. Cox, Tina Williams, Maria Fassett, Morgan Coats, Shelley Coats, Ashley Johnson, Ellen Austin, Sherry Bingham. Michele Widmier, Karl Sandmann

Call to Order: Meeting began at 4:05p.m.

Check In:

Approval of

Minutes: Minutes from May 10, 2016 approved with clarification of which insurance is first choice (Select Health), the second choice (Blue Cross).

Leaves: MCEA revised language on personal leave. Compensation package (being paid for unused leave) may need to be revisited when salaries/benefits are negotiated. The proposed language is as follows:

Personal Leave

Eligible employees will be granted four (4) days of personal leave, as defined by their regular work day, at no cost to the employee. This leave may be taken for any reason deemed necessary by the employee. Unless an unforeseen circumstance prevents it, a written request must be filed with the building principal a minimum of three (3) days prior to the date requested. All requests will be approved based on the impact that the absence may have upon the employee's workplace. If a request is denied, an explanation for denial will be presented to the employee. A denied request may be appealed to the superintendent.

An employee may carry over two (2) personal days from one school year to the next creating a maximum of six (6) allowable personal days in one school year. After each full year of employment, compensation for one day of personal leave not used by the employee will be paid by the District to the employee at 50% of the employee's daily rate or the substitute daily rate of pay, whichever is less.

Bereavement Leave language will be updated and shared at the next meeting.
There were no changes made to sick leave.

No Fault Leave (subpoena for court appearance)

Interests

Required to be gone
Paying for non -school related absences
Frequency
Fulfill civic responsibility
Cost to employee if personal leave used
Part of day
Absence out of building
Substitute availability
Student learning
Limiting days
Teacher morale

Options

1. One day a year
2. School related granted

3. No deduction from pay
4. Trade time
5. Use Personal leave
6. Jury duty approved
7. One day subpoena then personal leave
8. Personal leave then one day of subpoena leave
9. Non-school related subpoena
10. Limit trade time (2 days)
11. One day subpoena leave plus 3 days personal leave
12. Upon superintendent approval
13. Status Quo

Members selected what options they would like. Below are the results:

Options

- 7 no
- 1, 3, 5 no
- 3, 4, 5 no
- 8, 4,10 no
- 12 Superintendent would possibly approve 4, 3, no
- Status quo no

Caucus called for five minutes 5:05 p.m.
 Resumed at 5:13 p.m.

12, 4 , 2, 6, 9 YES

Maria will create the language for No Fault Leave and present it to the team at the next meeting.

Items
 Remaining:

The budget should be submitted by May 30th if possible.

We will meet on the following days:
 May 19th 4:00 – 7:00 p.m.
 May 23rd 2:00 – 6:00 p.m.

We will address the language issues in association Leave and other leaves while negotiating salaries and benefits. Michelle DeLuna will run options as they are presented.

Association Leave: Proposed to eliminate F yes
 Clarity on C (all reasonable times) change to reasonable times-it was proposed to take out “all” in sentences where applicable.

Concerns were expressed by Dr. Cox in regards to union members walking around in buildings asking staff questions. The Principal should be notified of any association business that will occur in his/her school. This is common courtesy. Business should not be conducted in front of students.

Adjournment: 6:00

MCEA Signature

MCSD Signature