

NEGOTIATIONS
April 19, 2016

Those Present: Dr. Cox, Karl Sandmann, Linda Jones, Ellen Austin, Maria Fassett, Morgan Coats, Melody Smith, Bryan McKinney, Suzette Miller, Sherry Bingham, Tara McCall

Call to Order: Meeting began at 4:03 p.m.

Approval

Of Minutes: Minutes from April 12, 2016 were approved with the correction on page two.

Grievance: Voting was done on different aspects of identified criteria.

1. 15 days to file
2. Pre-filing conference to talk about issues before filing a grievance
3. Neutral party involvement (another administrator or teacher from another building)
4. Clarify agreement formatting
5. Neutral party makes a recommendation to file a grievance or not
6. The level 3 grievance same as stated in classified agreement
7. Level 3 classified grievance
8. Ten day timeline throughout the grievance procedure
9. Pre-filing panel members to match the level 3 panel
10. Pre-filing conference and followed by neutral party
11. A combination of 2, 3 and 5 above.

The team agreed upon #1, 4, 7, 8, 11 (#11 would be done before a grievance is filed includes #2,3,5)

Group agreed to dismiss # 7, 9, and 10

Superintendent being involved in the grievance is step #2, if the Superintendent's decision is not liked, a panel will make a recommendation to the board. The team voted to have the level 3 wording from the classified agreement, but taking out the district court section. The language will be blended with current MA language. Dr. Cox and Tara McCall will work on the language.

Transfers:

Policy #402.30

Concerns were expressed as to how positions are filled in the building level.

Interests:

1. Most qualified in the position
2. Teacher wants/needs
3. Student needs
4. Best fit
5. Equitable access to all jobs in the district
6. Seniority
7. Procedures for voluntary/involuntary transfers

8. Building needs/direction
9. Program needs/direction
10. Standard procedures for applying
11. Administrative/staff work load

Options:

1. Internal job posting notification
2. Seeking volunteers before involuntary transfer
3. All internal qualified applicants between buildings will be granted an interview
4. All internal qualified applicants interviewed
5. Administrators will act in good faith by determining the process
6. Seniority is considered
7. Within building applications would be considered first.
8. The principal will make final recommendation.
9. Where possible have an interview committee
10. 1 + accept in building transfers
11. Informal interview in building transfer

Dr. Cox asked for clarification on concerns. Is this regarding voluntary transfers in building? Are the concerns regarding when there's an opening the administrator is not notifying all staff? He reminded the team that there are things administrators cannot discuss. Decisions are made based upon students needs in the building.

Team expressed that options should be given to teachers. If they aren't happy, they should be heard and not kept in a grade level or course they do not like.

Dr. Cox any openings (in building) needs to be shared with staff. All staff should feel they can talk to their administrator.

Team feels with Voluntary Transfers there is an issue of not being given a chance to be considered for the position.

There was confusion on types of transfers. Options will be split into the categories of Voluntary In-Building, Voluntary In-District and Involuntary Transfers for next week.

Meeting

Adjourned: 6:05 p.m.

Superintendent's Signature / Date

MCEA President / Date