

Negotiation Minutes
February 27, 2018

Meeting Began: 4:05

Negotiation Members Present: Kim Kidd, Tara McCall, Kelly Arritt, Karl Sandmann, Heather Hepworth, Maria Fassett, Shelley Coats, Tina Williams, Laurie Copmann, Dr. Cox, TL Lowder, (Facilitator), Kerri Tibbitts (minutes)

Guests: Sherry Bingham, Michelle DeLuna, Mary Andersen

Check In

Approval of Minutes

With a change on the date on page one of the Ground Rules to 2/27/18 the minutes were approved.

Approval of Ground Rules

The team approved the Ground Rules set for negotiations.

Survey:

Tina Williams stated the MCEA did not see anything with the survey that should be red flagged. There were some suggestions that professional development could be cut back. Shelley Coats felt that most items could be dealt with in the monthly meetings with Dr. Cox.

Tina Williams read a letter from the MCEA thanking the team for their willingness to work with the MCEA and spending time on the language of the Master Agreement, salary and benefits to help in meeting the goal of attracting and retaining quality teachers to our District.

Issues for Negotiation:

Salary (MCEA)
Benefits (MCEA)
Two-Year Contract of Language in Master Agreement (Dr. Cox)
Behavioral Support (MCEA)
Prep-Time Language (Dr. Cox)
Class Size (K-5) (MCEA)
Counselor Stipend (MCEA)
Master Educator Premium (MCEA)
Personal Leave (Dr. Cox)
Professional Development (MCEA)

Salary

The insurance committee will meet and bring information to the April 17th meeting regarding health benefits/cost. Tina Williams told the team that if staff members participate in health classes offered and this is reported to Select Health perhaps it may help with insurance.

Shelley Coats asked if the team would agree to review the Master Agreement since they are identifying issues. The team agreed to review the Master Agreement then return to issues.

Master Agreement

Article 1 – Procedural Agreement
Team approved the language as written.

Article 2 – Grievance

Team approved the language as written.

Article 3 – Transfers

Team approved language as written.

Article 4 – Work Day

Due to prep-time being an issue, this article was skipped.

Article 5 – Leaves

Due to Personal Leave being an issue, this article was skipped.

Article 6 – Committees

Team approved the language as written.

Article 7 – Association Privileges

Team approved the language as written.

Article 8 – Benefits

Due to benefits being an issue, this article was skipped.

Article 9 – Compensation

Due to compensation being an issue, this article was skipped.

Article 10 – Summary and Duration

Due to duration being an issue, this article was skipped.

Shelley Coats asked Dr. Cox if there was a two-year duration, will there be a clause? Dr. Cox stated that if an issue came up which needed to address language, a memorandum of understanding would be drafted. It becomes an addendum to the Master Agreement. The MOU is the same as a contract but addresses only one issue.

Behavioral Support

PD at start of year and throughout the year

New teacher's Professional Development day (Behavior 101) before school starts

More preschool classes needed

Kids need behavioral training

Teachers can take time out of academics for behavioral training

Two weeks of support for TLC students when they leave

Possible policy changes concerning TLC enrollment

Building Level procedures established

CPI Training for all teachers

Shelley Coats addressed the issue of behavioral support for teachers. She stated teachers are being kicked and physically abused in class (pertains mostly to lower grades), and teachers do not have a way to fight back. TL stated the District has done amazing things to offer behavioral support with TLC.

There are classes being offered to staff (CPI) to teach them how to protect themselves and other students. Shelley Coats asked how long can a child be in the classrooms if he/she is violent. TL shared that the process takes time. There needs to be a behavior plan created. Laurie Copmann stated that this is a concern with administrators also. She shared there is a plan to meet with TLC to try and address those concerns that have been expressed. Heather Hepworth shared with the group that a parent has the right for their child to attend their home school even if it may not be the best placement.

Dr. Cox was asked by Shelley Coats how close to zero tolerance for teachers to be in any type of danger from behaviors is. Dr. Cox reminded the team that if there is a situation with a student, the administrator needs to be notified immediately. TL also reiterated that when she has been notified by an administrator, she is there as soon as possible to help set up a plan. Maria Fassett stated that people come in to observe, but it feels like nothing is happening.

Tina Williams stated that behaviors have gone up significantly in recent years. If there is a need, then a place needs to be found for students to learn behavior. TL stated this process needs to move in stages. She also told the team that teachers can teach behavioral social lessons in the classroom. The best way for this is to use social stories. Dr. Cox stated that there was a plan for classrooms at Heyburn be used to help students with social behaviors; however, there were no classrooms available for this program. It was discussed that teachers need to know what to do and have building level procedures.

This will be discussed at a later date, and see if MCEA want to leave it as an issue or address it as part of professional development.

Break: 5:25
Returned 5:35

Prep Time

Dr. Cox brought up this issue with language due to Mt. Harrison and their long class periods. Tina Williams asked if it was changed to read up to 75 minutes would it help address the issue? Kelly Arritt responded yes.

Caucus: 5:51
Returned: 5:59

It was proposed to change the language to read or up to 75 minutes. The team approved the change in the language. Maren Oppelt, Shelley Coats and Karl will work on the language and present to for approval at the next meeting.

Personal Leave

Issues:

Exchange one of the four personal days for a paid holiday which we are not currently being paid for (Labor Day, Martin Luther King Day, President's Day)

Eliminate the buy back for personal leave

Carry over one day instead of two.

Michelle DeLuna informed the team that \$7,400 was paid out last year and 346 days were carried over.

Story:

Using leave

Subs in the Spring

Tracking

Dr. Cox explained that there is a shortage of subs in the spring especially at Minico. The District pays teachers who give up their prep time to cover classes \$25. This would save money on substitutes. The team asked Michelle DeLuna to put together a report showing how many people lost days. MCEA asked to table this until the next meeting when the information is available. The team agreed to do so.

Counselor Stipends

Issues:

- Counselor Stipends
- Leadership Stipend
- Application of mental health license
- Retention
- School Counselor's duties support (i.e. registration)

Last year counselors were given a leadership stipend, MCEA would like to make sure they receive it again with perhaps an increase. Tina Williams stated it is sad they are doing paperwork and scheduling and not doing counseling. Dr. Cox stated he recognizes there are two different level of counselors and some have their licensure for mental health. If school counselors were to get extra, they are to actually be doing mental health counseling. Kelly Arritt asked the MCEA if their concern was counselors may be lost to other districts if they do not receive a stipend. The answer was yes. Dr. Cox stated his expectation was that the leadership stipend would again be offered to the counselors.

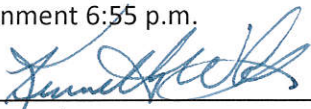
The team decided to further discuss this at the next meeting.

The agenda for the meeting on March 6th:

- Check In
- Approval of Minutes
- Prep-Time Language
- Class Size
- Counselors
- Master Education Premium
- Personal Leave
- Professional Development

Check Out

Adjournment 6:55 p.m.



Superintendent

3-6-18
Date



MCEA Representative

3-6-18
Date