

Negotiations
4/17/18

Meeting Began: 4:05

Check In

Approval of Minutes

With the corrections made on page one (1) stating only \$92,000 for grandfathered, eliminating the \$19,000 that was listed and page two (2) clerical error of word listed instead of work, the team approved the minutes for April 10, 2018.

Dr. Cox asked there be a change to the agenda allowing the insurance committee's request be presented by Todd Seamons. The team approved the agenda change.

Insurance

Todd Seamons presented to the team the following:

The insurance committee's recommendation was 1) Option 1 to renew with a 7.4% increase and everything remain the same or 2) Option 2 raise the prescription deductible to \$500 (currently \$250) and all else will remain the same.

Professional Development Language

Professional Development is the responsibility of the building administrators. Building administrators should have regular, ongoing communications with their staff regarding professional development opportunities.

The District Admin Team, determines District level professional development on an annual basis. Once the District level professional development needs are met, the balance of professional development funds are allocated to buildings. Building administrators then develop their building level professional development plans.

Teachers who are interested in specific professional development opportunities or in attending state level conferences should get their personal requests to their building administrators as soon as possible each year.

The building level professional development plans should:

1. Support the District's priority focus for the year
2. Be based upon staff input on annual needs assessments, and
3. Be shared with staff so they are aware of the planned professional development activities and
4. Allow for staff requests to participate in specific professional development opportunities

Unspent building level professional development allocation funds will be returned to the District unless there is a specific plan for those funds to be carried over and used the following year. This plan must be approved in advance by the District.

The team approved the first three (3) paragraphs to be in the Master Agreement. The remaining will be added to the admin handbook as amended.

Class Size Language

The following language was approved to be submitted to the Policy Review Committee for a change in Policy 200.00 Curriculum and Instruction:

Whenever K-2 class sizes are above 24, or grades 3-5 are above 30, then the following steps shall be taken:

1. The building administrator shall address class size concerns through balancing class loads and taking into consideration special needs, behavioral concerns, gifted students and, where possible, parental requests.
2. The building administrator will meet with grade level teams to review class size concerns and brainstorm other building level options.
3. After all above actions have been exhausted and the class sizes continue to increase above 24 and 30 respectively, then the Superintendent will be notified. The Superintendent will meet with the building administrators and grade level teams as needed to seek District level assistance.

Master Education Program

Tina Williams stated that other districts do not know anything regarding the funding of this program. The team agreed to drop the topic this year and have Dr. Cox add a link for information regarding the Master Education Program on the District website.

Behavioral Support Interests

Teacher safety

Student safety

District budget, affordable

Ongoing PD for teachers

Good communication between administrators and teachers (PBIS/RTI Team)

Atmosphere for effective instruction

Teacher access to specialists

Immediate access to administrative support

Utilization of existing resources (knowledge of)

Break/Caucus: 5:21

Returned: 5:30

Behavioral Options

- A. District program as it now stands (Shelley Coats)
- B. Communications to staff regarding resources available in the District (Shelley Coats)
- C. Clarify role of behavioral support as part of the MTSS Plan by October 30, 2018. Some plans have been implemented more in some buildings than in others. (Dr. Cox)

Combinations

A, B, C (Dr. Cox)

The team agreed to the combinations and to establish a District program communicating to staff.

MCEA asked about the counselor stipends. Dr. Cox stated this will be presented at the next board meeting as part of personnel. Tina Williams asked if it could be put in the Master Agreement for this year. Dr. Cox stated after the Board approves it, the MCEA could attach it to copies of the Master Agreement that they distribute, but it is not of the Master Agreement.

Caucus called 6:25

Returned 6:40

Salaries/Benefits Interests

1. Fiscally sound
2. Recruitment and retention of teachers
3. Recognition of all existing staff
4. Majority driven
5. Competitive with other districts
6. Remuneration for education and training
7. Prepare for the Retiree Bubble (3-5 years)

Caucus: 6:42

Returned: 6:55

Salaries/Benefits Options

- A. Health insurance, Option 2 (\$250 increase on prescriptions) and removing the \$10 employee pay for dental (Dr. Cox)
- B. A three column pay scale (BA, BA+24, Master) (Tina Williams)
- C. Existing career ladder based salary schedule and 3% fund for grandfathered staff, increased educational level (\$800, \$1,600 and \$2,800) (Dr. Cox)
- D. Sign on/incentives for those who go into hard to fill positions (Sanie Baker)
- E. Health insurance, Option 1, which is as is and remove the \$10 dental fee. Michelle Deluna stated it would cost the District \$65,000 to do this option. (Wes Depew)
- F. 2% for grandfathered (Michelle Deluna)
- G. September 15th credit submission (Wes Depew)
- H. Grandfathered move a step or lane, plus 3% (Wes Depew)
- I. Grandfathered stay where they are and get 5% (Wes Depew)
- J. Everyone gets a minimum of a 3% raise over last year (Wes Depew)
- K. April 1st credit submission (2019) (Dr. Cox)

The team agreed to extend the negotiation's meeting time to see if an agreement could be reached by 30 minutes.

Combinations

1. A, C, J, K (Michelle Deluna)
2. E, G, H, J, K (Shelley Coats)
3. A, C, K (Dr. Cox)
4. A, B, I (Tina Williams)
5. A, B, I, J (Wes Depew)
6. A, B, F (Michelle Deluna)
7. A, B, H, K (Karl Sandmann)
8. E, F, B (Michelle Deluna)
9. A, B, G, J (Shelley Coats)
10. A, C (Dr. Cox)
11. A, B, J, K (Tina Williams)

