

NEGOTIATIONS
4/10/18

Meeting Began: 4:08

Check In

Those present: Dr. Cox, Maren Oppelt, Maria Fassett, Wes DePew, Heather Hepworth, Tina Williams, Shelley Coats, Michelle DeLuna, Michele Widmier, Dr. Cox, Kerri Tibbitts (minutes), TL Lowder (Facilitator)

Minutes:

With a clerical error on page 3 corrected, the minutes were approved for March 6, 2018.

Budget Review:

Michelle DeLuna reviewed the draft proposed budget with the team. She explained to the team this budget does not show any increase for grandfathered staff. It would cost the district an additional \$92,000 for salaries and benefits. The team was also informed there will need to be additional money budgeted for health benefits due to the increase. The current budget includes 5% and the insurance will be approximately a 7.4% increase. To cover this increase it will cost approximately an additional \$68,000. The team agreed to include to add to the agenda for April 17, 2018 the following:

1. Continued Budget Review
 - a. Comparison Budget (last year verses this year)
 - b. Other Budgets Used
 - c. Updated post 4/11/18 meeting Budget
 - d. Salary Allocation Schedule for 2017-18 and 2018-19

Break: 5:12

Returned: 5:20

Counselor Stipend

Dr. Cox handed out a proposal for counselor stipends. It is the same format used last year for the school psychologists that was presented to the Board.

Caucus called: 5:22

Returned: 5:25

Wes DePew stated the MCEA team felt it was a good agreement. Dr. Cox clarified this was for counseling experience only, not teaching. A concern was raised about transferring the years of experience of counseling from another District. Dr. Cox stated he will present this proposal as written and express this concern to the Board.

The team agreed for this proposal to go before the Board and when being presented this concern will be mentioned.

Master Education Program

Tina William stated the money issue of this program is a concern. The State has not released what benefits or costs they will cover. This is not available until the 2019-20 school year. The MCEA is asking that the District cover the costs, so teachers will receive as close as possible the \$4,000 for each of the three years. When asked if this could be tabled until next year, MCEA responded they wanted the information as to whether or not the District would pay benefits so teachers may decide if the demands of the program would be beneficial This item was tabled until the April 17th meeting.

Personal Leave

Dr. Cox stated he would be willing to pull this item from discussion. The team agreed to leave Personal Leave as is.

Professional Development

A report on professional development was shared by Ashley Johnson. She reviewed it with the team. Each administrator determines what the professional development allocation will be used for in their building.

Caucus called: 6:09

Returned: 6:17

Professional Development Interests (1)

1. Grade and subject specific PD and Tech Day
2. CPI/Behavioral Training
3. New teacher class on observation and evaluation
4. Work day after PD to work at implementing
5. Work days more effective than PD day
6. Get most out of PD budget
7. Teacher Voice
8. Teachers attend outside conferences to come back and teach others.

Professional Development Interests (2)

1. District focus in all professional development
2. Needs assessment equals teacher's voice
 - Required by law
 - Language must invite specificity
 - Options for other
 - Employee participation in survey(s)
3. Funding flexibility for schools
4. Teachers make requests to administrators as early as possible
5. Carryover money could go to the District pot
6. Communication from admin regarding allocation, plan, availability

Dr. Cox asked if this item could be addressed through current channels. Tina Williams stated that administrators need to let the teachers know there is money and what the plan is for using the funds.

Professional Development Options

1. Teachers make requests to administrators as early as possible (Dr. Cox)
2. Admin share building professional development plan with staff realizing that the plan is subject to change based on survey data and priority focus (Dr. Cox/Michele Widmier)
3. Carryover could go to a district pot (Dr. Cox)
4. Carryover goes back into a building pot then allocated for the next year (Ashley Johnson)
5. Continuous communication from admin regarding professional development (Dr. Cox)
6. Planned building carryover will stay with the building. Unplanned will revert back to the District. (Dr. Cox)

Professional Development Combinations

1, 2, 4, 5, 6 (Shelley Coats)

The Team unanimously approved the listed combinations. Dr. Cox and Maren Oppelt will work on the language for professional development.

The language for class sizes was handed out. MCEA had suggestions for the language. Dr. Cox will have class size language for the April 17th meeting.

Shelley Coats stated the MCEA had some suggested behavior options she would send out in hopes to save time at the next meeting.

Check Out


Adjournment: 7:05



Superintendent

4-17-18

Date



MCEA Representative

4-17-18

Date

