

Negotiations
4/26/17

Those present: Dr. Cox, Tina Williams, Maria Fassett, Shelley Coats, Tara McCall, Michelle DeLuna, Karl Sandmann, Josh Aston, Ashley Johnson, Michele Widmier, Linda Jones, audience members.

Meeting began at 4:16 p.m.

Check In

Dr. Cox shared the language for emergency closure. The following was added to the language: **Personal leave may be reinstated for extenuating circumstances as approved by the Superintendent.**

Members reviewed the MCEA agreement for last year. The following language was approved and added to the agreement:

- Teacher Preparation Day
- Prep Time
- Emergency Closure
- Sick Leave
- Bereavement Leave

The following was agreed upon or additions made to the following for the 2017-2018 agreement:

Preamble – Approved

Article I

- Section A - approved
- Section B - approved
- Subsection C.1.1 - approved
- Subsection C.1.2
- Subsection C.1.3 to read as: Each team shall present at the time of request for negotiations **or before the first negotiations session**, credentials signed by the Chairperson of the Board and President of the Association, respectively, naming the negotiating team and any authorized alternates. – approved
- Subsection C.2 to read as: Negotiating members of each team shall remain the same. **However**, designated alternates may be substituted for team members. - approved
- Subsection C.3 – approved
- Subsection C.4 – approved
- Subsection C.5 – Dr. Cox suggested that the MCEA and admin team next year do a joint survey. MCEA stated they were afraid people would know who said what. Dr. Cox stated that typically surveys are done anonymously. The team will address this at the next meeting. **
- Subsection C.6.3 to read: The designated chairperson for the Board shall act as chairperson over the negotiation proceedings of the initial meeting. **In the absence of an Interest Based Bargaining Facilitator**, the role of chairperson shall alternate from Association to Board at each subsequent meeting.
- Subsection C.7 – approved
- Subsection C.8 – approved

- Subsection C.9 – approved
- Subsection C.10 – approved
- Section D – approved
- Section E – approved
- Section F – approved
- Section G – approved
- Section H – approved
- Section I – approved

Article II Grievance Procedure – approved

Article III Transfers

- Involuntary Transfers - added an additional appeal step to the Board - approved
- Vacancy Involuntary Transfers – added an additional appeal step to the Board - approved

Article IV Work Day

- Duty Free Lunch – approved
- Teacher Preparation Day – approved
- Prep Time – approved
- Emergency – approved

Article V

- Personal Leave – approved
- Sick Leave – approved
- Sick Leave Bank – approved
- Unpaid I\Leave of Absence – approved
- Family Medical Leave Act – Dr. Cox proposed there is a reference to District policy – approved
- Professional Leave – MCEA had a question on out of radius travel having to be approved for MCEA. Dr. Cox stated that for MCEA business it's more for information to the board; however, the Board does have to approve the subs. – approved
- No Fault Leave – approved
- Bereavement Leave – approved *as presented in DRAFT NEGOTIATED AGREEMENT 4-25-17.doc.*

MMF

Article VI Committees

- Dr. Cox proposed to add “The District will ensure MCEA representation on District Committees.” This will be discussed at the next meeting. **
- Article 7A – changed to **District Facility Use Policy #1004.12** and took out **of the District.** – approved
- Article 7B – approved
- Article 7C – approved
- Article 7D – approved
- Article 7E – approved
- Article 7F – Dr. Cox asked how many hours were used for non-cumulative association time. Maria Fassett stated it was approximately 62 hours so far. This will be discussed next week. **
- Article 7G – This refers to grievance of other staff members. Will be discussed next week. **

- Article 7H – approved
- Article 7I – approved

Caucus was called at 5:30 p.m.
Returned at 6:00 p.m.

Due to time constraints, the team agreed to allow Todd Seamons to present insurance options.

Todd Seamons presented to the team two recommendations from the Insurance Committee. Option #1 is for the coverage to stay the same as this year, option #2 is to raise all deductions by \$500. Mr. Seamons explained the reason why insurance has gone up is due to the large number of claims in the District and the Tier 4 prescriptions (specialty drugs) being used.

Budget

Dr. Cox reviewed the process for developing the current budget and the fact that we are currently projected to lose \$220,00 in federal funds. He pointed out that we had a balanced budget before we received this news and had to completely rearrange funds in order to keep existing staff and have enough to provide a raise for our grandfathered teachers.

Michelle DeLuna shared with the team the budget proposal for next year. It was proposed that everyone on the career ladder receives a raise (depends on where you are placed as to how much you receive); classified staff 5% raise with no steps; administrative 3% with steps; and 5% increase for amount going to benefits. The budget did not include a raise for grandfathered staff or for lane changes for certified staff. The budget was adjusted after learning of the federal funds shortfall to allow for sufficient funds to have the grandfathered staff receive a 3% raise. We still need to determine how to pay for insurance increases in addition to their salary increases. If the team has questions, they were asked to get them to Michelle, so she can have the information available next week.

We will cover language, salaries and benefits next week.

Motion made by Tina Williams for adjournment, seconded by Shelley Coats.
Meeting adjourned at 7:05 p.m.

**Items to be discussed next week from the MCEA agreement.



Superintendent

5-2-17
Date



MCEA President

5-2-17
Date

