

Negotiations - October 22, 2014

MEA – Sue Colvard, Melissa Barham, Kelli Cullen, Kurt Dorn, Kendra Wisenbaker

Mediator – Kathy Yamamoto

District – Barbara Leeds, Mandy White, Lil Folkner, Alex Simpson, Dr. Bruce Gestrin

Scribe – Trish Duncan

Meeting came to order at 4:35 p.m.

Kathy led the group through introductions and a check-in exercise. New members to the negotiation team are Kurt Dorn, a teacher at Sawtooth Middle School, Kendra Wisenbaker, the current MEA president and Lil Folkner, principal of Seven Oaks Elementary

The team revisited ground rules and standards from last year:

- Cell phones on silent
- One person speaks at a time
- Determine confidentiality at the end of the meeting
- Be an active engaged participant
- Verbal/non-verbal respects the process
- Confirm what you hear before stating disagreement
- Focus on issues not the person
- Start and end on time, these may be adjusted as needed

Standards – objective criteria measures how well an object meets your interest (does it meet the interests for both parties?)

- Affordable right now
- Legal
- Efficient
- Ratifiable

Work day

History –

MEA – Sue explained the day was defined as an 8 hour work day but items were clearly delineated such as:

- 30 minute lunch
- back to school night
- carnival
- meetings after work
- travel between schools.

They would like to see more structure to the language. The current contract does not address the work day and board policy simply states all certified will work an 8 hour work day.

District – Bruce stated the language went out of the contract when there was no evergreen clause. His recollection was they were going to work on language as it pertains to policy but it wouldn't necessarily be part of the contract.

Sue did not recall that they were going to discuss the language of the policy. When a teacher asks where they find what time they come to work, logically speaking the language would appear under work day in master contract.

Barbara talked about the flexibility with the current language and keeping it from being too restrictive. Sue indicated because it is so open, faculty at some buildings are leaving when the kids leave at the end of the day. The only way to monitor that more closely is to have the teachers use the time clock system which is unpopular because they think they are being watched.

Kathy asked:

What are interests for having in contract? and what are the interests for the district?

The group discussed issues experienced by teachers:

- Time not respected
- Prep time issues
- Events in the evening – will a teacher receive a poor evaluation if they cannot attend due to family obligations
- Additional time needed to prep for meetings
- Inequities with extra funds/staff provided at title schools

There still needs to be employee accountability for the time worked, and there needs to be clarity of expectations for employees. There may be a need to collect data to see what is going on.

Bruce excused at 5:25 p.m.

A question was raised whether the bell schedule would be changed at the semester. Changes are being considered for next year as the transportation liaison considers new software for routing. Change at this point would be more disruptive. It was suggested that putting more information on the web site would help with the communication with parents.

The subject of work day was tabled and the group considered dates for future meetings. The following dates were tentatively set and the meetings will begin at 4:30 p.m.

- November 13
- December 11
- January 8
- Feb 12
- March 12
- April 9
- May 14

Additional dates will be set as the legislature finishes their work and the budget process begins in the spring.

The agenda for the November 13th meeting will be:

- Work day continued

Members of the group were asked to consider the challenges of the work day and options that meet everyone's interests

Check out at 6:05 p.m.