

Negotiations meeting January 8, 2015

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

DSC representatives: Alex Simpson, Lil Folkner, Barbara Leeds, Mandy White

Scribe: Trish Duncan

The meeting came to order at 4:31 p.m. with Sue acting as the facilitator.

Agenda items:

- Check in
- Approval of minutes
- Review leaves
- Association rights

The Section 125 cafeteria plan language will be discussed at the next meeting

Barb moved and Alex seconded a motion to approve the minutes from the November 13, 2014 meeting. The vote was unanimous.

Sick leave – revisions to content were reviewed with the group.

- Dates were revised from 2014-15 to 2015-16
- Language was revised from Human Resources Director to Human Resources (there is no HR director position)
- Absences from work exceeding 10 days was changed to 5 days to mirror policy and FMLA guidelines

Barb will check with PERSI on the number of accumulated sick leave days, and will check policy language to verify wording matches on sick leave.

The group signed tentative agreements on:

- Personal leave – HR is working on a site where employees will see live leave totals. Hopefully this will cut down on overuse of leaves.
- Parental leave of absence
- Bereavement leave
- Professional leave – there was discussion on the number of staff that can be out of the building at the same time. This was in direct reference to October days this year which should not be a problem with changes to next year's calendar.
- Other leaves

Association rights:

- Some buildings are charging for the use of rooms if the MEA is conducting a training which teachers are charged to attend. Barb will check with principals for clarification and disseminate the information out to the group.
- They would like access to email and mailboxes to contact non-members about meetings. Currently they can make announcements during staff meetings at some buildings.

The MEA asked to caucus at 5:36 p.m. and returned at 5:43 p.m.

Discussion was held regarding the use of email to non-members and feelings of being strong armed and pressured. The MEA would like to educate employees and keep them more informed. They will bring something more consistent and workable for their group to the next meeting.

Items for next meeting:

- 125 cafeteria plan language
- Sick leave – clarifying language about the number of days for PERSI regardless of number of sick leave days accumulated
- Association rights – collectively and general interest
- Approval of minutes
- How can the MEA help pass the bond

Meeting was adjourned at 6:05 p.m.