

Negotiations meeting February 26, 2015

MEA representatives: Kelli Cullen, Kurt Dorn, Sue Colvard

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

Guests: Kendra Wisenbaker, Carol Sayles

Scribe: Trish Duncan

The meeting convened at 4:30 p.m.

The minutes from the February 12th meeting were read and approved. A draft of the minutes will be sent to all committee members prior to each meeting.

Old Business:

- Sick leave totals – there is nothing in PERSI rules that dictates the total number of sick leave days a district can allow an employee to accumulate. This is a negotiable item tied to money.
- 403B companies – the policy is clear that these companies cannot come into the buildings and sell to the employees. Advertising on the district intranet is available for these companies to purchase. If a company is invited to a MEA meeting to talk about benefits for members, it is allowable.
- The Leadership premium committee will reconvene to review the current stipends and plan for the next school year.

New Business:

The MEA representatives presented the topics of interest they would like to discuss as the negotiations process moves forward. The topics are:

- Association rights –
 - Survival of their organization
 - Sense of belonging – letting others know there is an association they can join
 - Efficient, targeted communication
 - Reputation
 - Professional development
- Work day (working conditions) –
 - Safety – working outside of contract, student supervision for early/late buses
 - Accountability – no clear expectation written down for work hours, lunch or job performance. Expectations for back to school night, parent-teacher conferences.
 - Responsibility – grades, responding to emails.
 - Preparation – prep time is not defined anywhere. They are not asking for more, just want a clearer definition of what each level gets.
 - Collaboration – what is the expectation of collaboration, it looks different in so many places
 - Teacher retention – clarity on RIF and improvement plans. There are issues that create a negative environment.
 - Expectation
 - Survival
- Class size/load –
 - Safety – number of students in rooms, size of schools
 - Timely feedback/assessment of student learning

- Quality of lessons and content delivery – sometimes the lens is different, smaller classrooms vs. the larger classroom. They want to be more engaging and creative.
- Student achievement – in a large classroom, how do they effectively influence student achievement when they are spread so thin? How do they make connections with the student, get to know them, give them a sense of belonging.
- Reflective teaching practices
- Evaluation
- Teacher retention

The district will present its topics at the meeting scheduled for March 12, 2015 at 4:30 p.m. Sue and Mandy will work on a communique to send out to staff.

The meeting adjourned at 6:00 p.m.