

Negotiations

Friday, May 1, 2015

Facilitator: Kathy Yamamoto

MEA: Sue Colvard, Kelli Cullen, Melissa Barham, Kurt Dorn

District: Barbara Leeds, Alex Simpson, Mandy White, Lil Folkner

Visitor(s): Kendra Wisenbaker

Scribe: Barbara Cogan

Meeting came to order at 12:59 PM

Check In at 1:00PM

Kathy started the meeting reviewing the topics to discuss for the day. The District and Association are going to work on the agenda and planning to work up until 4 PM or until all topics on the agenda are covered. Barbara did research regarding the Work Day survey results and Grading Period. She will present to the team the results in detail.

Barbara Leeds Topics of Discussion:

In regards to Work Day, Barb thoroughly discussed the survey results in detail with the team. She highlighted the comments that were provided by the Principals and Teachers on the surveys with the team. The surveys were separated by grade (i.e. Q2 were elementary questions whereas Q10 started middle school questions. Q18 would be referred to high school levels).

The survey questions were very similar at each level, but the responses provided different insights from the schools. 43% of the staff replied that they meet once a month for staff meetings.

Eric Exline had multiple phone calls from teachers who did not know what MDT/IEP meetings were. Barb stated that MDTs are the main drivers of extra meetings because they require Special Ed teacher participation.

The District stated that teachers should receive travel time and duty free lunch.

Barb thinks that the survey shows that duty free lunch is becoming a problematic issue. They pay some people to do lunch duty at middle schools high schools, but elementary staff are not paid. Additionally, shared teachers who have to travel may be missing some part of a lunch period or prep.

Group reviewed comments at 1:17PM regarding surveys and comments from principals.

Barb commended the teachers for their participation. Over 1,300 teachers responded to the survey which assisted the District in providing much-needed data.

Teacher Survey:

The team reviewed the data provided from the teacher survey which had a great participation rate, giving the team good data that in some ways did not align with principal results, especially regarding lunch. Currently, there are 108 teachers who travel back and forth between schools.

Middle school staff rarely require the need to travel. Most middle and high school teachers are only assigned to their primary schools and don't have to commute. Elementary teachers often times have two assigned schools they teach in on a regular basis.

The team reviewed the comments made by elementary and secondary teachers and were able to recognize the different types of issues they had been encountering because of the grade levels and types of demands.

Other:

Barb elaborated on the Duty Free lunch issue that has been an ongoing problem. She believed that it stemmed from the budget cuts that had occurred in 2009, which still affects staff members. The team discussed that if the teachers are assigned a lunch duty, they are compensated for that time either through flexible scheduling or payment for duty.

She stated that the District is working hard to make headway by adding additional teachers (if possible with finances) to ease up on the overcrowding and make an effort to reduce class size. Middle and secondary schools truly need breathing room now due to the class capacity. The construction of Victory middle school will alleviate overcrowding for LHMS as will Hillsdale Elementary on the South side.

Barb mentioned that math has become more of an issue at the secondary because some students are required to take math twice a day, therefore, if the District were granted more FTE, they would be able to allow math to run smoothly.

The team discussed that it is harder to get non-staff individuals to monitor during the lunch hours, especially at middle schools. The reason is most students at the middle and high school levels do not want their parents being present at their schools, which causes the parents to be hesitant in getting involved. Elementary teachers get their students lined up for lunch, then assist with lunch duty and ultimately are not getting adequate time to take their own lunch.

The team mentioned that the principals are starting to lose track of prep time. So, the District directors and Barb will ensure that the principals are trained and refreshed on other topics such as ensuring duty-free lunches.

Work Day:

Barb proposed that the Work Day should be separated from its current place in the policy regarding duties and responsibilities and become a stand-alone policy. When the Work Day policy stands by itself, it will be easier to find when mentioned in the Master Contract. Once the Work Day is in policy, training stipulations for principals will be invoked.

Dr. White brought up a scenario regarding prep time for teachers who work at two different schools. Sometimes the principals may not be aware of the teacher's prep time or lunch time. The lines of communication need to be clear so the teacher has proper time for prep and lunch while commuting from different schools.

Kathy stated that the surveys provided good data validation to see the majority of concerns.

School Activities and Discussion of Participation:

Sue brought up the topic regarding teachers needing to attend after-school events and functions. The team discussed the types of events and Barb stated that each school's participation and requirements vary. Some schools do not have many extra-curricular activities whereas other schools (elementary) have more.

Barb explained that professional development dollars are paid to part-time folks who attend, but after-school events are on a volunteer basis. Sue debated whether the volunteer expectations should be added to the policy so the teachers know whether they need to attend these events or not. Barb advised the team that they need to come to an agreement about what to add to the policy for this topic.

Lil stated that she believes Back-to-School nights and Open Houses are important times for teachers to attend because their students' parents would like to meet and greet the teachers. It makes a bad impression on the school and teacher when parents show up and the teachers are not present.

Dr. White provided illustrations of Back-to-School nights at high schools where students would show up with their parents to meet their teachers, but half of their teachers never showed up. It creates a bad image that teachers are not dedicated.

Barb clarified that it was difficult to set limits since every school's culture of participation is drastically dissimilar than the other. She asked the team what their thoughts were and how they could enforce obligatory participation from teachers.

Barb and Sue debated their opinions regarding the prerequisite for teachers to attend graduation. Sue does not have an interest in attending graduations because she may see students whom, in her opinion, do not deserve to graduate due to their lack of academic efforts. She stated that it is demoralizing to see those students receive diplomas for not trying as hard as those who have worked hard to begin with. In Sue's words, "It undermines the accomplishments of the kids who play by the rules." Barb expressed her opinions that graduation is one of the most important days of the student's life. This is the confirmation of their achievement and hard work. She believes that teachers have played important roles in the students' lives and should be there to see them graduate. Dr. White specified that students from academies and Rebound struggle daily in addition to school and some are homeless. She also brought up that many teachers were not able to attend graduation because it regularly fell on Memorial Day weekend and they had already requested the time off for family functions/vacations.

Barb and Kurt will collaborate a straw design for Work Day and will present it to the team at the May 11th meeting. Barb will organize a meeting with the bussing department and will give updates to the meeting as well.

Cafeteria Plan

Barb wanted to discuss health benefits and stated that the District is projecting a 7% premium increase. Any reduction to that number based on reduced "experience" will be shared 50% between the District and Employee. At the end of 2014, many employees had surgeries which caused an increase to our initial experience but that rate has dropped off dramatically due to Transportation services being contracted. The team agreed upon the wording of the plan:

"For each full time Certified Professional Employee, the Board agrees to provide employer-paid fringe benefits (these benefits are listed below) through December 31, 2015. The Board agrees to pay employee only group medical premiums each month through December 31, 2015 less the \$25 monthly employee contribution. For the 2016 plan year, the District agrees to cover up to a 7% renewal increase in employee only group medical insurance premiums. Any reduction to that renewal percentage will be split equally between the District and eligible certified employees. ***** (January 2016 - December 2016)

TA reached May 1st, 2015 at 2:40PM
(Tentatively Agreed)

For Persi, limited to 90 days sick leave (legally). We have had people who did not have short term disability use their sick leave.

Male employees don't usually take their sick leave as compared to females (due to births, etc.).

Meeting adjourned at 3:45PM

Next meeting Monday, May 11th 8am-11:30am Reserve Sawtooth room

2nd Meeting Tuesday, May 19th 1-4pm

Agenda May 11th:

1. Work day straw design. (Barb and Kurt) 2. Grading time ... Update from Barb 3. Sick leaves day cap update 4. Salary