

Negotiations meeting on Monday, April 20, 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

The meeting came to order at 8:06 AM

Agenda:

1. Association Rights – Mandy & Sue
2. Report Cards (Grading Time) – Lil & Kelli
3. Work Day Survey – Barb & Melissa
4. Budget - Alex

Dr. Mandy White and Sue Colvard presented the Association Rights Straw Design. They discussed the possibility of negotiating the topics listed in the official Association Rights agreement below. The District and Association had different opinions regarding the number of days the Association president should be granted for additional release time.

The Association asked to caucus at 8:33AM and returned at 8:38 AM.

The District and the Association agreed upon 10 days of additional release time for the MEA President to tend to her duties and responsibilities.

Association Rights:

- A. Representatives of the Association and its affiliates will be permitted to transact official Association business on school property provided that this shall not disrupt school operations.
- B. The Association and its representatives shall have the right to use the building for meetings provided this does not interfere with school or other scheduled operations.
- C. The Association and its representatives shall have the right to post notices of activities and matters of Association concern on designated teacher bulletin boards.
- D. The Association team may use member mailboxes or email for communication to members.
- E. Association representatives shall have the right to participate as any other teacher in committees for input on decisions which affect teachers.
- F. The district will offer employment as a classroom teacher to the Association President for the FTE increment negotiated annually between the district and the MEA.

- In order to qualify for district medical benefits, the President would need to work no less than .75 FTE (30 hours/week).
 - The President must pay the pro-rated benefit cost based on the current master contract.
- G. The Association and its representatives shall have the right to provide a welcome event for new teachers to the District at the New Teacher Orientation.
- H. The Association President may have up to 10 days additional release time to attend to the duties and responsibilities of his/her office as the need arises; this includes delegate assembly. The Association shall reimburse the District for the cost of any substitutes.
- I. Duly elected delegates may have release time to attend the convention of the state Association. The Association shall reimburse the District for the cost of any substitutes.
- J. MEA and the District will share the cost of the facilitator for IBB sessions if needed.
- K. Costs of Subs for IBB sessions shall be negotiated as needed.

After the Association Rights was revised, a vote of agreement took place. The agreement was unanimous. Association Rights topic completed at 8:53 AM.

Grade Book

Lil Folkner and Kelli Cullen sent out a short survey to get feedback on the use of Grade Book. 20% of teachers stated that they don't utilize Grade Book as they should. **Principals will be reminded to encourage teachers to update Gradebook. (Revised and approved during May 11th meeting by team)**

Grade Book capabilities:

- Ability to compose messages to parents via email
- Fluid / efficiency in communicating with parents about student's tests/assignments, and/or updates that require immediate attention
- Helpful tool: Green Check Marks by student's assignments to indicate whether the teacher has collected the assignment from the student or not. This will help determine which assignments are missing and parents can follow up with the student(s).

The benefits of using Grade Book would provide parents the ability to stay involved with their children's academic progress to help the students work on improving their grades. The requirement for all teachers to properly use Gradebook will be implemented for the 2015-2016 school year.

Grading Time

- Teacher -Grade Book Survey was sent out - shared results
- Most teachers are entering grades at end of grading period

- The time it usually takes for a teacher to enter final grades (4 hours for most)
- Comments are not required; teachers in communication with parents via email. Teachers will be encouraged to use the comments tab as part of their communication with parents
- Aspects of Power School do not translate to Elementary – due to standards. STILL NEED TO INPUT FINAL GRADE.
- Teachers have stated that they enter final grades on their own time. 5% do grades during in-service.

The District and Association evaluated options for better grading efficiency for teachers which included the use of substitutes; using professional days, using in-service days, and early release days.

- Barbara Leeds will do feasibility research on busing, instructional minutes, and substitutes
- Barbara Leeds expressed the critical need for Special Education. Meridian city permits group homes and there is a need for ERR teachers and paraprofessionals.

10:00 am – discussed verbiage for principals’ survey sheets for revisions

Kurt expressed the growing concern with Scantrons’ ability to provide accurate testing information. He stated that even when the initial answer selection is erased, the machine will still recognize it when being processed through the grading system.

Work Day Survey – The purpose of the Work Day Survey is to collect data to get different perspectives of how the teachers operate day-to-day tasks/responsibilities.

Teacher Survey

- Staff meetings – List all staff meetings (SOME vs. ALL)
- Teachers stated that reasons they would need to hold staff meetings are due to: (some staff attend leadership meetings) – MDT –EL – Parents – TITLE I – COMMITTEE – BRTI – 504/IEP meetings
- Teachers get 30 minutes duty-free lunch

Principal Survey

- The survey had questions about staff meetings (sometimes meetings require some staff to attend etc...) to determine which schools are appropriately meeting
- Discussed the topic of teachers being granted duty free lunch time
- How to assign duties?
- Survey will be sent out on 4/20/15
- Principals have a one-week time frame to respond
- Each principal will send out the survey to staff in their buildings

Budget Info:

- Budgeted on increased enrollment of 500 students. West Ada currently has just under 37,000 students.
- Support Units \$1563.22 / \$1784.05. It is imperative to have secondary and alternative students attend class every day and limit absences.
- FTE: \$1962.45 (Allotted certified staffing ratio)
- 133.80 Admin. Allocation
- Pulled out pupil service personnel – placed on scatter-gram 190.28 FTE
- Instructional staff >> \$33,200
- Average Salary: \$39, 809.64
- 1821 512 Staff allowance \$72,513,750
- Pupil Services >> \$5,689,194
- Admin > 133.804 >> \$8,374,543
- Classified > 669.018 >> \$12, 264,260
- TOTAL: 100, 060, 513 (BENEFITS 18.97% \$18,981,479)
- 2015-16 + 19.8 Support Units
- Increase: \$9,492 Million, Salaries, ETC...
- Flow through increase for career ladder (\$4.1 million)
- 3% increase (salary) projected for classified and admin staff
- Career ladder increase range from 1.3% to 5.6%
- Still using fund balance
- INTERESTS: Health of District; Fairness/Equity

Benefits:

- Projecting a 7% increase
- Year begins in January – tracking experience.
- ****Idea: Anything less than 7% goes back to employees.
- \$20 MILLION price tag for insurance – BLUE CROSS

Checkout

Meeting adjourned at 11:30AM

NEXT MEETING – FRIDAY MAY 1ST

1-4 PM

Agenda (May 1st)

1. Salary (Dave Roberts and Linda Clark)
2. Work Day – Survey Results
3. Grading Period – Barbara Leeds reports