

June 2, 2015

Lisie led pledge and welcomed everyone

Mentioned additional meeting tomorrow night

Welcomed Harry McCarty

Hoped for tangible progress

Offered board the option of an opening statement

Lisie offered the TEA counter proposal

Changes highlighted in yellow

Lisie presented last year's contract, stating it is a good contract (hard earned)

Board wanted a minute to look over

Article 1— wanted to add the two year effective date

Scott Marotz doesn't want two year because it negates the local education assoc. to represent itself 50% plus 1 is negated for a year violation of statute

Harry says no, but board can require it. Scott Marotz wants one year and doesn't like term association. Susan said that's our name.

Scott Marotz doesn't want to use association since it might be another group that negotiates as bargaining unit in the future. Susan clarified that almost 96% of the bargaining unit authorized TEA to bargain for them.

Harry asked if this is going to be a counter. Scott Marotz wants to do it in writing.

Harry wants it now. Scott Marotz said no.

Delwyn Jensen offered to caucus and write it up.

Back and forth between Harry McCarty and Scott Marotz over signing tentative agreements.

Lisie: Article 2 Procedural Agreement no ending date,

March 15 beginning date Board wants April 15 start date agreed.

Harry clarified language for plan.

Scott Marotz doesn't want either party to be able to delay, wanted weekly meetings and to add this to Procedural Agreement.

Agreed to, added to part C

Item G: TEA struck code and local education organization, wants Procedural Agreement to be for two years.

Harry said that non-compensatory things can go with a two year agreement.

Article 3 Association Rights, Item G— struck proposal about committees since they now exists.

Subpart D— common provision inter building mail use of teacher's email addresses for purposes of association communication (public record) if a public record request is filed every email address has to be checked. Scott

Marotz wants in the agreement that association members cannot use district emails.

Agreement includes snail and email nothing in board policy restricting association members from using district email to communicate.

Scott Marotz thinks it's potentially expensive for the district if a public records request comes in.

Susan suggested it's divisive.

Discussion over use of personal email on school emails.

Harry asked how far a public record request can go.

Harry noted that if the district said you can't have records of TEA email because the board doesn't allow them to use it.

Harry thinks using email would benefit board and administration as well as TEA.

Scott Marotz offered to ask that TEA refrain from using district email.

Subpart G— association wants representation on every committee could mean executive session changed to district committees Scott Marotz wants to use his language subpart H.

Scott Marotz offered to allow a two-year duration on the committee representation.

Wants to exchange some language between proposals.

Student growth committee HB 296.

Scott Marotz wants to caucus on that.

Item I— how many official delegates can be provided with paid release time

Scott Marotz doesn't like giving association president 15 days, wants 6-8, misuse of public funds. Harry and Marotz agreed on 10 days.

Scott Marotz also doesn't want two year on this.

Lisie wants to add grievance procedure.

Scott Marotz proposal has association rights listed with teacher rights and responsibilities.

Grievance procedure— Lisie important to teachers for equity purposes, board policy has inconsistencies, Scott Marotz and board caucused.

Scott Marotz wants to add when agreements need to be brought grievance must be brought within 5 days from the act.

Harry suggested it read "knowledge of the act".

Scott Marotz concerned with level 1 grievant and person with whom the grievance may never speak. Scott Marotz thinks the process should begin with these people.

TEA thinks that teacher against teacher should be dealt with by administration.

Marotz thinks that mediation should be a first step between grievant and causer of grief; Harry thinks this could be cumbersome logistically.

Harry wants to use problem solving instead of grievance.

Harry thinks efficiency should be a goal.

Scott Marotz wants Level 2 subpart 2 change “grievant to parties

Level 3: Scott Marotz— board at this level can’t discipline (get rid of level 4) eliminate mediation.

Last sentence under miscellaneous provision 33-1210 subpart 9—Marotz summarized law.

Reprisal could be the info added to personnel file when a teacher changes districts/schools.

Harry argued that grievance information should not be in personnel file.

Scott Marotz— no problem on two year duration on grievance.

Working conditions: Lisie— not a lot of changes, freedom of speech added some words subpart 1 and 4.

Teachers are not limited in representing themselves and can speak about matters of public concern.

Article 6 Leaves sick leave bank (not in original contract) items 2, 5, 6, and 7 are new to the contract and family medical leave.

Change employee to certificated teachers.

7 paid holidays Delwyn Jensen wants option of taking away, changing days, adding days. Harry wants to use 7 (School Holidays). No decision made.

Professional leave— Scott Marotz thinks conflicts with paid TEA president and delegates.

Scott Marotz wants language to include that exception of association business

Scott Marotz

(transfers onerous...)

change authorized to request (admin requests Professional Development rather than authorizes it).

Family Medical Leave- includes board policy (last year see board policy).

Article 7 Benefits

March 30 to March 15 for continuity

Board returned from caucus and wanted to revisit Sick Leave Bank. They would have to create new one for bargaining unit (board policy includes everyone)

Benefits

Lisie asking for increase in benefit to \$609.11 from \$390.00 PPO for employee only \$431, 208. 48 increase to district for 164 employees 33-517

A code

Scott Marotz technical issue: IRS frowns on paying employees for benefits. Lisie Smith clarified that the fringe benefit would go back into the pool, and that employees would not be paid out from fringe benefit.

Cost and paying more than the HSA premium.

Marotz said that the board doesn't want to give more than the \$390.

Delwyn Jensen defended the board's decision.

Term life insurance raise from 20,000 to 50,000 \$9,975.60 increase of \$5,985.36.

Other benefits: district pays \$300 for professional development. TEA would like to increase it to \$500 annually.

TEA wants to increase life insurance from face value of \$20,000 to \$50,000.

TEA would like the district to increase classroom budget from \$150 to \$300 annually as it was before they took a cut in 2011.

Lisie wants to propose keeping same salary schedule and add a 6% increase.

Delwyn Jensen wanted to clarify Susan's comment that many districts are paying the difference for the 3 percent rising cost in insurance.

Scott Marotz: Here's the dilemma: existing salary schedule teachers are able to go up in pay where some districts can't.

TEA proposes salary schedule remains the same with a 6% increase to give the district and teachers time to understand the career ladder and create a viable option. Delwyn Jensen said the school board is not okay with this.

They have a different proposal because the board wants to adopt the career ladder now.

TEA: There is no way for it to be equitable to move to career ladder and get a one time bonus of 2%.

Lisie wanted to find out where people are on the career ladder to ensure no decreases in pay. Delwyn Jensen said 5.4% average pay increase, some will only get the 2% and some will get 15% but the average is 5.4%.

Savings clause: TEA proposes adding a savings clause. Lisie read it aloud.

Board wants to the language to only apply to two-year provisions.

Career ladder, \$390, 2%, life insurance, PD raise, classroom funding

Harry concludes with clarifying tightening up language and figuring out salary and benefits tomorrow night.