

June 3, 2015

TEA passed out new language. Lisie asked to go through article by article. Scott Marotz said he had counter language.

Article 1 had a date change (for one year). Signed off on Article 1.

Article 2: Scott mentioned an error in his dates last night, apologized and said that after Feb. 15 either partyLisie said March 1st, agreed.

Part C an effort will be made to meet weekly (to be efficient). Scott had alternative language....Marotz's language agreed upon and added to TEA. It will become part C of Article 2.

Article 2 is tentatively agreed and can adhere to two year duration.

Article 3: Scott wants C to include scheduling through building principal, [Marotz did not provide enough copies of his changes for notetakers.]

Under committees:

Scott wants a direct evaluation study team to encompass student achievement.

After a caucus, TEA wants the Student Achievement Committee to stand alone.

Harry mentioned that TEA felt like a lot of things that were done last night are having to be redone tonight. Scott disagreed, felt like he was offering what he said he would, but gave handouts with new language)

Harry wants procedures prepared for and written as opposed to verbally.

Tete-a-tete between Delwyn Jensen and Harry about renegotiating language on which both teams had already agreed to.

TEA caucused and tabled student evaluation team talk.

Moved on to H. Marotz agreed to it.

Basic responsibilities: TEA added bus unloading.

TEA struck from lawful and appropriate use. TEA will not use contractual time to attend to TEA business, Scott said that contractual time should be doing work that employees are paid for.

Lisie countered that Association business often includes doing business with and for district. Scott thinks no, that it should be included in the contract. Harry spoke up about how it's often the case that districts don't see association business as being wholly separate from school business.

TEA and board agreed that during teacher prep time and duty free lunch association business can happen or during non-student contact hours.

Article 4:

TEA added time limit to policy 5 days, board wanted to clarify that the grievance must be brought within 5 days against the person with whom the grievance exists (not verbatim)

Scott wanted time frame changed,. Harry concurred time changed since it is impossible for board to actually convene within 5 days. 5 days for grievant and board to identify the people involved. Harry asked for counter language, Scott agreed to provide it.

Delwyn Jensen suggested a "not to exceed" phrase in the language.

Harry asked if the grievance was a one or two year duration. Scott asked to think about it. A brief change to freedom of speech, struck some and added a date.

Scott wants added that when a member speaks up publicly, he/she acknowledges that he/she is speaking of their own volition and not on behalf of district.

TEA tabled and caucused this.

Article 6:

Struck the part about bereavement leave not exceeding 10 days UNLESS PRESCRIBED BY A PHYSICIAN.

Scott wanted jury duty to specify that any compensation solely for the duty will be returned to the district.

Under sabbatical leave date changed from March 30 to 15.

Added non-administrative to language to FMLA.

Article 7: Benefits

District still wants to consider all components of benefits as one package.

Term life: ??—no decision made.

Professional development moves to \$500, Scott says that that funding might prevent funding paras.

Article 7 tabled

Lisie went to career ladder and has a new compromise rather than career ladder and different way in which to put allocated funds on a pay schedule.

Back and forth regarding schedule created by TEA and Scott, numbers questioned and crunched.

State will allow for a 7.4 % allocation in salary, which the board should take into account.

Money not coming from discretionary fund.

Harry talked about TEA finding— that equity is important to bargaining unit.

Career ladder is all over the place, emphasized equity.

All provisions in this contract are for one year duration unless specified herein.

Delwyn disputed the numbers in TEA schedule.

Board wants to adopt the career ladder, but every teacher would get at least a 4% one time bonus (everybody will get additional money, if necessary, to make up a 4% bonus).

Board opposes paying additional for insurance.

They will increase supplies to \$300.

They will leave Professional Development at \$300, but if 90% of district begins to use Professional Development money they will increase it. Delwyn said he would personally find the money in the budget to do so.

The Board will increase life insurance coverage to \$50,000.

Delwyn clarified that the Student Evaluation Committee is in addition to Measurable Student Achievement Committee.