

MEA Bargaining 2024-2025
Session #7

Wednesday, August 21, 2024

Those present: Pat Barber, Silvana Ianinska, Derek Jensen, Helen King, Brian Kirchberg, Rob Lyons, Gina Malinak, Kevin Pendley, Donna Peregoff, Bruce Proud, Joe Ranaldi, Sharon Scarbrough, Rachel Sellers, Jon Syre, Evelyn Townsley, Bill Vogel and Dawn Walker.

Meeting began at 5:54 p.m.

BV – All of the team members have been here since before dark, teaching, our people have been here all day. Had a full day but appreciate those doing a lot of work and on the teams spending time here. Sometimes you can lose track of why we're here - for students and do everything we can for teachers and paras.

BP – True

BV – Management proposal. Talked about health insurance (HI) – employee and board contributions. Talked about your proposed structure. Initially thought planning mode for future year. We raised issues of concerns – compression – initial cost was higher than budget would allow. Last time when you came back, we spent a lot of time looking and your idea has merit. Counter. Utilized 2.90% and 3.70% model. Compression – made modifications to make sure within state guidelines of 25%. Start with \$49,702 as base. 11 hourly in agreement. Supplemental pay 4% in agreement. Retention – agreement. ESE supplements – management handout. Move teachers to \$525.

DJ – Job codes. To be more specific – those who would be eligible would be hard to fill positions. Provided job codes for ESE paras as well.

BV – Open for counter if other ways to consider. Would like to do more but this would get us stated in recognizing teachers and paras. Willing to go with your proposal at \$525 supplements. Next, on paras willing to go to 25 cents an hour on new salary schedule (SS). On paras – agreed on 1 step. Holding at 50 cents an hour. As good as we can go. We were at 40 you were at 60. Feel 50 is right in the middle. That was our previous position. At your request – revised collaborative language. We think it's really essential. Last time you had questions. We've addressed that through this proposal. Management handout. Exchanging planning two times a month in exchange for two times a month outside of the day.

DJ – Purpose is not to increase amount of non-teacher-controlled time. Mechanism to move two 45-minute outside of day blocks to inside. Principal could not schedule more than once per week. Wanted to limit that.

BV – Talked about new salary schedule as something we wanted to study. Made major movement to move forward with implementation this year. That shows our interest in reaching an agreement. Appreciate you addressing concerns we initially had. Also, collaborative planning – took steps to move to implementation. Reasonable that you would agree to collaborative planning in some way. Really important to us. Ask you

strongly consider. See no reason why we can't settle the contract. We don't have a counter on increase in degree supplements.

BP – On performance pay (PP) or on grandfathered (GF)?

RS – On the degree supplement that degree amount, we pulled it out.

BV – If we can come up with language we can reach an agreement.

BP – Explain to me how GF works in your proposal. How much are those SS being changed?

RS – That percentage of E would get added to schedule. For HE that additional amount would be 2.9%.

GM – Take out supplement and calculate increase. Increase is based on base salary without degree supplement added. Excludes supplement piece.

BP – So GF would see 2.9% and look at their salary and say it's not 2.9% because their calculation will be off? The degree is part of their salary. It's not a supplement.

GM – That's how the SS was built. The PP get a certain amount.

BP – We only did that when we modified the masters schedule. Difference in comparable districts. It is a schedule. It reflects pay amount. We're not interested in changing structure of GF schedule. The degree is part of the salary structure.

BV – Once we decide what masters supplement is then people on PP get a supplement for that amount – \$2000. Go back to GF. Add \$2000. They get same amount as people on PP schedule. To be comparable that's why we pulled it out right now. PP wouldn't have it while GF would.

BP – It's clearly written into the law as different. Only individuals hired after 2011 is it considered a supplement. It's a part of the schedule by law.

BV – It's the same amount. It doesn't matter. You can have your feeling . . .

BP – It's not a feeling. It's a history. You understand it, Bill. You have been here.

BV – That's our proposal at this particular time.

BP – No other questions.

Caucus at 6:18 p.m.

Reconvened at 8:54 p.m.

BP – appreciate the work you did on proposals and movement. We have counter proposals. MEA handout. Areas of agreement – all 3 areas of para proposal. Believe numbers match. On teacher salary proposals – appreciate descriptions and work on compression. In agreement with modifications. Believe financial statement

is the same. PP E increase – in agreement although calculations are different. Not sure why. Guessing it's a different number of people or where they are on the schedule. HE on PP outside of compression agreement as well. We agree but I think it's a calculation of where they are on schedule as opposed to anything else. Agreement on 11 month hourly. Differential pay teacher retention and ESE teacher supplements. Easier to track and see how that's being distributed over the year. Will be able to study and see if appropriate staff to discuss over time as well. Still disagree on degrees. Agreed to 2.9% on GF increase and PP degree supplements at 2.9%. Believe they still need to exist strongly as to structure of the GF schedule. Believe money is appropriate for advanced degrees. Not in a place that we're consistent with other places. Where we are moving is moving in the right direction to make similar to others and what they have.

MEA proposal related to collaborative planning. Had conversation about how it would work and how it would be structured. Article V, working conditions is where the language is. In preparation time. Section 4. Main difference is one collaborative planning period per month is good way to start the process. Appreciate you identifying that the only time is for collaborative planning. Separated out paragraph d we are not in favor of using time on record day. Puts teachers in a bind of choosing to stay and work and feeling concerned they can't get work done that they have on record day. Not going to feel committed or appreciated for using time. Proposing reducing mid-year in-service time by 2 hours. Secondary schools – may not want to limit to secondary schools because some elementary schools specials teachers can't get the time in. Some sit in with other teams but that doesn't always work out. Hard enough to figure out planning time in elementary schools.

BV – thank you. Significant movement.

Caucus at 9:04 p.m.

Reconvened at 9:43 p.m.

BV – Appreciate your proposal. Agreement with performance-based comp 1,2,3,4 line with those numbers agree to put PP based back in but put supplements as part of GF schedule. At 2.9%E, 11 month hourly in agreement. Retention. ESE supplements. In agreement and have just a couple of collaborations . essentially in agreement. In agreement on all items. As next steps – a group from both sides sit down Monday afternoon and look at new salary structure. We need to make sure we are all together on how SS is going to look.

BP – Good idea.

BV – Monday after 2 pm. Our team will draft placement schedules and schedules. As soon as it's done will send in excel to you so you can start looking at them so you have them prior to the meeting on Monday. If we all see how this operationally will work, we can take back and have drafts. We will have drafts of ESE para schedules with 50 cents an hour and 25 cents plus 50. We will have all of those available to scrutinize. Then, we meet back here on Wednesday together to go ahead. We're at verbal TA. Sign off on all. Looking at all because this is a new structure for us. Want to make sure this goes as smoothly as possible.

BP – Time for Wednesday.

BV – 4:30 p.m.

BP – 4:45 p.m.

BV – We will meet Monday at 2. Rachel’s office. Wednesday at 4:45 p.m. at SSC. Hopefully we will sign off on all items.

BP – Can we have 5 minutes?

BV – Absolutely.

Caucus at 9:55 p.m.

Reconvened at 10:06 p.m.

BP – conversation about what’s lunch. It’s hard to figure out what time is available if you exclude lunch, so trying to figure out what you mean by that.

BV – Let’s just cross it out.

BP – Ok

BV – Consider it done.

BP – Ok.

BV – Verbally tentatively agree. Thanks everyone for all the time you’ve put in. Always wish we could do better. Excited about structure. Looked at options and you came up with a way to address compression.

BP – Hopefully time will tell it was worth it.

Meeting adjourned at 10:09 p.m.

Next session, August 28, 2024, at 4:45 p.m. SSC.