

Interest Based Bargaining
2010 - 2011

Monday June 28, 2010

Commissioner Hank Groton began the meeting at 2:00 pm

Present were:

Forrest Branscom - SSC
Willie Clark – Palmetto HS
Jim Drake - SSC
Chuck Fradley – Wakeland
Darcy Hopko - SSC
Nancy Goux – Bashaw
James Horner – Daughtrey
Alan Ramos – Southeast HS
Kathy Redmond – Palma Sola
Joe Stokes – SSC
David Underhill – Bayshore HS

Pat Barber - MEA
Rachel Bailey – Oneco
Kara Carney – Oneco
Carol Bell – King Middle
Helen King – Seabreeze
Melanie Newhall – Orange Ridge
Dawn Walker –MEA

“Find Your Match” ice-breaker

IBB Powerpoint

Video – Interest-based bargaining process

Video – “From No to Yes”

Commitment statements:

District:

As a district, we value our employees and are committed to the process of Interest Based Bargaining and building a relationship of mutual trust. To be successful, we are committed to being open and forthcoming with information and to working creatively through consensus to meet both the collective and individual interest of all.

MEA:

MEA is committed to Interest-Based Bargaining (IBB). We believe that together we can develop creative solutions to issues. The process provides opportunities to build trust and improve relationships between MEA and Management. IBB also presents MEA and Management the forum to share interests and develop a better understanding of each party’s needs. Through this process, we believe the outcome will be in the best interest of everyone in the district.

IBB PROCESS GROUND RULES

TEAM Members:

MEA ___ members

Management ___ members

All persons are trained in IBB.

No alternatives.

Release time if needed will be approved.

Quorum

MEA will be ___ members

_____ and/or Pat Barber must be present

Management will be ___ members

_____, _____ and/or _____

2. Timing

Unless otherwise specified, daily meetings will begin at 8:30 am – 4:00 pm.
Lunch will be ordered in and costs will be shared.

The following dates are currently set for bargaining.

June 28, 2010

June 29, 2010

June 30, 2010

3. IBB will be closed sessions except for the press. What we discuss stays within confidence. No “parking lot” talk will be tolerated.

4. Communications

- a. Press releases will be jointly written
- b. Mutual agreement
- c. Confidentiality of IBB

5. Ratification

Re-opener of entire contract is on the table.
Teachers will ratify when TAs are reached.
School Board will act upon after union ratifies.

6. Caucuses

- a. Allowed
- b. Time limits
- c. Subject disclosure

7. Information processing

- a. Note taking for the group –
- b. Recorder for charting will be shared by everyone
- c. Individual note taking will be personal use only.

8. Bargaining information will be shared and all information will be on the table for the benefit of all.

9. Contract Language

- a. Language will be written immediately after the TA
- b. Language will be brought back to the group for approval
- c. _____ and _____ will mutually share the data