

Interest Based Bargaining
2010 - 2011

Wednesday, June 30, 2010

The meeting began at 8:45 a.m.

Present were:

Forrest Branscomb - SSC
Willie Clark – Palmetto HS
Jim Drake - SSC
Chuck Fradley – Wakeland
Darcy Hopko - SSC
Nancy Goux – Blackburn
James Horner – Abel
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
Bruce Proud - MEA
Dawn Walker –MEA

Also present – Federal mediator Hank Groton.

The minutes were reviewed. The following change was made: Federal mediator Hank Groton was also present.

Management Issues

Terminal pay
Voluntary/Involuntary Transfer Process
Class size – Associate teacher
Insurance
Teacher planning
Highly qualified
Scheduling (High School)
Record Days
Automatic steps
Supplements
Salary
Management reserves the right to add issues.

MEA Issues

MEA reserves the right to present their contract language issues.

Review of Article V, Working Conditions – New Section 11 – Highly Qualified Teachers. The following changes were made:

Line 13 – strike “procedures” and insert “information”

Line 24 – insert “will be” after the word “opportunities”

Line 24 – strike “by National Board”

Line 25 – strike “Certified Teachers”

Line 26 – insert “involuntarily” after the word “teachers”

Line 27 – strike “be reimbursed for the fees for a”

Line 28 – strike “single test upon attaining highly qualified status”

Line 27 – insert “have the test fee paid by the District one time only.”

Line 34 – insert “by passing the test and adding the area to their certificate” after the word “status”

Discussion of timelines (line 15)

1. For those involuntarily transferred into a position for which they are not HQ
A teacher transferred or reassigned at the 10-day count will have until the 1st day of the next school year to become HQ.
A teacher transferred or reassigned in the spring for the next school year will have until the end of the 1st semester of the next school year to become HQ.
2. For those who volunteer to teach in an identified area of need for which they are not currently HQ

Issue #2

How can hiring authorities have any input into the voluntary/involuntary transfer process?

Interests

M - Teachers finding a good fit when they're displaced

M - Reducing out-of-field placements

M - Welcoming reception for transferred teachers

M - Fairness

M - Specialized school or programs interest fit

M - Open communication between hiring authority and displaced teachers prior to placement

M - Expectations are communicated prior to placement

M - Retention of staff

M - Transparency of position

M - Seniority

M - Teacher success

M - Ensure displaced are placed – no exclusions

M - Efficient transfer process

M - Time – moving, prep.

M - Process completed in timely manner

M - Integrity

M - Opportunity

Options

F Not B - Maintain current process

1. FBA - Voluntary process – Principal interviews _____ teachers based upon seniority & school interest. Principal selects _____ of those teachers. Teacher is selected based upon seniority & interest.

2. FBA - Interview during voluntary process

3. FBA - Set up face-to-face meeting with potential supervisor to discuss opening

Not F - Interview during involuntary process

Not F - Transfer within levels when possible (ES, MS)

Voluntary/Involuntary - use seniority to interview _____ # of teachers

Not F - Face to face meeting with potential supervisor for top 3 positions selected by each teacher prior to selection (voluntary transfer process)

Not F - Displaced teacher may return to posted vacancy at the sending school for which they are certified and HQ prior to the new school term

F Not B - Involuntary transfer process - Consider seniority, area of certification, reading endorsement or additional critical shortage certification

F Not B - Principal selects transfer

Not F - Teachers remain in position as published on voluntary/involuntary transfer list for minimum of _____

F Not B - During voluntary process principals will interview _____ number of most senior teachers who selected vacancy at their school and the principal selects from those teachers who still wish to transfer; During the involuntary transfer process transfers will be based upon seniority

F Not B - Principal selects ____ possible transfers after ____ interviews based upon seniority & teacher selection for seniority-based teacher decision during the voluntary and involuntary transfer process

F Not B - During voluntary process principals will interview _____ number of most senior teachers who selected vacancy at their school and the principal selects from those teachers who still wish to transfer; During the involuntary transfer process transfers will be based upon seniority

F Not B - During the involuntary process – do the interviews. Those not selected will revert to the prior process.

4. FBA - Teacher involved in involuntary process must speak to the possible receiving school prior to placement. Placement done by seniority.

Not F - During the involuntary process if there is an individual indispensable to school seniority is a factor but other factors (bilingual, reading endorsement, Rtl trained, etc.) would be considered.

F Not B - During voluntary & involuntary processes a description of the vacant position is written by the principal (as accurate as can be done at the time) and is considered in the placement. Before the teacher is placed the principal is notified and is allowed input with the group that places and an interview is scheduled.

5. FB A - Both principals and teachers will have input into the transfer placement for the mutual good of student achievement.

Not F - Voluntary/Involuntary – A thorough description of the position is given to the teachers prior to their selection. This would include a conversation with the supervisor/principal either over the phone or in person.

6. FBA - During the involuntary process a list of vacancies will be provided to the least senior teachers at schools requiring an involuntary transfer. Each least senior teacher will have the opportunity to select 3 positions from the vacancy list after talking to principals of the schools where vacancies exist. Teachers will have 5 days to make their selection. Teachers will be placed based upon seniority.

7. FBA - Voluntary/Involuntary – A thorough description of the position is given to the teachers prior to their selection.

Break at 10:13 a.m. Reconvened at 10:27 a.m.

Break at 11:46 a.m. Reconvened at 12:20 p.m.

Break at 1:30 p.m. Reconvened at 1:43 p.m.

Quick Fix – Combine # 1, #6 & #7

~~1. FBA – Voluntary process – Principal interviews up to 5 teachers based upon seniority & school interest. Principal selects up to 3 of those teachers. Teacher is selected based upon seniority & interest.~~

~~6. FBA – During the involuntary process a list of vacancies will be provided to the least senior teachers at schools requiring an involuntary transfer. Each least senior teacher will have the opportunity to select 3 positions from the vacancy list after talking to principals of the schools where vacancies exist. Teachers will have 5 days to make their selection. Teachers will be placed based upon seniority.~~

~~7. FBA – Voluntary/Involuntary – A thorough description of the position is given to the teachers prior to their selection.~~

Quick Fix – Combine #1, #6 & #7 - amended 70/100

1. FBA - Voluntary process – Principal interviews a minimum of 3 teachers based upon teacher interest. Principal selects a minimum of 2 of those teachers. Teacher is selected based upon seniority & interest. In the case of less than 3 applicants all applicants are interviewed and placed based upon seniority and continued teacher interest.

6. FBA - During the involuntary process a list of vacancies will be provided to the least senior teachers at schools requiring an involuntary transfer. Each least senior teacher will have the opportunity to select 3 positions from the vacancy list after talking to principals of the schools where vacancies exist. Teachers will have 5 days to make their selection. Teachers will be placed based upon seniority.

7. FBA - Voluntary/Involuntary – A thorough description of the position is given to the teachers prior to their selection.

Pat will write a draft of the transfer language and will share with Darcy.

The *revised* TA regarding Highly Qualified Teachers was reviewed.

Line 27 strike “will be provided” – unnecessary because it’s in 23-25

Line 24 strike “provided” after the word “District”

Line 36 insert “those identified subject areas” after in.

A principal must interview at least one teacher based upon seniority and school interest and must select from those who apply.

Facilitator for next meeting, 7/12/10 – (District) Nancy

Recorder – (MEA) Helen

Adjourned at 3:07 p.m.