

Interest Based Bargaining
2010 - 2011

Tuesday, July 13, 2010

The meeting began at 8:50 a.m.

Present were:

Jim Drake - SSC
Chuck Fradley – Wakeland
Jenni Gilray - BRHS
Darcy Hopko - SSC
Nancy Goux – Blackburn
Kathy Redmond – Palma Sola
Sharon Scarbrough – Sugg
David Underhill – Bayshore HS

Pat Barber - MEA
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 of 7/12/10 were reviewed. The following corrections were made:
Hank Groton was not present.

Page 2 - Transfer process language – the word “voluntary” was struck.

Management Issues

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

MEA Issues

MEA reserves the right to present their contract language issues.

Review of HQ language – The following changes need to be made – the voluntary language needs to be added to the timeline language on page 2 numbers 1 and 2. The language will be brought back for the teams to review.

Review of transfer language – No changes were made. All “thumbs up.”

Interests

~~Supervision of students~~

~~Teacher collaboration~~

M - Safety of students

M - School safety

Federal/state compliance

M - Increase student achievement

M - Adequate time for teachers to prepare, ~~plan and collaborate~~

Fair

M - Support teachers

M - Flexibility

M - Teacher growth

M - Shared expertise

Time to support district curriculum

M - Effective implementation of district curriculum

M - Collaboration

Options FBA'd

- 1. 2 teacher days, 2 district days and 5th Wednesday is team planning. FBA**
- 2. Allow teachers and administrators at each school to determine a school-wide schedule for _____ minute weekly sessions for team collaboration FBA**
- 3. Alternate every other teacher day to be used for teacher planning/ collaborative planning FBA**
- 4. Substitute collaborative planning for school/district and teacher day on alternating months except in the case of a 5th Wednesday. In that case the 5th Wednesday shall be used as collaborative planning day. FBA**

Possible parts of a solution

1. Schools may develop a weekly schedule for the entire year that includes one team planning session not to exceed 45 minutes. For schools that choose to meet during the student day administration waives the ability to schedule any activity before or after school.

Regarding modified Wednesdays:

2. Substitute collaborative planning Wednesday for a district/school and teacher Wednesday with alternating months. In the case of a 5th Wednesday that Wednesday will be used for ~~current contract language collaborative planning to include but not be limited to (current contract language).~~

3. Alternate every other teacher day to be used for (current outside student day language – team, department, grade level, progress monitoring, collaborative planning, grade level analysis, etc.)
4. Solution/Option 1 Plus - One collaborative planning day would be a teacher collaborative planning day. One collaborative planning day would be a school/district collaborative planning day.
5. Each month shall have a minimum of one teacher planning day and one district/school day. In months with more than 2 Wednesdays the order of placement will be as follows:
 1. Teacher collaboration
 2. School collaboration
 3. School/district day

Teacher collaboration days are planned by teachers with a focus on student achievement ~~data~~. School collaboration days are developed by the school's staff development committee.

6. On one of the teacher Wednesdays each month teachers may call a collaborative meeting to work together to improve student achievement. (with a maximum of _____ minutes) **FB Not A** (evaluated w/o info. in parenthesis)
7. Alternating months for collaborative planning – 1 district/school, 1 teacher, 5th Wednesday collaborative planning, allow for teachers to call teacher-led meetings on those days **F Not B**
8. On months when there are district or SIP inservice days then there would be 2 teacher planning Wednesdays.

~10 minute break.

9. 70/100 - Substitute collaborative planning for school/district and teacher days; alternating equal number of months days contributed from teacher days and from school/district days ~~except in the case of a 5th Wednesday. In that case the 5th Wednesday shall be used as collaborative planning day.~~ FBA Teacher collaboration days are planned by teachers with a focus on student achievement ~~data~~. School collaboration days are developed by the school's staff

development committee. District collaboration days will be developed by the District.

D = 7

T = 14

DC = 2

S = 7

TC = 5

SC = 3

Management withdrew the high school scheduling and the record day issues.

Issue #4 - How do we meet the demands of the class size amendment (CSA) within the budget?

Management shared information regarding the impact of non-compliance with the Class Size Amendment when it is measured this school year at the individual classroom level. Teachers are costed out by district at \$64,000 (salary & benefits). District estimates cost of non-compliance to be \$500,000. District must be compliant everywhere or the whole district is non-compliant. District has ability to get back 75% but needs to develop a plan. Solution has to involve a HQ teacher.

Lunch break at noon. Reconvened at 12:38

Interests

M Maximize funding

M Minimize penalties

M Protect elective and specials teachers

Fair distribution of students among teachers

M Safety

~~Maintain~~ **M** Optimize choices for students

M Provide flexibility for administrators to meet class size

M Sustainability

M Maintain high-quality instruction

M Meet student needs

M Integrity

M Recruitment

M Retention

Options

1. Decrease number of elective teachers **Not F**

2. Have all HQ teachers assigned students to them **Not F**

3. Encourage special area/elective teachers to become HQ in core subjects FBA

4. Hire additional part-time teachers (.2 to .5) FBA

5. Hire additional teacher assistants for electives FBA

6. Hire substitute teachers **F Not B**

7. Pay teachers stipend (hourly rate) for planning outside of student day FBA

8. Assign administrators teaching duties **Not F**

9. Hire co-teachers to assist in the core areas FBA

10. TA become HQ **Not F**

Break at 2:25 p.m. Reconvened at 2:45 p.m.

11. Reassign students to nearest school **Not F**

12. Multi-level classrooms at elementary level **F Not B**

13. Encourage dual enrollment at HS level/ Maximize # of dual enrollment classes at school site **FBA**

14. Increase # of on-line courses that do not negatively impact FTE FBA

15. Incentives for teachers to become SCF certified for dual enrollment FBA

16. Increase options for students needing credit recovery FBA

17. Eliminate compulsory attendance of 18 year old students **F Not B**

18. Utilize remote classrooms between schools FBA

19. Utilize district staff to facilitate remote classrooms FBA

20. Utilize all HQ personnel to meet class size **Not F**

21. Create a position per semester (HQ long-term sub) FBA

22. Assign district staff to elementary schools as needed **Not F**

23. Consider class size before choice FBA

~~24. Grant choice pending home schools student numbers~~

25. Evaluate student progression plan in light of CSA requirements FBA

26. Provide incentives for core teachers to become reading endorsed FBA

27. Maximize funds by transferring from capital to general **Not F**

28. Offer "zero" hour class, extended day or summer school FBA

29. Create associate teacher position set at a _____ rate to act as a co-teacher FBA

30. Create associate teacher position at a _____ rate with _____ responsibilities FBA

Facilitator for next meeting, 7/15/10 – Sharon (District)

Recorder – Melanie (MEA)

Adjourned at 3:50 p.m.