

NEGOTIATIONS
June 3, 2014

The following was transcribed from the June 3, 2014 meeting in as close to the same format as possible.

Norm Stewart called the session to order at 6:17 p.m.

Members present:

| | |
|-----------------|-------------------------------------------|
| Clay Sauer | |
| Dawn Sandmeyer | |
| Michelle Jacobi | |
| Loma Bittick | |
| Loretta Rost | |
| Leslie Dudman | Negotiator in Training (observation only) |

| | |
|--------------|-------------|
| Norm Stewart | Facilitator |
| Deb Holzhey | Resource |

The May 27th 2014 draft minutes were reviewed, Michelle made a motion to approve, Dawn seconded the motion, motion carried by unanimous consent.

Loma reported on the survey of sent to 43 certified staff on prescriptions and usage.
The teams discussed the survey and Blue Cross services in general.

Michelle proposed 10 sick leave days per year rather than 12 days.

Michelle said the Board agreed to remove the 190 day cap on sick leave.

Clay and Michelle explained the district's Blue Cross proposal which is Option 1 of final quote dated 060314. The proposal includes a \$1500 deductible (increase of \$500) on the deductible, 80% in-network co-pay, \$1500 out-of-pocket, a 15/30/45 3 tier prescription plan (change from 10/20 prescription plan). District pays \$447.05 per eligible employee per month for medical/drug coverage and the employee would pay \$87.00, the employee is responsible for vision and dental and any other dependents or spouses covered on plan.

Michelle and Clay rejected the request for 50% representation on the "Leadership Committee" and Norm related the reasoning on this rejection. He explained that the 9 member committee would include the Superintendent, 3 building administrators (1 from each building), 3 teachers (1 from each building), 1 para-professional and 1 parent.

Michelle rejected the request for "district to hire an EA for any class of 25+ students in a classroom" based on funding. The Board is committed to encourage admins to hire EA's when it is educationally reasonable.

Michelle accepted the request" restoring the 3 employees frozen on the current Marsing Structure".

Michelle rejected the request of "dissolution of the State Salary structure and moving all certified staff to the Marsing Structure" due to funding constraints"

Michelle accepted the request "putting 1% increase per legislation to the Marsing structure and State structure".

Michelle explained the certified staff calendar is 163 days rather than 166 and the certified staff would be paid the same amount.

Discussion was held regarding the base of the Marsing structure the last 4 years and how we got to where we are.

Norm asked the team to reiterate what had been agreed upon and what was still up for discussion and either acceptance or rejection. All info above was reviewed.

At 7pm a caucus was called and agreed upon a 20 minute caucus. The caucus ended at 7:53 pm with the MEA team reporting the following:

Sick leave of 10 days rather than 12 accepted by MEA,

Sick leave cap of 190 removed and accepted by MEA,

Insurance proposal of Option 1 listed above accepted by MEA,

Leadership Committee of 50% certified staff rejection accepted by MEA with the understanding the committee would include the Superintendent, 3 building administrators (1 from each building), 3 teachers (1 from each building), 1 para-professional and 1 parent. ,

EA hiring for class size of 25+ rejection accepted by the MEA,

Restoration of "3" employees frozen on structure accepted by MEA,

Dissolution of State Salary Structure and move all certifieds on state structure to Marsing structure based on 13% fund balance rejection not accepted by the MEA, MEA feels it is imperative for all certified staff to be on the Marsing structure,

1% into both structures accepted by the MEA,

163 day calendar accepted by the MEA contingent upon 1 float day at beginning of year to be used at end of year if needed.

The team decided to debrief at this point as they had reached the 2 hour time limit.

The next session could be held the first week of July.

Meeting adjourned at 8:25 pm.