

**MINUTES OF  
RILEY COUNTY UNIFIED SCHOOL DISTRICT NO. 378  
BOARD OF EDUCATION  
INTEREST BASED BARGAINING MEETING  
RILEY COUNTY HIGH SCHOOL LIBRARY  
Monday, July 12, 2010  
6:00 P.M.**

**CALL MEETING TO  
ORDER**

President Glenn called the Interest Based Bargaining (IBB) meeting to order at 6:10 p.m. Monday, July 12, 2010 in the Riley County High School Library.

The following members were present:

President Randy Glenn, Vice President, Jennifer Wilson, Mike Pachta, and Tom Henton.

Members absent were Steve Reed, Dan Strom and Dan Winter

**Teachers Present:**

Travis Havenstein, Riley County Educator

Jacqueline Loewen, Riley County Educator

David Taphorn, Riley County Educator

Bob Whearty, Riley County Educator

**Others Present:**

Brad Starnes, Superintendent

Norma Sharp, Clerk

Other Teachers present were Garry Sigle, Katie Ball, Anna Krone, Barbie Shoemaker, Jane Cales, Kelly Allen, Julie Doyen, and Shelby Muha

Jane Cales, Kelly Allen, Julie Doyen, and Shelby Muha.

Jennifer Wilson moved to adopt the agenda for the formal IBB meeting. Second by Mike Pachta. Motion carried with four "yes" votes cast.

**ADOPTION OF  
AGENDA**

**ADMINISTRATIVE  
REPORTS:**

**A. Interest Based Bargaining:**

President Glenn opened the meeting with review and turned the discussion over to Travis Havenstein for offer from teachers and the start of negotiations.

Jennifer Wilson moved the Board go into executive session for 15 minutes with Superintendent Starnes to discuss matters relating to employer-employee negotiations. The executive session is required to protect the district's right to the confidentiality of its negotiating position and the public's interest. Second by Mike Pachta. Motion carried with four "yes" votes cast.

The Board returned at 6:50 p.m. and President Glenn opened the meeting stating nothing was discussed but employer-employee negotiations and no action was taken in the session and nothing else was discussed.

Jennifer Wilson moved the Board and Superintendent return to executive session for an additional 15 minutes to continue discussing negotiations for the same reason as stated in previous motion. Second by Mike Pachta. Motion carried with four "yes" votes cast.

The Board and Superintendent returned at the appointed time and President Glenn opened negotiations stating nothing was discussed in the session but employee/employer negotiations and no action was taken in the session.

The RCA Teachers team caucused for 15 minutes and returned at 7:52 p.m. Negotiations continued.

Mike Pachta moved the Board and Superintendent go into executive session at for 15 minutes to discuss employer/employee negotiations. Second by Jennifer Wilson. Motion carried with four "yes" votes cast.

The Board returned at nearly the appointed time and President Glenn opened the meeting stating nothing was discussed but negotiations and no action was taken.

The Teachers left the room to caucus at 8:52 p.m. The Teachers returned and negotiations continued with Mr. Havenstein stating the Teachers would tentatively agree to the first Board offer that includes the following:

- 1) To Board take 6 days off by cutting 4 contract days, add 4 minutes to a day to cut 2 more days off the school year. The package would be 3% (.5% for every day taken off)
- 2) The Board add the \$100 to the base and column movement .5%
- 3) The increase to the insurance premium paid by the district would increase the total package by 1.5% to 2% and with those increases the total increase would be approximately 4.5% to 5%.
- 3) Offer included sick leave bank changes.

The decrease in school days would come off the beginning of the school year. So the first day for students would be August 20<sup>th</sup>. Teachers would start on August 17<sup>th</sup>. The 17<sup>th</sup> would be a work day and the 18<sup>th</sup> and 19<sup>th</sup> would be in-service days. 2 days come off negotiated agreement resulting in 190 days. The other 4 days come off the contract for 2010-2011 school year only.

The Teachers will notify all teachers and get back with the Board.

Mike Pachta moved the Board ratify the contract as stated. Second by Jennifer Wilson. Motion carried with four "Yes" votes cast.

Attached are Jacqueline Loewen's notes from the meeting.

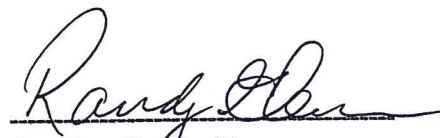
#### FUTURE MEETING


The next regular BOE meeting will be held Monday, July 19, 2010 at 7:00 p.m. in the Riley County High School Library.

#### ADJOURNMENT

Jennifer Wilson moved and Mike Pachta seconded to adjourn the meeting. Motion carried with four "yes" votes cast.

The time was 9:24p.m.

  
President Randy Glenn

  
Norma Sharp, Clerk



## Negotiation Meeting Notes

July 12, 2010

Members Present: Randy Glenn, Jennifer Wilson, Mike Pachta, Travis Havenstein, Dave Taphorn, Bob Whearty, Jacqueline Loewen, Brad Starnes, Norma Sharp, Tom Henton

Visitors: Katie Ball, Anna Krone, Barbie Shoemaker, Jane Cales, Kelly Allen, Julie Doyen, Gary Sigle, & Shelby Muha

Travis said that the boards offer probably would not have been ratified after receiving feedback from teachers. The biggest concerns were step and movement and days. We compared ours to other districts in our league. We had the most contract days in our league. Most teachers were okay with sick leave bank. Days was a big concern – in the 90's days were added and those days have never been taken off. We feel like money could be saved if days were cut and that money could be used to fund the step on the salary schedule. Below is the offer that was presented to the board:

### Offer from Teachers

July 12, 2010

1. Accept Sick Leave Bank changes
2. Accept Column movement
3. A total of 6 days off contract (3 more in addition to your 3 days)
  - a. This can be accomplished by taking days off the beginning or end of the school year or both and/or adding minutes to days
    - i. This will help boost student moral
    - ii. This will help boost teacher moral
    - iii. This will please parents that you have be receiving phone calls from
    - iv. We have 17.35 extra days now and the district needs to save money, doesn't it make sense to cut days?
    - v. When Larry Bowers was the superintendent 9 days were added to the calendar so teachers could have more time to learn about technology. Teachers were told these days would be taken off and they have not been. Dr. Bowers also added 1 day on his own without any others knowing about it.
    - vi. Teachers do not want to lose too many in-service days because we need those hours to recertify. We no longer get professional development money to attend conferences to earn points or hours to recertify.
4. Fund the step movement on the salary schedule
  - a. By cutting days money will be saved and it can be used to fund the step movement

- b. We would rather have the step and column movement than money added to the base.

5. Sick Day Buy Back

- a. This is an item that is already in the budget for subs
- b. It is also like merit pay for rewarding teachers for not using all their sick days

Mike talked about insurance figures coming back with a 10% increase. Jennifer said we (teachers) should be commended on the insurance usage being cut down.

From teachers we got a lot of feedback on wanting the step movement. Randy said this time the reasoning for not doing step movement is not the same as the reasoning last time (back in the 90's). There are some tough numbers when we want to add step to the package. This year not many schools will get step and column. Last time we met the package was at 2%.

Travis asked about enrollment numbers and if that would have an impact. As of now projections are down 30 according to Brad. Brad asked if teachers were willing to take a pay cut if enrollment was down and Travis said no.

Board went into executive session for 15 minutes. Board came back and returned to executive session for 15 minutes. Board returned.

From the teachers offer Randy said they agree with #1, bypass # 2 for now, will agree to the 6 days -cut contract year by 4 days, and add 4 minutes to a day to cut 2 more days off the school year. Some of your points are well taken. The number of days changed in 94-95 but Dr. Bowers is no longer here. The toughest thing is to do the step and column and sick leave buy back. What board is still thinking is adding the \$100 to the base and column movement. We are trying to come up with ways to fund the step, but the money is not there to do it. Jennifer said the % increase for the package would be 3% (.5% for every day taken off). Brad added the increase to the insurance premium paid by the district would increase the total package by 1.5% to 2% and with those increases the total increase would be approximately 4.5% to 5%. The decrease in school days would come off the beginning of the school year. So the first day for students would be August 20<sup>th</sup>. Teachers would start on August 17<sup>th</sup>. The 17<sup>th</sup> would be a work day and the 18<sup>th</sup> and 19<sup>th</sup> would be in-service days. 2 days come off negotiated agreement resulting in 190 days. The other 4 days will come off the contract for 2010-2011 school year only.

Teachers caucused for a while. We came back. Travis said we like the sick leave bank, and the days. On the step movement we would like to try to get that and base the funding for that on increased enrollment. If enrollment went down or did not increase we would not take the \$100 on the base. As teachers not getting the step movement has a big impact for years to come. If teacher's salaries take about 60% of budget it would take 17 students to fund the step movement. Randy asked about if they take everything off the table and go back and work on funding the step if that would be acceptable. Teachers said no. Teachers agree with the calendar. The board went into executive session for 15 minutes. Board returned.

Randy said he knew we did not do IBB process on salary and we probably should have. At the time the board told us money was not there. Next time we will go through all the steps. It is important to go through the processes. Money is still an issue. What we would like to offer is 50 % of step and column and insurance and go ahead and take 2 days off contract and do not add any minutes. So the first day would be August 16<sup>th</sup>. It would be a 2.3% on the money and 1% on days so a total of 3.3% increase. The days off would be just for this school year it would not be in the contract to stay. Next year we would start at 192 days. The step will be there to stay. The board appreciates the creativity but board is concerned about the BAPP going down next year.



Travis asked if their first offer was still on the table and they said it would. Travis stated that their first offer tonight was better. Teachers caucused.

Teachers returned. Travis stated that we would tentatively agree to the first agreement. There was some confusion on days whether the days was a 1 year deal or in the negotiated agreement. There would be 2 that would stay off (the added minutes) and 4 would go back on the contract next school year. Dave asked what the tie is to the days. Randy stated they like to keep the days up and it helps the kids to be in school and it gives us (the board) something to negotiate if there is no money. Mike said the board has talked about days will help the student achievement. Mike stated that everything they do is for the kids and they do not want to do with less faculty. Randy said they have looked hard at the money and where it is going. Tom said we take a lot of pride in our schools and want them to look good and stay occupied, keep class sizes down, and keep faculty. Brad stated that with the days some schools come back and take days off if snow days are not used. It is important to look at other districts and see how they are counting their days. Compare apples to apples when looking at days.

Brad talked about how the IBB process and stated that it needs to be followed. We need to go through the steps and so we can come up with an agreement that everyone is happy with.

Teachers will send an email out and to others and will send a letter to ratify offer. Teachers will inform board of outcome as soon as possible.

Offer is highlighted items: include sick leave bank changes.