

IBB Meeting
February 17, 2014

Members Present:

- Dan Thompson, Jennifer Wilson, and Shane Allen (board)
- Darnell Vargo, Jenni VanSickle, Mark Laure, and Daniel Dickerson—recorder (teachers)

Call to order (5:40)

The meeting started with the team thanking the board members for what has been so far great discussions regarding negotiations.

The team passed around the sheet of negotiation topics that they received from teachers during the open teacher meeting. Darnell stated that this was a list of everything that was brought up at the open teacher meeting in regards to negotiation topics that the teachers would like to see this year.

Salary Schedule:

- Darnell passed around the proposed salary schedule and discussion began. The teachers stated that the money that they would like to see added to the base would help keep Riley County competitive with other districts. The board agreed but also stated that this would be a huge undertaking (roughly a \$220,000 total adjustment if the schedule was fully adopted for next year). With a budget not out until June 1st both sides agreed to wait to discuss money until later meetings.
- Other discussion over the proposed salary schedule centered around where the "bottoming out" ended (masters vs. non-masters). The team stated that the goal is for teachers to continue to be educated; this was the consensus from the open teacher meeting as well. Other discussion areas included:
 - Should there be a limit?
 - What about those who are doing a good job without their masters?
 - Possibility of putting moving across on a points system.

Personal vs. Sick days:

- Discussion in this area centered on the amount of days that the teachers currently have at their disposal (10 sick/ 2 personal). After looking at several of the surrounding districts, the team and board members discussed the current system of sick/personal days and the possibility of changing/reallocating the days to include more personal days (we currently have 2).

Bus & crosswalk duty at the Grade School:

- Board felt this was not a negotiated topic, that it would be the principal coming to them and making a proposal. The board averaged the amount of pay that would go to paraprofessionals for a year and it would be approximately \$6,600, the three board members felt that this would be doable and help with morale.
- This will be given to Teresa to hopefully make that request.
- We felt that it is more important to have the teachers in the room at the beginning and ending of the day.
- We also shared with the board that it takes away approximately 25 minutes of plan time every day that a teacher has bus duty.
- We proposed that we have two para-professionals at front duty, one at the cross walk and one at the slab.

Other topics that were brought up during the meeting but were not discussed in detail included:

- HSA Professional development money
- Hours per day
- What we as teachers can do to get more options for classes (mostly electives)

The meeting was adjourned at 6:50 p.m. with no further meeting scheduled (possibility of another meeting in April)

Dan Dickerson
Recorder