

**MEETING NOTES**

7/22/2010  
Cooperative Office  
5:00 – 8:00 p.m.

**Present:** Craig Elliott, Chief Negotiator; Shelley Dunham, Special Services – NEA Teacher’s Association President; Bruce Nicholson, Board member, Dru Walter, Special Services – NEA Teacher’s Association Representative; Beth Donahue, Special Services – NEA Teacher’s Association Representative; Karen Kuhn, Assistant Director.

The Negotiation session started with a review of the meeting notes from 7/15/10. No changes or correction were required.

Craig began with a review of the Board’s noticed items.

1. **Page 3 Preamble dates change – no discussion necessary. The Special Services NEA Teacher’s Association *Tentatively Agree (7/15/10)* to this item.**
2. **Page 9 Duration dates change - The Board offered a one-year duration clause with an effective period of July 1, 2010 through June 30, 2011. The Special Services NEA Teacher’s Association *Tentatively Agree (7/15/10)* to this item.**
3. **Page 12 Early Resignation Notice – Consider eliminating or reducing the Early Notice incentive. **The Board asked that this item be dropped from their noticed items. The Teacher’s Association agreed to the Board’s request (7/22/10).****
4. **Page 17 Disciplinary Actions – Consider language for disciplinary actions for a staff person that is not considered minor in nature. Both sides agreed to the proposed language (B. 1. *It is agreed by both parties that informal disciplinary actions are the first steps taken in constructive discipline; and are to be taken by Administrators in situations of a ~~minor nature~~ involving violations of a rule, regulation, or safety practice.* The words “of a minor nature” were deleted.) The Special Services NEA Teacher’s Association *Tentatively Agree (7/22/10)* to this item.**
5. **Page 20 Reduction in Force – Both sides will continue to work on this. No further discussion occurred.**
6. **Page 21 Salary Schedule – See The Association’s noticed item #1.**
7. **Page 23 Advancement on the Salary Schedule – Consider changes to the Vertical Movement and Horizontal Movement on the salary schedule. No discussion occurred. Will be addressed at a future negotiation’s meeting.**
8. **Page 23 Defined Benefit – **The Board asked that this item be dropped from their noticed items. The Teacher’s Association agreed to the Board’s request (7/22/10).****
9. **Page 9 Cooperative Retirement Plan – Consider changes in the contribution amount per contract year. **The Board asked that this item be dropped from their noticed items. The Teacher’s Association agreed to the Board’s request (7/22/10).****

**Page 12 Release from Contract** - The Board asked that this item be added to the noticed items due to the fact that the State Board of Education has changed the dates related to when employers (school districts) need to notify staff of non-renewal and when staff are obligated to notify their employers (school districts) that they will not be returning to work the following school year. The Teacher's Association agreed to add this item. **The Board decided at the 7/22/10 meeting to take this item out of consideration.**

### List of noticed items presented to Larry Clark on January 28, 2010.

1. *Salary and Wages* – The Teacher's Association started this discussion with a request to:
  - Increase the base pay to \$38,000.;
  - Allow movement of two step increases and tracks; and
  - Would also like the Board to provide some monetary amount (The Association did not suggest an amount) for those individuals who have topped out on the salary schedule.

Overall, this is a 3.41% increase and would require approximately \$412,000. in new money.

Shelley indicated a little later that if there were 24 teachers topped out and they were given an increase of \$2K each the total this would bring the total to around \$460K.

The Board offered the Association:

- Two step increases and tracks; and
- Provide for the increase in health insurance costs (\$88,000.).

Overall, this is a 3.15% increase and would require approximately \$373,880. in new money.

After both sides caucused:

The Board offered the Association:

- Two step increases and tracks;
- Provide for the increase in health insurance costs; and
- A \$500 increase to those who have topped out on the salary schedule, which appears to be 22 individuals – additional \$11,000.

Overall, this would require \$384,880. in new money.

After both sides caucused:

The Association requested:

- Two step increases and tracks;
- \$500. increase to those who have topped out on the salary schedule;
- No new money to the base
- \$15. additional dollars to Tier 1 to the salary schedule; and
- \$30. additional dollars to Tier 2 & 3 of the salary schedule.

Overall, this is a 3.77% increase and would required approximately \$459,601. in new money.

After the Association's final request, no additional discussion occurred.

2. *Association Rights* – Access to information – The Association asked

an example of such a form. The Board *Tentatively Agreed (7/15/10)* to this item.

3. *Contract Year* – No discussion occurred.
4. *Job Related Illness or Disability* – Since this was addressed through last years contract. **The Teacher’s Association asked that this item be dropped from their noticed items. The Board agreed to their request (7/22/10).**
5. *Personal Leave* – The Teacher’s Association is asking for an increase in the number of personal leave days per year from 3 to 4. They are also asking that if a staff member has not used all of their personal leave in a given year, that they be allowed to carry over one day to a maximum of 5 days.
6. *Sick Leave Pool* – The Board stated that it did not see a need for a committee and if the Association President did not feel comfortable in making the decisions then the Association President can delegate that task. No further discussion occurred.
7. *Section 125 Salary Reduction* – Both sides spoke briefly about the current maximum allowed by the Coop for unreimbursed medical expenses (\$2,400.). The Board provided information on federal changes that will occur in 2013. At that time the maximum amount will be capped at \$2,500. Also, the Board presented information regarding a survey completed by the Coop last school year. The survey asked those who were taking the maximum allowed (\$2,400.) if they would like that amount to increase. All who responded to the survey said they did not see the need to increase the amount. No further discussion occurred.
8. *Advancement on the Salary Schedule* – No discussion occurred. Will be addressed at a future negotiation’s meeting.
9. *Voluntary Payroll Deduction* – The Association and the Cooperative will continue to work together on this item. **The Teacher’s Association asked that this item be dropped from their noticed items. The Board agreed to their request (7/22/10).**
10. *Method of Payment* – **The Teacher’s Association asked that this item be dropped from their noticed items. The Board agreed to their request (7/15/10).**
11. *Individual Educational Program Work Days* – The Board expressed concerns that this may be viewed as a “double standard.” Craig stated that we’ve worked very hard over the years with our Coop districts to consider our special ed. staff as if they are district staff. The Association realizes that this is not feasible for all but would like to see something happen that would support the Coop’s Speech-Language Pathologists (SLPs). Shelley stated the SLPs bring this matter up for consideration every year. No further discussion occurred.
12. *Additional Pay for Large Caseload* – Shelley stated that some changes did occur last school year with regard to manageable caseloads. Shelley also stated that she thinks the Coop does a good job and hopes that they will continue to make adjustments/changes in staff when needed and caseloads require. **The Teacher’s Association asked that this**

13. *Just Cause* – The Association said that they are not suggesting that Administration show just cause when the decision is made to non-renew a non-tenured staff member. They are asking that Administration be attentive to this and are fair when making decisions. They also ask that there possibly be more involvement with mentors and possibly continue providing mentor support beyond the first year with the Coop, if needed. Again, The Association said it should not be a surprise. **The Teacher’s Association agreed to drop this item from their noticed items. The Board agreed to their request (7/22/10).**

14. *Teaching Materials* – **The Association agreed to drop this item from their noticed items. The Board agreed to address this item with staff at the back-to-school inservice in August (7/15/10).**

15. *Paid Temporary Leave* – The Association is asking that staff be allowed to accumulate unused sick leave without limit. With that, there would be no compensation (buy back) of unused sick leave at the end of each school year for any days not used above the now maximum of 75 days. After checking with a number of school districts, the Board provided information regarding the general leave policy in other districts. Craig stated that some of those districts have had to establish boundaries within the general leave policy (such as no more than 3 general leave days can be taken at a time). Shelley stated that the change needs to occur with the Coop’s bereavement leave. She said the bereavement leave does not allow time off to attend a funeral, etc. beyond those individuals listed on the leave agreement. Therefore, if a staff member has used all of their personal leave and then needs to be gone for a funeral of a good friend, there is no provision for that.

16. *Binding Fact-Finding* – **The Teacher’s Association asked that this item be dropped from their noticed items. The Board agreed to their request (7/15/10).**

17. *Selection of Section 125 Representative* – **The Association asked that this item be dropped from their noticed items. The Board agreed to their request (7/15/10).**

18. *Scheduling of Individual Education Plan Meetings* – The Board stated that they certainly understand the time and coordination involved in scheduling IEP meetings but also expressed concerns that if someone other than the IEP managers scheduled the meetings, the IEP managers would not have the opportunity to talk/visit with parents prior to the meeting. **The Teacher’s Association asked that this item be dropped from their noticed items. The Board agreed to their request (7/22/10).**

19. *Salary Schedule Placement of New Employees* – Shelley stated that this would only apply when the current salary schedule is frozen. Shelley will provide Goddard’s 2009 – 10 teacher’s agreement wording at our next meeting. No further discussion occurred.

20. *Special Educators and MTSS* – **The Teacher’s Association asked that this item be dropped from their noticed items. The Board agreed to their request (7/15/10).**

**21. *Salary Reopener* – The Teacher’s Association asked that this item be dropped from their noticed items. The Board agreed to their request (7/15/10).**

**Next Meeting  
August 23, 2010  
Location: Coop Office  
5:00 p.m.**