

Sedgwick County Area Educational Services Interlocal Cooperative #618
and Special Services – NEA Teacher’s Association

MEETING NOTES

9/1/2010

Cooperative Office

7:30 – 10:10 p.m.

Present: Craig Elliott, Chief Negotiator; Shelley Dunham, Special Services – NEA Teacher’s Association President; Bruce Nicholson, Board member; Bill Dalbom, Board member; Beth Donahue, Special Services – NEA Teacher’s Association Representative; Larry Clark, Director; and Karen Kuhn, Assistant Director.

The Negotiation session started with a review of items still to be settled as all other items noticed by both parties have been provided with tentative agreement. If necessary, please reference the July 22 Meeting Notes.

Item #5. Page 20 Reduction in Force – Both sides will continue to work on this. No further discussion occurred. **9/1/10:** Both the Teacher’s Association and the Board agreed to form a committee with staff representation, chaired by Karen Kuhn, Assistant Director. The committee will review the work Karen has provided as a draft to develop a formula to be used when a *Reduction in Force* is needed. This formula will include criteria for “Hard to Fill Areas.” The committee will have a recommendation for the Board by May 1, 2011.

Item #6. Page 21 Salary Schedule – See The Association’s noticed item #1. **9/1/10:** Both sides tentatively agreed, as per a “Memorandum of Understanding” stating, Salary and Wages: *For the 2010 – 2011 school year, a one time off schedule payment by the Board shall be made in the amount of \$1,000.00 to staff blocked by the salary schedule from step (experience) movement. Staff who are frozen after one step movement (one of the two steps provided for the 2010 – 2011 school year) shall receive the one step plus a one time off schedule payment by the Board of \$500.00.* This “Memorandum of Understanding” shall commence when the negotiated agreement for the 2010 – 2011 is ratified and will terminate on June 30, 2011.

Item #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.

- 9/1/10:** Both sides tentatively agreed to the following wage and salary terms.
- A one time two-steps increase (one of those to make up for not receiving a step advancement last contract year) and tracks;
 - Provide for the increase in health insurance costs (\$88,000.) *(both sides agreed to disagree in philosophy regarding the increased costs of health*

care to the Cooperative – The Teacher’s Association does not consider these costs as a benefit to the teachers whereas the Board does); and

- A \$1,000.00 one time off schedule payment to those staff blocked on the salary schedule from step (experience) movement. Also, staff frozen after one-step movement (one of two steps provided) shall receive the one step plus a one time off schedule payment of \$500.00.

Item #3. Contract Year – 9/1/10: The Teacher’s Association asked that this item be dropped from their noticed items. The Board agreed to their request.

Item #5. Personal Leave – 9/1/10: The Teacher’s Association requested that the Board consider increasing the number of personal days per year from 3 to 4.

The Board countered with a proposal that would allow a one-day personal leave extension to be used for bereavement only. With this extension staff would be docked \$100.00 for the full day personal leave extension.

The Teacher’s Association rejected this proposal and asked that this item be dropped from their notice items. The Board agreed to their request.

Item #6. Sick Leave Pool – 9/1/10: Both sides tentatively agreed to maintain current wording in the contract as to how requests are made and approved. Changes will be made regarding the donation of days. It will state, “Any teacher in the Cooperative that wishes to donate to the Sick Leave Pool may do so by donating one-half (1/2) day. The Board Clerk must be notified as of September 1, by those teachers who will be participating in the Sick Leave Pool. Only those teachers who donate to the pool are eligible to request the use of pool days during the contract year.” (See Sick Leave Pool #1).

Item #7. Section 125 Salary Reduction – 9/1/10: Both sides tentatively agreed to no changes being made to the current maximum allowed amount for unpaid medical reimbursement.

Item #8. Advancement on the Salary Schedule – 9/1/10: See the Board’s noticed items #6 & 7 above.

Item # 11. Individual Educational Program Work Days – 9/1/10: The Teacher’s Association asked that the Board consider putting a process in place to support Speech Language Pathologists (SLPs), who due to caseload size and complexity require flexibility in their schedule to complete progress reports at the end of each 9-weeks grading period. The Board agreed to have, Kay Bartel, Assistant Director, address this issue with the SLPs. In addressing the issue, Kay will ask that SLPs work with their building administrators in helping to secure time that will allow them to complete progress report paperwork during the school day. In essence, giving them permission to ask for time to do this on inservice days when the

SLP's attendance at building inservice activities may not be required.

With the understanding that this will be addressed, the Teacher's Association asked that this item be dropped from their noticed items. The Board agreed to their request.

Item #15. Paid Temporary Leave – 9/1/10: The Teacher's Association asked that this item be dropped from their noticed items. The Board agreed to their request.

Item #19. Salary Schedule Placement of New Employees – 9/1/10 The Board and the Teacher's Association tentatively agreed to the following wording to be placed in the negotiated agreement.

Conditions Applying to the Salary Schedule

C. Other contrary provisions in this agreement notwithstanding, for the contract year when both horizontal and vertical movement on the salary schedule shall be suspended, all returning teachers will be placed on the salary schedule at the same step and column they were placed for the previous school year.

To apply the salary freeze to teachers new to the district, those teachers new to the district shall be placed upon the salary schedule based upon that teacher's experience and college preparation as of the previous school year.