

Interest Based Bargaining
2010 - 2011

Monday, July 12, 2010

The meeting began at 8:45 a.m.

Present were:

Jim Drake - SSC
Chuck Fradley – Wakeland
Darcy Hopko - SSC
Nancy Goux – Blackburn
Kathy Redmond – Palma Sola
Sharon Scarbrough – Sugg
David Underhill – Bayshore HS

Pat Barber - MEA
Kara Carney – Oneco
Carol Bell – King Middle
Helen King – Seabreeze
Melanie Newhall – Orange Ridge
Bruce Proud - MEA
Dawn Walker –MEA

Also present – Federal mediator Hank Groton.

The minutes of 6/30/10 were reviewed. No changes were made

Management Issues

Terminal pay (economic)
Voluntary/Involuntary Transfer Process
Class size – Associate teacher
Insurance (economic)
Teacher planning
Highly qualified
Scheduling (High School)
Record Days
Automatic steps
Supplements (economic)
Salary (economic)
Management reserves the right to add issues.

MEA Issues

MEA reserves the right to present their contract language issues.

Additional revisions to the language regarding Highly Qualified Teachers was reviewed. The following changes were made:

Page 1

Line 18 insert “for” after “District” and after procedures insert “as prescribed in school board policy 6.13”

Line 32 insert “voluntarily transfer” after “transferred”

Page 2

Line 1 insert “volunteer,” after “who”

Line 2 insert “volunteer” after “who”

Line 9 and 10 - strike

This language will be brought back tomorrow for review.

Transfer process – language was reviewed

Any teachers not placed during the voluntary/involuntary process will be placed on a case by case basis.

This language will be brought back tomorrow for review.

Issue #3 – ~~How can we provide teacher supervision of students outside the student day?~~

~~How can we structure teacher planning time to allow groups of teachers time to collaborate weekly on student achievement “curriculum, instruction and assessment” and non-instructional issues?~~

How can we meet the needs of teachers and management within the time of the teachers’ duty day?

Interests

~~Supervision of students~~

~~Teacher collaboration~~

M - Safety of students

M - School safety

Federal/state compliance

M - Increase student achievement

M - Adequate time for teachers to prepare, ~~plan and collaborate~~

Fair

M - Support teachers

M - Flexibility

M - Teacher growth

M - Shared expertise

Time to support district curriculum

M - Effective implementation of district curriculum

M - Collaboration

Break at 10:05. Reconvened at 10:16 a.m.

Options

1. Allow for teacher supervision of students during the duty day outside the student day *Evaluation postponed so history of contract language can be checked.*
2. Allow teachers and administrators at each school to determine a _____ minute weekly time for collaboration of teacher teams **FB Not A**
3. Provide teachers with comp time for student supervision outside the student day **Not F**
4. Alternate modified Wednesdays to one of the teacher days every other month to be used for collaborative planning **F Not B**
5. **2 teacher days, 2 district days and 5th Wednesday is team planning. FBA**
6. ~~Schools can vote to determine use of _____ minutes outside of the student day—~~
7. Alternate every other district/school day to be used for collaborative planning **Not F**
8. Reinstate 2nd teacher planning day to a team day **F Not B**
9. Alternate every other school day to be used for collaborative planning **F Not B**
10. **Allow teachers and administrators at each school to determine a school-wide schedule for _____ minute weekly sessions for team collaboration FBA** (A) and use 1 teacher Wednesday every other month to be determined mutually (T). ~~The minutes are reported to administration.~~

Break at 12:05 p.m. Reconvened at 12:36 p.m.

11. _____ amount of time for before and after school duties *Evaluation postponed so history of contract language can be checked.*
12. **Alternate every other teacher day to be used for teacher planning/ collaborative planning FBA**
13. Use district Wednesdays for collaborative planning **FB Not A**
14. Use part of a record day for collaborative planning **FB Not A**
15. Dedicate at least _____ minutes during District/School Wednesdays to collaboration and _____ minutes to training **FB Not A**
16. Dedicate _____ minutes during teacher planning Wednesday to collaborative planning each month **FB Not A**
17. Allow _____ number of minutes during a modified Wednesday for collaborative planning **FB Not A**
18. Allow _____ minutes per month on modified Wednesdays alternating between teacher and district for collaborative planning **Not F**
19. Each modified Wednesday can be used for _____ minutes of individual teacher planning and _____ minutes of school/district use. **Not F**
20. **Substitute collaborative planning for school/district and teacher day on alternating months except in the case of a 5th Wednesday. In that**

**case the 5th Wednesday shall be used as collaborative planning day.
FBA**

- ~~21. A minimum of one collaborative planning day each month to be taken
equally between school/district days and teacher modified Wednesdays~~
22.

Options FBA'd

- 1. 2 teacher days, 2 district days and 5th Wednesday is team planning.
FBA**
- 2. Allow teachers and administrators at each school to determine a
school-wide schedule for _____ minute weekly sessions for
team collaboration FBA**
- 3. Alternate every other teacher day to be used for teacher planning/
collaborative planning FBA**
- 4. Substitute collaborative planning for school/district and teacher day
on alternating months except in the case of a 5th Wednesday. In that
case the 5th Wednesday shall be used as collaborative planning day.
FBA**

Possible parts of a solution

Schools may develop a weekly schedule for the entire year that includes one team planning session not to exceed 45 minutes. For schools that choose to meet during the student day administration waives the ability to schedule any activity before or after school.

Break at 2:05 p.m. Reconvened at 2:18 p.m.

Regarding modified Wednesdays:

Substitute collaborative planning Wednesday for a district/school and teacher Wednesday with alternating months. In the case of a 5th Wednesday that Wednesday will be used for ~~current contract language~~ collaborative planning to ~~include but not be limited to (current contract language)~~.

Alternate every other teacher day to be used for (current outside student day language – team, department, grade level, progress monitoring, collaborative planning, grade level analysis, etc.)

Management called a caucus at 2:57 p.m. Reconvened at 3:31 p.m.

The purpose of the caucus was to discuss the definition of collaborative planning relative to the district initiatives being pursued.

Management has a need to develop a list of what collaborative planning is.

Solution/Option 1 Plus

One collaborative planning day would be a teacher collaborative planning day.

One collaborative planning day would be a school/district collaborative planning day.

Facilitator for next meeting, 7/13/10 – Bruce (MEA)

Recorder – Kathy (District)

Adjourned at 4:05 p.m.