

### **CBT - Meeting 3**

11-1-19

Kesner Board Room

8:00-3:00

#### Attendees:

Leslie Garrity (SEA co-president), left at 2  
Allyson Levy (SMS/Crest teachers) left at lunch  
Kate Clark (SHS/HEA teachers)  
Shelly Trojanovich (ECC staff/LES teachers),  
David Blackburn (Superintendent),  
Rene Frazee (SMS) left at lunch  
Phil Gardunio (SEA co-president), left at 2  
Rhonda Meyers (Transportation)

Jen Visitacion (BOE),  
Brett Pyle (Class),  
Chris Smejckel (LES/ECC teachers)  
Nick Griffin (SHS/HEA teachers)  
Terry Clark (Nutrition Service)

#### Missing:

Linda Brach (Para)  
Will Wooddell  
Joe Smith (BOE)  
Larry Parks (maintenance/Custodial)

Facilitator: Dennis Carlson.

#### Agenda:

- Check-in
- total leave (2 hr)
- presentation on money, budget, revenues (2 hr )
- Who takes care of housekeeping for CBT:
  - Making sure that NP is updated
  - Sending out notes
  - Running elections for new members
  - Updating District website with minutes
  - Proposal: pay someone to update
- Begin comprehensive compensation discussion

Chris shared the leave straw group design (Chris, Kate, Jen, Phil on team)

- GBC-E-N delete where earning time is recorded and keep it all in GCL-N
- GCL-N was redlined (regarding earning of personal leave for covering classes/lunch)

- Discussed inequities of earning, goal of getting the coverage with teacher's out?
- Should the rate go up and leave stay as an option, or just rate go up?
- In the end GCL-N will stay the same as it currently is. Admin will try to look at how to hire staff to cover these gaps so teachers don't have to cover so much.

Leslie shared the leave straw group design RE "blackout days" (Leslie, Nick, and Will)

- GBGN-N "Significant family event" is in the policy. Add one sentence. Allowing employees supporting kids at college for the first time, or graduating from program--consensus

David presentation on money

- General Fund Budget explained
- Hybrid Salary Comparison provided
- David and Shiela's ideas/recommendations of how to spend recurring money in compensation and benefits (pera, health, and life)
- Questions and clarifications

Discussion of CBT housekeeping

- (see "CBT 11/1/19 Housekeeping" in CBT 19-20 "Extra Docs" Google Folder for detailed roles)

Compensation

- story
- interest
- options
- Straw Group
  - Shelly, Nick, Terry, Phil, and Jen

Checkout

Common Message:

We came to consensus on adding language to GBGN-N about blackout days. We will go with status quo on GCL-N regarding working lunch hours or substituting for teachers on prep periods; David gave us an encouraging presentation on budget and we began working on compensation. We dealt with nitty gritty housekeeping details like minute-taking for CBT. A straw design group (working group) will meet to discuss options for adding to compensation.

## **Upcoming Meetings**

November 15, 2019

- Nick takes min.
- Listen to straw group presentation on Money
- Decide on Money Recommendation

- Small Policy Tweaks approved.
- Plan for presentation and voting

November 22, 2019

- If needed

March 11, 2020

- Presentation/Asks from members/representatives

April 17, 2020

- set dates for next yr.
- email department heads about representation

Agenda for next meeting

- Revisited list of items to resolve