

CBT - Meeting 4

11-15-19

Kesner Board Room

8:00-3:00

Attendees:

Allyson Levy (SMS/Crest teachers)
Kate Clark (SHS/HEA teachers) (gone 11-12)
Shelly Trojanovich (ECC staff/LES teachers),
David Blackburn (Superintendent),
Rene Frazee (SMS)
Brett Pyle (Class)
Chris Smejckel (LES/ECC teachers)
Nick Griffin (SHS/HEA teachers)
Terry Clark (Nutrition Service)
Phil Gardunio (SEA co-president)
Rhonda Meyers (Transportation)

Linda Brach (Para) (gone 10:45-12:15)
Will Wooddell
Joe Smith (BOE)
Larry Parks (maintenance/Custodial)

Missing:

Leslie Garrity (SEA co-president)
Jen Visitacion (BOE)

Facilitator: Dennis Carlson.

Agenda:

1. Check-in
2. Straw group presentation on money
3. Decide on money recommendation
4. Small policy tweaks
5. Create a plan for presentation and voting

Compensation

- Straw design group presentation - Shelly, Terry, Jen (not present), Nick
 - Present and clarify other options
- Breakout straw groups to look at percentages to honor longevity and education.
- Move to break until next Friday to present options with actual numbers.

Small Policy Tweaks - Presentation by David

- Policy BG-E-N Table of Contents for Negotiated Policy--fix minor typos
- Intent Statement No longer include as it is part of our history/story only
- Policy GBB-E-N CBT Handbook, clarifier on Scope section
- GBB-N clarified blanks on policy name under scope of negotiations
- Policy GBK-N--go back to the agreed-upon language.
- Policy GBABA-N - Take out of negotiated policy.
- Policy GCL-N Tweak to include ECC hours and redlined the language.
- Policy GCKAA-N Stays in negotiated policy

- Policy IIB-N Stays in negotiated policy
- Policy GCKAA-R-N Stays in negotiated policy
- Policy GDO-N This is the parent policy and is directed by law. Taken out of negotiated policy.
- Policy GBJ-N Stays in negotiated policy
- Policy GCQA-N This is the parent policy and is directed by law. Taken out of negotiated policy.
- Policy GBGE-N Stays in negotiated policy
- Policy GBGG-N Taken out of negotiated policy
- Policy GBGH-N Stays in negotiated policy
- Policy GBGI-N Typo in header fixed.
- Policy GBGK-N This is the parent policy and is directed by law. Taken out of negotiated policy.
- Policy GBEB-R Not negotiated and will be removed.
- Policy GBABA-R2-N Moved up in the table of contents and 'story' paragraph removed from the negotiated policy.

Future Issues to Discuss - the whole group

- SSP salary schedule for counselors vs. certified salary schedule.
 - Additional day at the beginning of the year for a certified workday.
 - Years of experience for salary schedule when new teacher is hired (now at 7).
 - Ways to help with bringing in employees for hard to fill positions.
 - Long-term salary straw group - to change the salary schedule. (Chris, Kate, Rhonda,
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- Look at data from the staff survey - straw group to organize and present next week. (Kate, David, Shiela)

Hard to Fill Positions

- Story
- Interests
- Options
 - David will put together a proposal to look at next week.

Years of experience for salary schedule

- Story
- Interests
- Options

SSP and Counselors

- Story
- Interests
- Options
- Vote - Counselors will stay on the existing certified salary schedule plus 10 days.

Adding day before the school year starts

- Story
- Interests
- Options
- Vote - There will not be an extra day added to the calendar for 20-21

Agenda for next meeting: November 22, 2019

- Share data from compensation survey
- Compensation report from Sheila
- Finalize certified compensation
- Memo for hard to fill positions - option
- 7 years policy - GBABA - R2 - N
- Presentation and ratification
- Review calendar
- Checkout

Checkout

Common Message:

We came to consensus on a number of issues:

- To add full-time benefits to bus drivers and cooks
- Add to the base starting wages for all classified staff
- Increased the COLA to \$0.25 annual increase for classified staff.
- 3% PERA includable retention payment
- Accepted and discussed proposed adjustments to policy

Next week we will look at compensation survey data. We will also review certified salary schedule research and make final decisions. In addition, straw groups have been set up to review long-term salary changes and new staff placements.