

TEACHER/SUPPORT STAFF BNC MINUTES
THURSDAY, JANUARY 10, 2019
GMTCC COMMUNITY EDUCATION CENTER

BNC members present: Sue Hamlyn-Prescott, Bill Sander, Katie Orost, Mark Nielsen
Others present: Charleen McFarlane, Deb Clark, Cat Gallagher, Melissa Greenwood, Jen Myers, Patrick LaClair, Brad Parker, Matt Alden, Gail Whitten, Betzi Goodman, Suzanne Dirmaier

S. Hamlyn-Prescott called the meeting to order at 5:41.

B. Sander moved to go into executive session to discuss teacher negotiations because premature general public knowledge would clearly place the school board at a substantial disadvantage, inviting C. Gallagher, D. Clark, C. McFarlane and D. Griffiths to remain, K. Orost seconded, the motion was passed and the BNC entered executive session at 5:42.

The BNC consented out of executive session at 6:02.

The teachers and Suzanne Dirmaier came in at 6:03.

S. Hamlyn-Prescott said the BNC wants to open by focusing on salary proposals. She asked the teachers to start by explaining their proposal.

Melissa Greenwood said they kept the starting salary at \$40K and did \$1500 steps. The lowest amount anyone got was \$1020 and the highest was \$3108. The overall increase would be 3.53% if the increase started with the first pay period. But they realize that may be difficult so they suggest a delayed implementation, staying with current salaries for the first 2 paychecks and then using the new scale starting with the third paycheck. That reduces the increase to 3.1%. They repositioned some people. Their proposal also includes graying out the same bachelor's columns as before. Bachelor's 1 would stop at column 17 or 16, Bachelor's 15 at 17 and Bachelor's 30 and beyond would have 21 steps. They reduced the number of steps from 26 to 21.

S. Hamlyn-Prescott said the BNC is prepared to provide a proposal tonight. If we are unable to come to consensus around some proposal this evening the BNC will go back to our initial proposal on November 1. Both groups recognize that an increase in the base is essential to bringing in new teachers but the step increases proposed by the teachers are the piece that are too expensive going forward. She asked D. Clark to speak about that.

D. Clark said the value of a step in the association proposal is \$1500. When we calculate out to 2020 we expect salary will go up. Then a step for everyone next year is almost 2.8%. That starts bumping up against CPI, leaving little room to continue to work on the base. Sustainability over the long run is a concern. The value of the step becomes instrumental.

C. Gallagher suggested talking about what our common ground is first, such as the base.

M. Greenwood said they did give some thought to what year 2 or 3 could potentially look like. It could be adding to the base with no one moving a step or just adding a little to the base and

everyone getting a step. Another suggestion is increasing the base substantially and having all but steps 1 and 2 frozen.

S. Hamlyn-Prescott said she thinks the focus is on the base and both sides agree on that. It is important to remember that this is a one year contract. With that in mind and our concerns and questions about the financial feasibility of the association's proposed steps going forward, we will give our first proposal. The BNC's proposal was distributed.

M. Greenwood said the teachers would have to caucus. She asked, the only difference between the association proposal and the BNC proposal is that the BNC reduced the value of vertical steps down to \$1170? S. Hamlyn-Prescott and D. Clark said yes.

S. Hamlyn-Prescott reminded the teachers that any new proposal must be introduced no later than the end of this meeting.

Teachers left to caucus at 6:16.

B. Sander moved to go into executive session to discuss teacher negotiations because premature general public knowledge would clearly place the school board at a substantial disadvantage, inviting C. Gallagher, D. Clark, C. McFarlane and D. Griffiths to remain, the motion was seconded and passed and the BNC entered executive session at 6:16.

The BNC consented out of executive session at 6:32 and recessed until the teachers returned.

The teachers came back at 6:51.

M. Greenwood said the association has conditional acceptance, depending on what agreement can be reached on the length of the work day and Appendix D.

S. Hamlyn-Prescott invited the teachers to speak to their proposal on the school day. M. Greenwood said they went back to the people who would be most impacted by going up to an 8 hour workday. About 30% of teachers are already at 8 hours and 70% work 7.25 or 7.5 hours. Knowing that the BNC wants to put all on an even footing they thought 7.5 was a good place to start and we can work up to 8 next year. Some are already working 8 hours and for some that would be a 45 minute per day increase. They realize there is no way compensation could be increased enough to stay equal if everyone went up to an 8 hour day. They calculated that would be something like a 10% pay increase. They thought 7.5 hours would be a good starting point and next year we could talk about moving up to 8 hours for all.

S. Hamlyn-Prescott asked, they are talking about on-site hours? M. Greenwood said yes, on-site work hours. They asked for statements from teachers about how the change to 8 hours would impact people. For a lot of teachers it would significantly impact their own kids and students as well.

M. Greenwood said the association also proposed a language change about dues collection. The language they proposed was almost exactly what is in the support staff contract.

S. Hamlyn-Prescott asked, the proposal is to add a new section, 1.2.3? M. Greenwood said yes. The new language states that central office assumes dues will continue to be taken out unless a teacher notifies central office by June 30 that they want it to stop.

S. Hamlyn-Prescott asked for 5 minutes to caucus. The teachers left at 6:56.

K. Orost moved to go into executive session to discuss teacher negotiations because premature general public knowledge would clearly place the school board at a substantial disadvantage, inviting C. Gallagher, D. Clark, C. McFarlane and D. Griffiths to remain, B. Sander seconded, the motion was passed and the BNC entered executive session at 6:56.

The BNC consented out of executive session at 7:00.

The teachers came back at 7:02

S. Hamlyn-Prescott said in terms of Appendix D, the BNC is willing to keep the current language for next year, maintaining the status quo for sections 1 and 2. The other pieces previously agreed upon would remain as previously agreed. The BNC agrees to the proposed dues language.

The teachers left to caucus at 7:04.

The teachers came back at 7:13. M. Greenwood said they want to know the rationale for leaving sections 1 and 2 under each school at status quo rather than going to 7.5 hours.

S. Hamlyn-Prescott said we want to address it in the next contract. We want to take time to look at it and understand the implications.

The teachers left at 7:14.

The BNC consented into executive session at 7:16. The BNC consented out of executive session at 7:23.

The teachers came back at 7:24.

M. Greenwood said the association agrees to the status quo with the understanding that the BNC is probably going to propose 8 hours again next time. They want it on record that with an increase to hours will have to come an adequate compensation package to compensate for the extra minutes 70% of teachers will have to work.

Both sides initialed the agreed upon Appendix D language and salary proposal.

The teachers left at 7:28

The meeting was adjourned by consent at 7:29.

Minutes submitted by Donna Griffiths