

# Collaborative Bargaining Team (CBT)

## Minutes

October 13, 2017 8am - 3pm @Kesner Board Room

### MEMBERS:

Kate Clark –SHS/HEA  
Todd Bright –SHS/HEA  
Stephen Crane –SMS/Crest  
Cory Scheffel –SMS/Crest  
Shelly Trojanovich –LES/ECC  
Chris Smejkal –LES/ECC  
Leslie Garrity –SEA President Representative  
William Wooddell –Principals/Admin  
David Blackburn –Superintendent/ Admin  
Nancy Jones –Classified  
James Giron –Classified  
Melanie Lipscomb –Classified  
Mike Aichele -Classified  
Gay Hahn –Board (last meeting - not officially representing board; left 1:40p)  
Kyle Earhart –Board (arrived 11:30)  
Lisa Nagle -Classified  
Penny Wilkins-Board  
Rita Merrigan - Facilitator  
Dennis Carlson – Visitor

1. Check In - who are we? How are we? Who is missing? What are our expectations?  
Elephants in the room? Question of the day: What was your reaction to the first snowstorm?
2. Review and recalibration of norms with new and returning members
3. Interest Based Bargaining overview: how it differs from Traditional Bargaining
  - a. Communication principles, effective relationships, trust, procedures
  - b. Review of CBT handbook - rules, procedures, etc.
4. IBB process begins:
  - a. Story - what we believe is a problem or an issue that needs to be addressed in the district.
  - b. Homework for CBT members:<sup>1</sup>
    - i. review handbook - the table (page 19-20 of printed Negotiated Policies),

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<sup>1</sup> FYI: Last year's "Negotiations priorities" have been shared with CBT members in CBT Google Folder.

- ii. review story scribing
  - iii. Use handbook criteria to choose Issues
  - iv. Be Prepared to share interests and options
5. Check out - Some members were surprised at the process, all were reminded of how much Interest Based Bargaining differs from Traditional Position Based Bargaining. We will likely have 5 or 6 meetings this school year.

*\*\*\*Those individuals requesting more detailed information are encouraged to attend the next CBT meeting as an observer. Feel free to contact your CBT representative with questions.*

#### Upcoming CBT meetings<sup>2</sup>:

Next meeting: Oct 20, 2017, 8-2pm

#### Agenda

- a. Check-in
- b. Questions about process and the CBT Handbook
- c. Choose Issues (additions, clarifications, cluster, straw groups, reductions, prioritize)
- d. Discuss Interests regarding the selected Issues
  - i. Focus on Salary and Compensation
  - ii. Do we need to return to story on this Issue?
- e. Presentation-Information
  - i. Financial Strategy/School Finance
  - ii. Bring the numbers--budget presentation
  - iii. Strategy Presentation
- f. Options
  - i. Options--Strategy
  - ii. Options--Numbers
  - iii. Superintendent Recommendation
- g. Check Out

Following meeting: Nov 3, 2017 8-2

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<sup>2</sup> Issues to discuss: addendum to CBT handbook: put clearer template for yearly meeting timeline in handbook or add as NP article.