

CBT - Meeting 1

10-4-19

Kesner Board Room

8:00-2:35

Attendees: Leslie Garrity (SEA), Allyson Levy (SMS/Crest teachers), Kate Clark (SHS/HEA teachers), Danielle Brown (Para), Shelley Trojanovich (ECC), Joe Smith (BOE), Phil Gardunio (LES), David Blackburn (District), Rene Frazee (SMS), Jen Visitacion (BOE), William Wooddell (Adm), Brett Pyle (Class), Felicia Mundell (fill in for transportation). Linda Brach (Para) arrived for PM session.

Missing: Nick Griffin (SHS/HEA), Chris Smejkal - comments about CBT (LES), Rhonda Meyers (Trans),

Representatives needed: Custodial member - possibly Brandon Hawkins, Kitchen staff member - possibly Terry Clark, due to lack of other volunteers? [Approved see below](#)

Facilitator: Dennis Carlson.

Opening:

- Agenda for today - Overview training and check in...IBB/CBT Initial trust building activity.
- Agenda for the year... a number of members show an interest in having an agenda for the year that can be set, maintained and followed.
 - Can this be set prior to us leaving today so we know the direction of the CBT for the 2019-20 school year?
- ❖ Team building balloon activity and negotiating style inventory and conversation around difference b/t Interest Based Bargaining (IBB interchanged with IBS - Interested Based Solutions) and Traditional Collective or Positional bargaining.
- ❖ Listening activity both individual and in pairs...assumptions challenge and discussion about story and how listening and working together happens, and how our personal assumptions have an impact out how we see/hear things. (56% of what happens in any story is related to your personal experience.- see ladder of inference sheet)
- ❖ Components of IBB process is presented and explained. The 6 steps of of this strategy are presented and examples are given. Ideas, straw design and voting expectations/process are also explained. Importance of trust and understanding of the process are visited and the principals of relationships are explained as is the importance of the relationships within this IBB/IBS process.
- ❖ "What is fair" and who do we each represent explanation from each person to allow for better understanding and clarity around big picture of IBB and who is at the table. How do we best represent all constituents when we do not have all present. Concern around balance of the numbers in the committee make up if of committee is increased. Should hourly staff on CBT be compensated for time on CBT? Should others be compensated? This would take a vote in the future.
- ❖ Possible issues/ideas generated for future discussion...although we cannot change w/o ratification

- SSP representation?
- ECC representation?
- Classified representation could be paid and/or given additional leave time
- If classified folks are represented by their manager, do needs get met?
- Can positions be shared?

11:25 break

❖ Needs for the day..

- Voices of the committee identified... discussion about adding managers to open and hard to fill positions. (Brandon Hawkins and Terry Clark will be added for ONE year only appointments expiring end of 2019-20 school year) **-APPROVED**
- The “voices in the room” are the people who are members this year. If we have “gaps” where we do not have representatives, quorum will be a percentage of the current year’s members.
- When - dates, times etc... (four dates by handbook plus 1 extra)
 - Oct 4
 - Oct 17 8:00-4:00
 - Nov 1 8:00-4:00
 - Nov 15 8:00-4:00
 - Nov 22 8:00-4:00 **- ALL DATES APPROVED**
 - Mar 11 8:00-4:00
 - April 17

December 9 - date ratification vote must happen by

- Additional meeting March 11 will be added but included as part of the 2020-21 CBT meeting dates. All day, beginning at 8:00.
 - Purpose: School year budget input by CBT to set up direction for following year around expenditures and salary requests
- NOTE Monies for salary are already budgeted for this school year (2019-2020) but these are not specifically allocated for groups
- What are we trying to accomplish with the agenda for the year...(Wants and Needs for year that are reasonable)

Lunch break

PM session begins with a District Budget 101 by David Blackburn to the entire CBT. Times lines and budget calendar are explained to help with clarity around when monies are available and how they can then be allocated/spent.

Month by month break down of school finance for school districts and how this impacts both capital (building and one time expenses) and recurring (salary) funds each year. The purpose is to help CBT identify the best time of the year to ask for money and plan for the next year for recurring expenses.

Questions around class size and funding and reserves commence as the team works to understand the big funding picture. PILT funds are explained and how MLE (mill levy equalization) potential impacts taxing and funding. Salida board chooses to keep 3 months worth of salary in reserves (currently 15% of operating costs). Only 3% is required by law.

Agenda topics for upcoming meetings. These suggestions will be prioritized by all members...

#1 Compensation

#2 Leave

- *Blackout days (leave days adjacent to a holiday, ex: the day after Thanksgiving break)*
- *Personal leave or pay offered for lunch duty, substitution*

#3 Evaluation

#4 Handbook changes, edits and updates

CBT future and legacy - structures

Other ideas:

- *Calendar:*
 - *Additional paid work days (2-4)*
- *Planning time protections*

notes/questions from above....

- CBT will re-look at previous notes, "story," and ideas surrounding leave suggestions.
- Is a work session and information gathering meeting around leave needed to help address the story for the CBT members so they can look for solutions?
- Can we address leave issues through a sub group who brings a recommendation back to CBT?
- Expectation that CBT members familiarize themselves with leave info and history

For future issues/ideas we need to track:

- **STORY**
- **INTEREST**
- **OPTION**
- **EVALUATION**
- **CONSENSUS**
- **IMPLEMENTATION**

FUTURE MEETINGS -

Agenda for October 17, 2019

- Check in - 20 min
- Leave - sub committee presentation around story and interest - 30 min
- Story and interest around evaluation (dates, timelines for probationary staff)
- Handbook structures - changes, edits and updates

November 1, 2019

- 2 hr total leave
- 2 hr presentation on money, budget, revenues
- Begin comprehensive compensation discussion

November 15, 2019

- Compensation

November 22, 2019

March 11, 2020

- Presentation/Asks from members/representatives

April 17, 2020

Remember: Forming, storming, norming, performing...