

CBT - Meeting 2
10-17-19
Kesner Board Room
8:00-3:00

Attendees:

Leslie Garrity (SEA co-president), leave at 10:30
back at 12:10
Allyson Levy (SMS/Crest teachers),
Kate Clark (SHS/HEA teachers) - leave at
8:50 returned 9:30
Linda Brach (Para),
Shelly Trojanovich (ECC staff/LES teachers),
Joe Smith (BOE),
.Will Wooddell - arrived 8:30

David Blackburn (Superintendent),
Rene Frazee (SMS),
Jen Visitacion (BOE),
Brett Pyle (Class),
Chris Smejckel (LES/ECC teachers)
Nick Griffin (SHS/HEA teachers)
Terry Clark (Nutrition Services)
Larry Parks (maintenance/Custodial)
Phil Gardunio (SEA co-president),

Missing:

Rhonda Meyers (Transportation)

Facilitator: Dennis Carlson.

Collaborative Statement about outcomes of meeting 10-17-2019:

We agreed to take these proposals to ratification (an all staff vote) in November 2019, to go into effect in 2020-2021 if approved by all staff: GCO-R-N Probationary teachers will get two observations and feedback by April 15 starting in 2020. In the CBT Handbook and GBB-N: we will keep composition of CBT as it is; A quorum of a simple majority must be present for meeting and voting; We will continue with term limits of 4 years for members, except for the Superintendent; We agreed that no CBT member will be paid for attendance.

At our next meeting, on November 1, 2019, we will address compensation and two groups were formed to bring back "straw group" or tentative proposals on two leave issues. One group will work on blackout days, GBG-N, and another group will work on GCL-N, GBC-E, and GBGG personal leave vs. pay issues to bring back to the next meeting.

Agenda:

- Check in
- Sub-Committee Presentation on Leave: information went out to all CBT members
 - Proposal: create straw group (working group) to work out options **and** policy edits on leave; stay with pre-arranged agenda for today. (Agreed upon)
 - Blackout dates straw group with either memo in minutes to clarify or policy change or both (Leslie, Rene, Will, Nick)

- Earning personal leave vs. monetary compensation (Chris, Phil, Larry, Jen)
 - Inequity in how people can earn personal leave in district at certified level
 - Story: hard to find people to cover classes
 - Other possible leave conversations (as these arise, let's keep track so we don't have to rehash when we are able to revisit the conversation):
 - Financial impact of sick leave bank and personal leave bank
 - How do we make sure that people come to work? Address absenteeism
 - How do we support people?
 - Universal leave
- Evaluation for Probationary teachers discussion (captured in Evaluation Story/Interest/Options on drive including current policy and proposed changes/options)
 - Story, Interests
 - Break to read policy GCO-R, GCO-N and clarify probationary status
 - Look at options, evaluation using filters/criteria
 - Is the option: simple, fair, affordable, legal, workable, efficient, equitable, ratifiable, practical, Industry or common area of practice, cost to human capacity, flexible, ethical?
 - Came to consensus to update GCO-R-N by adding date for when 2 observations will be completed for probationary teachers. - APPROVED
- NP Handbook
 - Discuss ideas around NP Handbook being part of negotiated policies and hot/if to make changes to the handbook
 - Worked process on NP Handbook (Captured in Handbook and GBB-N Story/Interests/Options on drive)
 - Came to Consensus to update GBB-N and the Handbook to reflect the idea that
 - a) a quorum is a simple majority of the members of the current year, and a quorum is required in order to hold a meeting. - APPROVED
 - b) a position will not be added for an SSP because an SSP may take any of the 6 Certified staff positions - APPROVED
 - c) CBT will continue one position that is "shared" by two employees for this school/negotiation year. Evaluate success at the end of the season. -- APPROVED
 - d) Consensus on not offering compensation to any member of CBT in exchange for participation in Bargaining-- APPROVED
 - e) Allow CBT to make interpretations of handbook during the negotiation year -resolved -- APPROVED
- Review "CBT Revised Collaborative Bargaining Team Meeting Dates and Agendas 19-20"

- David showed us where to find the updated NP in the CBT shared folder for 2019-2020
- Check-out: Successful meeting in which we followed the whole process twice and we made significant progress. The process is challenging, particularly when you're new to the process, but it is working well. We are all so bright, Terry Clark feels honored to be part of the group.
- Joe Smith and Will Wooddell will not be at our next meeting

Upcoming Meetings

November 1, 2019

- 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

November 15, 2019

- Compensation

November 22, 2019

March 11, 2020

- Presentation/Asks from members/representatives

April 17, 2020

Agenda for next meeting

- Revisited list of items to resolve