

# Collaborative Bargaining Team (CBT)

## Minutes

Date: November 17, 2020 time:5-7pm @ Zoom

### MEMBERS:

Andre Wilkins –SHS/HEA	Joe Smith -Board
Allyson Levy –SMS/Crest	Rene Frazee–SMS/Crest
Shelly Trojanovich –LES/ECC	Danielle Brown -Classified
Chris Smejkal –LES/ECC	Rhonda Myers –Classified (absent)
Phil Gardunio –SEA President Representative	Evalyn Parks - Transportation (for Rhonda)
William Wooddell –Principals/Admin	Linda Brach - Classified (absent)
David Blackburn –Superintendent/ Admin	Dennis Carlson - Facilitator
Brett Pyle –Classified	Kate Clark –SHS/HEA
Terry Clark –Classified/ Food Service	Sheila Moore - District Admin -Finances ( ?)
Brandon Hawkins -Classified / maintenance & grounds (absent)	Nancy Jones - observer
Jodi Breckenridge Petit –Board	

### Agenda and Minutes:

1. Check-in
2. David Blackburn: report on School Board conversation about compensation
3. Shiela Moore shared what compensation the state will allow as “PERA includable” (i.e. included in employee’s retirement calculations)
4. Compensation
  - a. CBT came to a consensus about a recommendation to the school board: 4% retention for all employees no steps, minimum retention \$500, with increases for levels (i.e. education) and no step increase. ,
5. Straw Group (subcommittee)
  - a. Paraprofessional Pay
  - b. To be discussed at a future meeting
  - c. Blackburn will work on whether there is a way to pay Paraprofessionals substitute pay (if qualified)
2. Blackburn asked for a subcommittee to work on policy updates/fixes
6. Joint communication: We had a challenging conversation about our district’s financial solvency, the state’s financial crisis, and the exhaustion felt by employees. To acknowledge the employees who hold our district together through a hard time, we came to a consensus about recommending a 4% retention payment for all employees with a minimum retention payment of \$500, increases for levels (i.e. education), and no step increase for the 2020-2021 school year.

## 7. Check-out

### Next Meetings

Meeting date not set yet:

1. Check-in
2. Straw group (subcommittee)
3. Joint communication
4. check-out