

## **Negotiations Meeting – 3/13/2023**

### **Present:**

- a. School Board Representatives:** Jenny Genger, Buster Bullock, Justin Willcut, Erik Wilkerson
- b. BAT Union:** Logan Brower, Mary Drynan, Mary Anne McMahon

### **School Board Proposals:**

- 1. During negotiations make the salary matrix fair to all teachers discussion**
- 2. Three-year contract**
- 3. 0% raise**
- 4. 3.1 - Revisit discretionary leave language**
- 5. 6.3B – Develop language for retroactive pay for moving up on matrix due to continued education.**
- 6. 6.4 – National Board Certification – Language Clarifications**
  - a. Language change: Truly National Board for Professional Teaching Standards Certification (NBPTS) or otherwise approved
  - b. School Board Single payment of \$1000 upon completion and keep the yearly stipend of \$1200 as long as the teacher remains NBPTS.
  - c. Get rid of statement “In the event of a retest is necessary, the district will reimburse the actual cost of one retake.”
  - d. Spelling error correction “land” to “lane”
- 7. 6.6 – Delete all 5<sup>th</sup> year language in CBA and on Matrix**
- 8. 7.3 – Edit language to state: “No tenured teacher...”**
- 9. Article IV 4.1A – The School Board proposed unanimously to get rid of all existing compensation (50% of 9400) to staff members who elect not to choose the district health coverage. Proposal by board is to only leave the first sentence: “The district will provide each teacher 1/7 of \$9400 for each period taught or other duties as assigned, for health insurance benefits or other approved options for the contracted year.”**

### **Union Proposal:**

- 1. Record negotiations and/or have someone take official notes that are signed and agreed upon by those in attendance prior to ending the meeting.**

**Next scheduled meeting:** March 27, 2023 at 4:10 p.m.

Negotiations Notes: Meeting called to order at 3:31 PM on Monday, March 6, 2023

Meet with the negotiations committee including Justin Willcut (Chair), Buster Bullock, and Jenny Genger. Meeting was to discuss items in the CBA that I felt should be discussed with the union. Those items are:

1. Clarifying section 6.4 National Board Certification. Currently the language just says National Board Certification but I believe the intent was National Board Certification for Professional Teaching Standards. I also discussed issues with paying for the application and testing if they were not successful in obtaining the Board Certification. If they become board certified we would then reimburse them for the application and successful test.
2. Getting rid of section 6.6 Fifth Year- This is no longer applicable because there is really no 5<sup>th</sup> year teaching certification anymore. This was basically an option to teach and required another year after a bachelor's degree. This should also be taken out of the matrix.
3. Reword section 7.3- Section says no non-tenured will be disciplined, dismissed, terminated or discharged without due process. I believe this should be "no tenured..." Statue states they are at will employees and can be dismissed, discharged, or terminated without due process. This is a non-renewal of a non-tenured teacher.

The committee also discussed:

- a. next year's budget constraints
- b. revisiting the pay matrix.
- c. Insurance increases.