

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 Getting rid of section 6.6 Fifth Year- This is no longer applicable because there is really no 5th year teaching certification anymore.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.