

The Clarion-Goldfield-Dows Community School Board of Directors held a meeting on Wednesday, February 8, 2017. In attendance was Beth Severson, Troy Seaba, Beth Jackson, CGDEA Negotiators Carter Bridges and Jason LaPage, Dr. Robert Olson, and Board Secretary Anita Frye.

President Severson called the meeting to order at 5:08 P.M.

Dr. Olson presented CGD District Response and Initial Proposal

CGDEA Initial Bargaining Position Presentation (IA Code: 20.17.3)

Carter Bridges presented the CGDEA's Initial Proposal –

1. Extended pay per diem/hour for employee (salary and hourly) working outside of school hours. For example: Preschool home visits after school hours, and Mandatory After School Activities (math Night, Literacy Night, Concert/Music Programs).

Rationale: Staff members are putting in a lot of additional time with these activities and are not being compensated for them. This would be similar to an extended contract because of agricultural events during the summer.

CGD District Response: The district would look at the practices of other school districts regarding compensation for home visits. If the district would consider the proposal, it would be in the context of a timecard or per visit basis rather than extended contract.

2. Hourly Pay for Sporting Events in exchange for one base pay per event.

Rationale: There are several sporting events that take longer than others. It is unfair for one person to get paid for 2 hours of work while another person is working 4 to 5 hours and getting paid the same amount. We believe having an hourly amount of say \$9.00/hr. would help compensate state for the time that they are putting in.

CGD District Response: If the district would consider changes in compensation for assigned jobs during activities, it would be paid on a flat dollar amount per assignment. A work study could be conducted to determine the average time for each assignment. This is particularly important when staff have others work for them and paying them for working their assignment.

3. Flex work Day in accordance to our required hours. Staff will get the choice to work wither 7:30-3:30 or 8:00-4:00.

Rationale: There are times that staff members, both hourly and salary, have group meetings before or after school and so having the choice to come in at 7:30 (when the meeting starts) and then able to leave at 3:30 would be equal for others who do not have those meetings. Along the same reasoning, if a staff member has a meeting after school they may choose to come in at 8:00 that day and then leave at 4:00. Currently we are being required to come in for those meetings unpaid and remain at school until 4:00 except for Fridays. That can add up to a lot of uncompensated hours as some meetings are weekly.

CGD District Response: The proposals need more explanation. The master contract provides building determination of working hours different than the 8:00 am to 4:00 pm (Employee Hours and Load: Article XIX, Section A). The master contract also provides for faculty meetings totaling one hour each month. It also provides an option, if the building changed hours from 7:30 am to 3:30 pm, to have the faculty meeting after the 7:30 am start time (Employee Hours and Load: Article XIX, Section E). It sounds like many of the items listed in the CGDEA proposal is possible within the current master contract.

4. Exchange our current Business Day for a Personal Day.

Rationale: There are very few employees who find the need for this business day – therefore a lot of staff are not being able to use a benefit day that they are given. Changing the wording to a personal day would allow those use the business day to have that day off, but it also allows those who do not have that need to be treated equally.

CGD District Response: The specificity of personal day and business day is designed to limit the number of days’ staff are out of the classroom. With so much emphasis on student academic performance and the state Attendance Center Ranking (ACR), it is important to have contracted teachers in the classroom as much as possible. Opening up the potential for every contracted employee to be out of the classroom one more day, would diminish the quality of instruction and negatively impact student academic performance. What problem are we attempting to solve? Superintendent leave is used for staff with special needs. Specific to business leave, the superintendent has taken business leave in exchange of superintendent leave, as not to expand the definition of business leave.

5. We would also like to see that 1 Personal Day is allowed to be carried over per year.

Rationale: Not every year do employees need all of their personal days but they choose to take it rather than losing it. Allowing 1 day to carry over would allow staff to stay in their classroom when desired, which as we know-students learn best from their classroom teacher opposed to a substitute. The max number of personal days an employee can have in one year is 4. This would be beneficial to those who have family emergencies or other personal needs that require more than just a day or two.

CGD District Response: Proposals #4 and #5 would increase the number of days contracted teachers are of the classroom. Best instruction for students is provided by contracted teachers (or at least should be). Both proposals would allow staff to accumulate up to four personal leave days. What problems are we solving with proposals #4 & #5? Do these proposals eliminate the need for superintendent leave? Serious consideration of these proposals would prompt a counter-proposal by the district to eliminate superintendent leave.

6. We will not be giving a total package proposal at this time.

Rationale: Due to lack of information regarding salary, and insurance.

CGD District Response: We can discuss anticipated medical insurance premium increase, provided the legislature doesn't change all schools to a state insurance plan. I spoke to Bob Powers and he was confident that a 4.5% would easily cover the actual increase. The actual increase will be known sometime in May. Any difference of a lower bid would be applied to base salary.

Even though the Governor indicated that he wanted the State Supplemental Aid to be set at 2.0% for FY18 and FY19, members of the legislature are stating that those amounts are high and were positioned to set SSA at 1.11% for FY18. There is also talk of eliminating Chapter 20 altogether. At this point, it would seem prudent to start with allowing movement for experience on the salary schedule, benefits, and \$100 increase on the base. District calculations show this proposal would be a total package, dollar increase of \$108,314.01 and 1.77%, exclusive of TLC. Calculations still need to be verified with ISEA, but the last conversation with Michele Alden indicated that our numbers were close.

The next Exempt Negotiation Session will be held Wednesday, February 15, 2017 at 5:15 P.M.

Motion by Jackson to Adjourn. Second by Jacobsen. Motion Carried. Meeting Adjourned at 5:40P.M.

Elizabeth Severson
President

Anita Frye
SBO/Board Secretary