

Summary of Bargaining for Joint Communication

Bargaining Series #4 – April 26-27, 2016

Bargaining Series #5 - May 10-11, 2016

Team members present: Lisa Radmer, Jeff Hogan, Chris Jackson, Nate Ziemkowski, Ryan Stokes, Freedom Johnson, Rhonda Schmidt, Lynn Bradwell, Warren Hopkins, Tony Manjarrez, Ray Wilson and Amy Wright. Jamie Siegel (PERC Facilitator). School Board observers: Tavish MacLean and Dan Popp (4/26), Marci Busby (5/10), Geoff Doy (5/11) and Carolyn Simpson (4/27, 5/11)

Summary:

Over the course of 20 hours of Interest Based Bargaining in April and May, with facilitation from Jamie Siegel, a wide variety of topics and issues were discussed. Several current Memorandums of Agreement (MOAs) were reviewed for inclusion in the Collective Bargaining Agreement, to be kept as an MOA, or to be retired. Consensus was also reached to form a sub-committee to review and consider modifying language around the MOA regarding Special Ed Educational Staff Associate (ESA) and Individualized Education Plan (IEP) caseloads and overload compensation.

The Bargaining Team continued to review the Tech Compensation language. Specifically, some of the mechanisms for triggering payment of tech stipends and extra time were discussed, as every effort is being made to try and streamline the paperwork process.

Next, the Bargaining Team revisited a few remaining items around Personal Leaves and clarified language around Leaves of Absences. Discussion also occurred around adding some language to the contract, to help with consistency from building to building, for part-time employees. Draft language is forthcoming.

A lengthy discussion ensued around the issue of professional development time, time for collaboration, and Friday afternoon early release time. Several new ideas surfaced on how to improve the frequency and quality of time for professional development, collaboration, and planning time, as well as how to reduce travel on District Directed Days. No decisions have been agreed upon, but this issue continues to be a high priority of the Bargaining Team.

Using the Interest Based Bargaining Process the Bargaining Team developed an issue statement around compensation. Interests were shared and the Bargaining Team brainstormed possible solutions to address compensation. During the meeting, a list was also generated that highlighted the current areas of contract where compensation is addressed to broaden everyone's knowledge of the contract. A list of comparable districts was also shared that illustrated the total compensation and number of workdays for certificated staff in Snoqualmie Valley, Issaquah, Riverview, Lake Washington, and Tahoma school districts. At the next meeting, it is anticipated that the Bargaining Team will begin to evaluate some of the options to address compensation.

Andrea Hardy from WEA Research gave a presentation that provided an overview of the general fund budget of the District. Her summary contained a number of positives about the financial health and fiscal management of the District.

Consensus was reached to form a sub-committee to review and make recommendations to the Family Medical Leave Act (FMLA) and maternity-related language in the contract, and to recommend other adjustments to policies or procedures to ensure it is consistent with the law and contract.

The Teacher/Principal Evaluation Program (TPEP) committee is also working on language to bring to the Bargaining Team.

The Bargaining Team is aware of all the topics to be addressed at the table this year. We are looking forward to future conversation. Here are the future bargaining dates:

June 1: 4:30 – 7:30 PM

June 2: 7:30 AM – 3:30 PM

June 14: 4:00 – 7:00 PM

June 23: 7:30 AM – 3:30 PM

June 24: 7:30 AM – 3:30 PM