

Negotiation Minutes

June 1, 2021

Present: Chuck Overacker, Kellen Miller, Tammy Dahle, Tracy Burgess, Mallori Wing, Krystal Smith, and Betsi LaMoure

Absent: Jerrilee Sever

Meeting was called to order at 5:36 by Chief Negotiator Chuck Overacker.

Meeting Minutes: Kellen motioned to approve May 25, 2021 minutes, Tracy seconded, and the motion carried.

SEA packet was reviewed:

4.9-Involvement in Teacher Interviewing: TA with changes

- District wanted to know specifically who to contact for interviews

- SEA responded that the Presidents should be contacted

7.10-Collaboration with Trustees: TA with changes

- SEA added in executive session quarterly

- District proposed addition of and/or as an action item

9.1-Sick Leave: TA with changes

- District wanted to add 48 workdays within the 12 consecutive weeks but after some discussion, proposed wording change was: the contracted days within the...

14.7- Early Retirement Incentive: TA no changes

- SEA rewrote proposal to include the prorated wording as suggested by the Districted

12.1-Placement on Salary Schedule: SEA withdraws proposal

-SEA shared a list of potential leadership positions

15.2-Reopener: SEA withdraws

-SEA proposed added 'monetary' and set a financial minimum

-District feels it's either open or closed

10.1-Fringe Benefit Pool: TA no changes

-SEA made no change

12.1A and B- Professional Compensation:

-SEA is attempting to move every teacher to the State schedule, however a 10% raise is needed to make that possible

-District needs more time

District packet was reviewed, and the SEA responded:

5.3- Appearance Before Employer: TA no changes

-Both agree that members should come to SEA

8.3- Work Year:

-SEA asked SJSHS teachers about Wednesday mornings and overwhelming support was given for continuing with the morning (13-3, 1 IDK)

-District feels Pioneer would love to be able to make up missed time rather than taking a half-day off or take off one hour rather than a half-day

9.1-Sick Leave: TA no change

-District asked if we would agree to 9 sick days if they left the personal days at 4 and paid at \$65/unused day

9.5-Personal Leave: TA with SEA's response

- District agreed to SEA's counteroffer to District's proposed changes

9.11-Submission of Time Off: Changes on Thursday

- District proposal remains the same because it worked in the past
- District believes this is what's best for our district

10.1-Fringe Benefit Pool: District withdraws

- District withdrew as they agreed to SEA's proposal

12.1-Placement on Salary Schedule:

- District wanted to caucus to discuss proposed changes

Extra Duties: TA no changes

- District shared that extra money for stipends came from levy, from monies not used as other sources covered supplies or travel (grants or PD)

District suggested we caucus and return in 20 minutes to continue the evening. Upon return:

12.1: Tabled

- District restated that master's degrees bring in more money to the district which is why they are proposing the \$1500/\$3000 stipend.
- District cannot pay employees less than they make right now

9.11: new language on Thursday

- SEA agreed to reinstating it with the addition of a physical letter (not just an email) as the first step, making it a three-step process

12.1: revisit on Thursday
-District needs more

Next meeting will be Thursday, June 3rd at 5:30 in the HS library.

Meeting was adjourned at 7:15 by Chief Negotiator Overacker