

Negotiation Minutes
June 3, 2021

Present: Chuck Overacker, Kellen Miller (on phone), Tammy Dahle, Tracy Burgess, Mallori Wing, Jerrilee Sever, and Betsi LaMoure
Absent: Krystal Smith

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

Meeting Minutes: Tracy motioned to approve June 1, 2021 minutes, Jerrilee seconded, and the motion carried.

Once Kellen was on the phone, opened proposals were addressed.

8.3- Work Year: (District Proposal) TA with no changes

- SEA asked Pioneer teachers to give feedback on the Wednesday morning option at the SJSHS. Two were unconcerned about the different work days, 10 felt all should attend on Fridays, and three marked other (one stating SJSHS attend on Fridays, two saying we should all be allowed to exchange time).
- SEA feels that staying on Wednesday morning is not worth sacrificing the relationship with Pioneer.

9.11- Submission of Time Off: (District Proposal) TA with changes

- SEA and District developed the following wording:
Failure to submit time-off will annually result in one physical letter, followed by one personal conference with Superintendent, and then \$100 pay deduction per violation for the remainder of the year.

12.1- Placement on Salary Schedule: (District and SEA) Tabled

- District met with Eileen to discuss state reimbursement and how salaries work with the career ladder.
- District feels they need to explain better to teachers how master's degrees and credits benefit the district financially.
- District assumed all teachers close to a lane change will get the credits they need for the lane change on the State schedule, which will cost the district a large amount of money.
- District would love to get everyone on the State schedule, 10% across the board is high, want to meet in the middle, at 7%.
- District wants it to be fair, and at 8% not everyone will get something, so maybe 8.5% or 9%, everyone gets something, and we'll see how it flushes out next year.

SEA requested to caucus at 6:08

Upon return, SEA clarified that the stipend offered to certified teachers that hold a master's degree or gets a master's degree, was already off the table. It was.

SEA needs to talk with their members about because they spoke with each about moving to the State schedule. But if we're going to look at less than 10%, we need to talk with them again.

District restated that everyone will get something at 9%, but just not as much.

Mallori will update all the changes TA'd on to date.

Next meeting will be Monday, June 7th at 5:30 in the HS library.

Meeting was adjourned at 6:35 by Chief Negotiator Overacker.