

# Collaborative Bargaining Team (CBT)

## Minutes

October 20, 2017 8am - 3pm @Kesner Board Room

### MEMBERS:

Kate Clark –SHS/HEA  
Todd Bright –SHS/HEA  
Stephen Crane –SMS/Crest  
Cory Scheffel –SMS/Crest  
Shelly Trojanovich –LES/ECC  
Chris Smejkal –LES/ECC  
Leslie Garrity –SEA President Representative  
William Wooddell –Principals/Admin  
David Blackburn –Superintendent/ Admin  
Nancy Jones –Classified  
James Giron –Classified (absent)  
Melanie Lipscomb –Classified  
Mike Aichele -Classified  
Kyle Earhart –Board (left at 12, returned at 12:30)  
Lisa Nagle -Classified  
Penny Wilkins-Board (absent)  
Rita Merrigan - Facilitator  
Laura Weber – Visitor

1. Check In - who are we? How are we? Who is missing? What are our expectations?  
Elephants in the room? Question of the day: What was your favorite comic?
2. Questions about CBT Process
  - a. Cory will reach out to SSP staff
    - i. SSP will be allowed to choose which building they would like to act as representative of as long as they specifically work in one of the buildings
3. Choosing Issues to address in 2017-2018 CBT
  - a. Employee Compensation (Salaries, Insurance, and Benefits)
  - b. CBT Participation Compensation
  - c. Specific Evaluation Dates
  - d. Contract Time For All Staff
  - e. Personal Leave

- f. Plan for integration of ECC into NP
- 4. Financial Presentation
  - a. PERA
  - b. Student Count
  - c. Current Financial Picture
- 5. Check out

*\*\*\*Those individuals requesting more detailed information are encouraged to attend the next CBT meeting as an observer. Feel free to contact your CBT representative with questions.*

Upcoming CBT meetings:

Next meeting: Nov. 3, 2017, 8-2pm

Agenda

- a. Check-in
- b. Additional Story
- c. Compensation Interests
- d. Process for Developing Options
- e. Input and Expectations for Straw Group
- f. Check Out

Following meeting: Nov 10, 2017 8-4

Common Message: The team selected the final list of issues to be negotiated (see minutes). The team then dove into learning about the story regarding compensation from the superintendent. The clear message was that there will be money available for all staff.

## **Final Issues Identified:**

### **Fall Semester**

1. Compensation-14 yes **Accepted**
  - a. Insurance
  - b. PERA
  - c. State Funding
  - d. Education/Training (adequate compensation i.e. Masters) Worthwhile- 8 yes
2. CBT participation compensation (especially classified)--11 yes **Accepted**
3. Enough Time? **Accepted**
  - a. #Contract Days 9 yes
  - b. Prep time is sacred 7 yes

### **Spring Semester**

4. Evaluations Dates- 8 Yes **Accepted**
5. Plan for Clarifying and Integrating ECC in NP- **Accepted**
6. Personal Leave-6 yes 1 no **Accepted**

*\*\*\*Those individuals requesting more detailed information are encouraged to attend the next CBT meeting as an observer. Feel free to contact your CBT representative with questions.*

### **Upcoming CBT meetings<sup>1</sup>:**

Next meeting: Nov 3, 2017 8-2

#### **Agenda**

- a. Check-in
- b. Any additional story to add to the issue of compensation
- c. Interests around compensation
- d. Process for developing Options
- e. Input and Expectations for the straw group
- f. Check Out

Following meeting: November 10th, 2017 8-2

---

<sup>1</sup> Issues to discuss: addendum to CBT handbook: put clearer template for yearly meeting timeline in handbook or add as NP article.