

SCEA

July 25, 2019

- Bargaining teams were introduced
 - District - Tracy Bowe, Amy Skaalerud, Gary Ganje, Jeff Pollereis, Les Green
 - SCEA - Chris Erickson, Mary Broderick, Chris Ann Johnson, Erich Schaefer, Rick Wilson
- Board bargaining principles were introduced
- Discussed potential discussion items for next meeting
- Health care calculation changes and possible MOU on nurse compensation discussed
- Scheduled upcoming meetings

August 16, 2019

- Reviewed and discussed employee exit interview data
- SCEA presented proposed language items and bargaining priorities
- Initial list of anticipated District language items introduced
- Continued discussion and agreement on health care calculation changes
- Agenda items for the next negotiations session were discussed

August 23, 2019

- Bargaining teams were joined by Willie Jett, Marsha Baisch, Laurie Putnam, Carol Potter, and Lori Posch
- Discussion on SCEA bargaining priorities:
 - Support when students removed from classroom
 - Reviewed protocols around fights
 - Options for student consequences and alternative programming such as CAAP and MLAP
 - Staff communication regarding critical incidents
 - Reviewed time MOU
 - Discussed progress monitoring
 - Discussed substitute teachers and strategies when there is a shortage of substitutes
- District presented MOUs regarding:
 - Nursing placement on salary schedule
 - Calculation of health insurance benefit contributions

September 18, 2019

- Bargaining teams were joined by Willie Jett, Marsha Baisch, Laurie Putnam, Carol Potter, and Lori Posch
- Board bargaining principals were reviewed
- Board financial authority was presented
- Calculation of health insurance benefit contributions was reviewed and agreed to by both teams
- SCEA presented proposed changes to Teacher Development and Evaluation Plan
- SCEA presented concerns related to co-teaching
- Workloads of itinerant staff was discussed
- District presented proposed language changes
- TOSA list was reviewed
- Upcoming meeting dates and times were discussed

October 11, 2019

- Reviewed and discussed results from the August workshop survey focusing on happiness, mindfulness, and support
- SCEA introduced a school cancellation proposal
- SCEA introduced a family conference proposal
- New teacher orientation was discussed
- SCEA responded to the District language proposal
- SCEA introduced a language proposal
- Discussion regarding existing MOUs and MOAs
- Teacher building access was discussed

October 25, 2019

- District response and discussion of SCEA Flexible Learning Days MOU proposal
 - Modifications made
 - Agreement by both District and SCEA
 - MOU will next be reviewed by Superintendent's Cabinet
- District response and discussion of parent/teacher conference proposal
- District response and discussion of proposed SCEA Teacher Time and Teacher Support MOU
- Discussion of Support for Special Education Teachers MOU

October 31, 2019

- District responded to SCEA Exhibit K proposal
- MDE surveys to measure engagement were reviewed
- Unit members subbing during the work day was discussed
- SCEA reviewed the unit response to conferencing
- SCEA responded to District response to teacher time concerns
- District presented updated District language proposal

December 5, 2019

- SCEA introduced their initial financial proposal
- Groups caucused, discussed financial considerations, and budget restraints
- By mutual agreement future meeting dates will be set after the compensatory and SPED funding recalculations in January

January 23, 2020

- Presented District costing of SCEA proposal.
- Costing of insurance and board allocation of funds was reviewed.
- District presented a financial proposal.
- SCEA presented an updated proposal.
- District presented a counter financial proposal.
- Both groups discussed possible adjustments to work towards a settlement
- SCEA asked time to review proposals and agreed to send a proposal on Friday morning.
- District agreed to meet with the Board to discuss this proposal.