

# BPS/1010 Bargaining

## MINUTES

MAY 2, 2019

1:00 PM

ESF TRAINING RMS 5 & 6

<b>BPS ATTENDEES</b>	Jennifer Brockwell Glen Enstice Mark Langdorf Rick Morton – Lead Negotiator Jim Powers James Ross Rochelle Schwindt Karen Strickland Dr. Beth Thedy Pennie Zuercher
<b>1010 ATTENDEES</b>	Patrick Darville Annita Dunn Lydia Felton Debra Greco – Chief Negotiator Judy Griffin Patricia Orlando Delores Varney – Admin Assistant
<b>NOTE TAKER</b>	Angela Kersten

## ITEMS DISCUSSED

<b>ITEM</b>	BPS' Counter to 1010's 6.04 Promotions
	BPS passed the 6.04 counter to both bargaining teams. R Morton explained the deletion of the last line and explained it was too much of a task to notify each employee in writing of the reasons they were not selected for position and added the word 'qualified'. D Greco would like to add if current employee not selected, union can request why. R Morton commented the employee has the right to contact the manager now. D Greco asked if that was in writing. R Morton asked if this was the case under other past administrators. D Greco answered yes. R Morton commented to let either himself or C Patterson know and they can assist when needed. D Greco asked if the employment specialist determine the qualifications. R Morton answered they get input from employment managers and compensation director as well.
<b>OUTCOME</b>	TA signed by both bargaining teams.
<b>ITEM</b>	BPS' Counter to 1010's 7.01 Transfer Procedures
	BPS passed the 7.01 counter to both bargaining teams. R Morton indicated this counter is similar to the 6.04 as the word 'qualified' was once again added.
<b>OUTCOME</b>	TA signed by both bargaining teams.
<b>ITEM</b>	BPS' Response to 1010's 32.010
	BPS is rejecting 1010's 32.010. R Morton began by stating this could cause a 'leap-frog' affect from those employees transferring in.
<b>OUTCOME</b>	BPS rejects 32.010.
<b>ITEM</b>	BPS' Response to 1010's 32.011, 32.012, 32.013, 32.014, 32.015
	BPS is rejecting as these pertain to internal Human Resources processes. R Schwindt commented as processes are being cleaned-up to be more consistent between classifications, this could have a negative impact that is not foreseen at this time.
<b>OUTCOME</b>	BPS rejects 32.011 – 32.015.
<b>ITEM</b>	BPS' Counter to 1010's 32.05 Wage and Salary Schedule
	BPS passed the 32.05 counter to both bargaining teams. P Zuercher began by stating she has worked with Food Service with a slight change in language. She explained proposed new schedule located on page 2 which allows an increase at each step which is similar to CORE. She indicated this movement alone will cost Food Services \$228,000, Ms. Trent/Mr Thornton felt this was the right thing to do with regards to our employees and was very agreeing. This will also set us up to consider steps again next year.
<b>OUTCOME</b>	TA signed by both bargaining teams.

<b>ITEM</b>	BPS' Counter to 1010's 32.01 Compensation
	<p>BPS passed the 32.01 counter to both bargaining teams. P Zuercher began by stating BPS rejects the previous offer from 1010 of 6.95% explaining there were no funds available for a \$7,945,579 total increase to employees. P Zuercher further proposed the original offer to 1010 of 1.6% increase with a \$600 bonus for benefited positions and a \$300 bonus for non-benefited positions. P Zuercher added if 1010 would settle today, she would be able to have the raise with retro and bonus included in the 6/28/19 paycheck. If we delayed past today, there would be no guarantee. D Greco asked if the 1.6% was added to all cells. P Zuercher confirmed. R Morton added moving forward, we can get back to the steps D Greco has been wanting. D Greco commented there will be arguments. P Zuercher interjected the employee would still be in 'B' but next year immediately move w/ steps. R Morton added we cannot make everyone happy but we can make the best decisions for employees for the majority. D Greco asked about unfreezing steps. P Zuercher answered she has spent time looking and there is no language about freezing. She added this is a change the district is wanting to make to do the right thing. Both bargaining teams briefly caucused for 1010 to discuss counter. After the caucus, D Greco asked for an addition for Food Service. P Zuercher agreed we can add to core schedule making FS 13 or 14. D Greco did not want those employees thinking they are being downgraded. P Zuercher commented employees starting rate will be below 15. D Greco asked how can BPS guarantee employees will start movement? P Zuercher answered it depends on what we can negotiate. R Morton added this puts us in a position to get employees there. P Zuercher added unfortunately, this also depends on the state's growth. Students enrollment is declining and losing students to charter schools which takes money out of our pockets. She gave an example of losing 300 students to charter schools equals a loss of \$4 to 4.5 million. D Greco will put counter out for vote. D Greco requested a caveat to the language stating: "In order to better prepare for steps . . ." P Zuercher and B Thedy will work together and jointly distribute communication re B01, B02, B03 and the district willing to consider steps. D Greco accepted. P Zuercher asked how long D Greco would need for voting. D Greco answered two weeks for return time on votes P Zuercher and B Thedy offered to speak at hall meeting to help with communication in order to meet deadline for June 28<sup>th</sup> payroll date.</p>
<b>OUTCOME</b>	TA signed by both bargaining teams.
<b>ITEM</b>	BPS' 1.02 Classification Title
	1.02 discussed during January 28, 2019 bargaining session.
<b>OUTCOME</b>	TA signed by both bargaining teams
<b>ITEM</b>	1010's 32.10 Promotions
	BPS briefly caucused to discuss this article presented on January 28, 2019.
<b>OUTCOME</b>	TA signed by both bargaining teams.
<b>ITEM</b>	BPS' 6.01 Promotions
	6.01 discussed at September 18, 2018 bargaining session.
<b>OUTCOME</b>	TA signed by both bargaining teams.