

BPS/1010 Bargaining

MINUTES

AUGUST 22, 2018

9:00 AM

ESF TRAINING RMS 3 & 4

BPS ATTENDEES	Jeff Arnott Mark Langdorf Rivers Lewis – Chief Negotiator Rick Morton – Lead Negotiator Jim Power Rochelle Schwindt Karen Strickland Kevin Thornton Randy Wheeler
1010 ATTENDEES	Patrick Darville Annita Dunn Lydia Felton Debra Greco – 1010 Chief Negotiator Judy Griffin Delores Varney – 1010 Admin Asst
OBSERVERS	Carol Tolx, Ed.D Pennie Zuercher
NOTE TAKER	Angela Kersten

Agenda Items

ITEM	1010 ARTICLES (Tentative)
	<p>Delores distributed a copy of 1010 Articles to be opened for negotiations during 2018-2019. The three (3) articles are:</p> <ul style="list-style-type: none"> Art 5 Communications Art 6 Promotions Art 7 Transfer Procedure <p><u>Money:</u></p> <ul style="list-style-type: none"> Art 27.013 - Overtime Art 32 – Wage and Salary Schedule Art 33.05 – Professional/Technical Wage and Salary Schedule <p>Rivers indicated Art 27.013 OT was not considered compensation as the other two articles (32 and 33.05) presented. It is his intent for both sides to work collaboratively to update contract language. Debra stated her issue with OT is how it is calculated. Both sides agreed this article will be additional language as it is not currently in contract.</p> <p>Debra inquired as to why so many salary schedules? Rivers informed once job descriptions are complete, BPS will look at other districts and the possibility of condensing the salary schedules.</p> <p>Debra expressed her concerns with the possibility of outsourcing which was discussed at the last Board Work Session. Rivers explained the Board had a discussion regarding ways to potentially save money while maintaining services. He added the Superintendent expressed his concerns with outsourcing and the possible issues that might arise. Rivers added the conversation was balanced and at this time there are no intentions to move in that direction.</p> <p>Rivers commented Art 6 Promotions needs language clean-up due to extra wording, He also discussed the term ‘promotion’ is truly a change in pay grade, not increase of hours. Debra added the addition in hours is the only way employees see more money. Her biggest concern is implementation and the contradictory language from 20 years ago.</p> <p>Both sides agreed Art 6 Promotions will be a shared article, therefore, moving Art 27.013 OT to one of the three articles presented by 1010.</p> <p>Both Art 32 and 33.05 presented by 1010 are considered mandatory involving compensation.</p> <p>It was also determined by both sides Art 33.03 and 33.04 Prof/Tech Wage & Salary Schedule is unclear. Both sides agree to clean-up language.</p> <p>Debra discussed her concerns with Art 5 Communications. She suggested chipping in to help pay for courier service to better enhance communications. She also requested a Procedural Manual from each department to help guide employees when they call for assistance. This way she can verify/back-up the departments.</p> <p>Debra did not have concerns ready for Art 7 Transfer Procedure. She will address at later meeting.</p>
OUTCOME	1010 Articles to be finalized at Sept 18, 2018 bargaining session.

ITEM	BPS ARTICLES (Tentative)
<p>BPS Articles are as follows:</p> <p>Art 1 Recognition Art 10 Layoffs Art 16 Holidays</p> <p>Rivers indicated he would like to schedule a 'sit-down' to look at language and job descriptions regarding Art 1 Recognition with the following and report back to entire group for weigh-in:</p> <p>1010: Debra Greco, Delores Varney, Leslie Lawter BFT: Rivers Lewis, Rick Morton, Rochelle Schwindt</p> <p>Debra stated employees are confused about paid days over holiday break. She mentioned they were not on the calendar. Rivers stated the dates are in the contract and BPS would add them to the calendar. Rivers suggested we move away from dates on Art 1 Recognition. He explained the dates fluctuate, the pay does not.</p>	
OUTCOME	BPS Articles to be finalized at Sept 18, 2018 bargaining session.
ITEM	Sign-On Bonuses
<p>Debra asked for a list of schools who give sign-on bonuses and who receives them.</p>	
OUTCOME	Rochelle informed Debra there is only one (1) school – Endeavour ES. \$2000 for teachers and \$500 for support staff who are employed at the school for 99 days.
ITEM	1010 Principal Concerns
<p>Debra stated she is concerned with the lack of principals in the bargaining sessions. She is also feels the principals are not taking an interest in the contract.</p> <p>Rivers stated the Principals have heavy demands and it is difficult for them to leave their campuses during the day when the bargaining session are scheduled. He informed 1010 that we are looking for another principal to add to the BPS bargaining team.</p> <p>Debra finished by stating 1010 has no problem educating principals on the contract. They have worked with principals in the past and they received positive feedback and appreciation.</p>	
OUTCOME	BPS working on an additional principal and one teacher to join bargaining team.
ITEM	1010 Evaluation Training Concerns
<p>Debra stated evaluations are being given without referring to the job description. An IA was recently dinged for not wearing an apron during lunch duty when in fact covering lunch duty was not in her job description.</p> <p>Rivers stated the job description may not have every duty listed and it could fall under 'duties as assigned'. He also mentioned the job descriptions are in the process of being updated as they are outdated.</p>	
OUTCOME	Rivers asked Debra to bring the IA's evaluation to the next meeting for further discussion.
ITEM	1010 Addresses
<p>Debra stated that many addresses are not up-to-date.</p> <p>Rivers stated we have communicated to the employees the importance of updating their addresses. There has been a recent article placed in 'The Scoop' instructing employees how to update their addresses. Rivers also stated it is difficult to resolve when the responsibility falls on the employee.</p>	
OUTCOME	On-going

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Sit-Down Meeting with the following: 1010: Debra Greco, Delores Varney, Leslie Lawter BPS: Rivers Lewis, Rick Morton, Rochelle Schwindt	Rivers Lewis	Before next bargaining session.
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
BPS to ensure paid days over holiday break are on the BPS calendar	Rick Morton	Before next bargaining session.
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Comp Study Meeting with 1010 and BPS.	Rochelle Schwindt	Before next bargaining session.
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Debra to bring IA Evaluation of apron incident to next session.	Debra Greco	September 18, 2018
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
1010's request for the BPS Budget.	Karen Strickland	Delivered 8/22/18