

KFEA NEGOTIATION

MINUTES

11 JANUARY 2018 / 4:00 PM / BOARD ROOM

Attendees:

ADMIN

- PAUL HILLYER
- SHELLY HUNT
- TONIE KELLIOM
- FRED BARTELS
- MYCHAL AMOS

KFEA

- MAUREEN LUNDY
- BRIAN PALMER
- TOBY FLACKUS
- NORMA MATHIS
- BOB GRAY

Meeting Begins: 4:00

Welcome :

Review Agenda:

No Agenda, first meeting.

Review Minutes:

No Minutes, first meeting.

Review KFEA Ground Rules:

Ground Rules were reviewed and changes were made and will be updated and confirmed by members, and provided at next meeting on January 23, 2018. In accordance with ORS 243.731, the 150 day period of negotiations will start January 11, 2018.

IBB Training:

Broke out into groups to work on positional bargaining and learn about each other's interests. Reviewed guidelines for best outcomes, and seven steps of problem solving.

Dinner: 5:50

First Issue: Article 16: H3 Sick Leave

KFEA introduced the first issue in regards to sick leave donation and maternity leave with complications.

STEP 1 Define and Frame the Issue PROBLEM- SICK LEAVE DONATION

Maternity Leave with complications

Maternity leave based on complication during pregnancy do not have access to sick leave bank

Can access sick leave

After sick leave is exhausted, access sick bank up to 40 days prior to birth

Woman affected tend to be younger and have little sick leave

Employee might not take Dr. request to modify work, but mom-to- be wants to save sick leave days for after birth.

EX. 7 month preg., high B.P., Dr. recommend bed rest...use up all sick leave

STEP 2 Exchange Data - PROBLEM STATEMENT: Share Interest

How can we support new mothers who have exhausted sick leave due to complication prior to birth of child?

Data:

How many employees affected

Avg. # of wks taken in maternity

Cost of short term disability, policy of insurance with short term disability

<https://www.standard.com/mybenefits/oebb/std.html>

STEP 3 Identify interests - CREATE OPTIONS

Taking care of mothers

Taking care of future mothers

Reduce stress

Mother friendly workplace

Attractive Benefit

Father/Mother can afford to stay home with child

District able to afford it

STEP 4 Invent Options-

Don't do anything

Days used for pre birth you get back in donations, up to 40 days

Maternity leave as donation option

District pays short term disability for pregnant women

STEP 5 EVALUATE OPTIONS

Use 20 sick days get 20 sick days back from sick bank

Money consequence, Father, Mother

STEP 6 Develop/select SOLUTIONS

Whatever sick leave is used during pregnancy because of complication can be donated back from bank, EXAMPLE:

I use all my sl 18 days after birth apply to bank for all 18 days back.

Sick leave due to pregnancy complication require Dr. Note

Use Dr. note to apply for sick leave bank
Applies to complications, not routine Dr. visit- no minimum days

STEP 7 Closure

Shelly and Bob are going to write it up TA

Order of Negotiations:

A tentative order was chosen to move through negotiations.

BEGINNING ORDER OF NEGOTIATIONS- (Each item below work through the 7 steps).

1. Flex Grading - *ARTICLE 15; Section A3; Pg. 22*
2. Professional Work Hours-*Article 15; Section B2; Pg.22*
3. SLGG during PLC time - *Article 15; Pg. 22, and MOU Pg. 66*
4. Parent teacher conference-*Article 15; Section J1; Pg. 26*
5. Subcontracting of classes to outside source-*Article 15; Section I; Pg. 25*
6. Prep time-*Article 15; Section B2; Pg. 22*
7. Extended contract for Nurses-*Article 15; Section B2; Pg. 22*
8. Class size and SPED load- *Article 15; Section M1, M3; Pg. 26-27*

FINANCIALS

Compensation -*Article 22 Pg. 38, and Appendix A-4, and MOU*

Insurance-*Article 23 Pg.40 and MOU*

Retirement-*Article 26 Pg.44*

Next Meetings Scheduled:

February 6, 2018 4-8 pm

February 20, 2018 4-8 pm

February 27, 2018 4-8 pm

March 20, 2018 4-8 pm

Meeting Adjourned 8:10