

**KFEA NEGOTIATION  
MINUTES**

**20 FEBRUARY 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:** (4:07 pm)

**Welcome :**

**Review Agenda:**

No changes made.

**Review Minutes:**

No changes made.

**Starting Issue 8 :** (4:08- 5:18 pm)

**TA #8 Article 15; Section A1; Pg. 22 Extended Contract for Nurses:**

A. *“Extended Contract*

*Work that is an extension of the regular contract work, i.e., counselors, shall be paid at the member's daily contract rate (annual salary divided by 190).*

*Bargaining unit work that is not an extension of the member's regular contract work, i.e.,*

*curriculum development, summer school, etc., shall be paid at an hourly rate based on the beginning salary step. The hourly rate shall be increased annually by the same percentage as the base salary.”*

*Define and frame the issue:*

- Nurses need to write care plans for fragile students and need summer time prior to return date to work on these plans.

*Exchange data:*

Bob Gray brought data “Compensation & Language for Nurses- 2018.” The group reviewed the information.

1. Compensation & Language for nurses 2018 from OR 5 examples
2. Nurses have often used their own time to write care plans
3. How many care plans need to be written
4. Does KFCS have more medically fragile students
5. Are all plans equally complex
6. Should a different rate of pay be used based on work difficulty
7. Cost to add this time

*Identify interest:*

1. Keeping students safer and healthier
2. Keeping contract language commensurate with need
3. Getting students in school as soon as possible
4. Acknowledge that we have heard nurses concerns
5. Reducing liability to district by assuring plans are in place
6. Allowing parents/ student having access to resources
7. Allowing nurses clarity with time frame to do plans
8. Nurses communicating clearly with teacher and staff

*Invent option:*

1. Allow open-ended up to X number of days additional prior to inservice week
2. X number of days prior and/or Y number during the school year
3. Days prior to school year in exchange for non-student days during year
4. Up to X number of days prior or Y number of during school year
5. Status Quo
6. Nurse make the request to for number of days and get it approved by supervisor.
7. Increased nursing staff
8. Increase current FTE

**TA # 8 Tentative Agreement:**

**Nurses make written request to supervisor by May 15th based on current year care plan numbers, for number of days need to assure students safety prior to inservice week. Up to 5 days may be allotted. Nurses will be paid at daily contract rate.**

**Starting Issue 9 :** (5:19- 5:38 pm)

**TA # 9 Article 15; Section M1, M3; Pg. 26-27 Class size and SPED load:**

*“M 1. Employees and administrators agree that class size and total student daily contact impacts a quality educational environment. A District goal is to create a collaborative process to support teachers regarding class size, total student load, and class composition.*

Employees and administrators will shape the process at their school for determining class composition size, and daily student contact. In determining class composition, employees and administrators will consider students with special needs, prior history from colleagues about meeting particular student needs, the impact particular students on the class itself, and any other trait exhibited by students that would influence instructional practice.

*M 3. Individual employees who find that their class size and composition creates a substantial imbalance will fill out the attached form (Student Class Size, Composition and Daily Contact Management form) in Appendix C. The completed form will go to the principal with a copy to the building representative. The principal and employee will meet to address the problem, including (but not limited to) the factors suggested for consideration in Section 3 of the Student Class Size, Composition and Daily Contact Management form. If the problem cannot be resolved, the employee will bring the problem to the attention of the District office.”*

★ **Issue 9 was delegated. The HR director and the SPED director met:**

★ Shelly and Amy Joynt met to review/discuss the FTE concerns that were shared regarding Conger self-contained classroom and Ponderosa self-contained and resource rooms.

★ In review of Conger self-contained, the current caseload staffing with certified and classified staff is appropriate to meet the needs of the students. The teacher reports she does not feel she has additional staffing needs.

★ In review of Ponderosa self-contained, the current caseload staffing with certified and classified staff is not aligned to the current number of students in the classroom. Recently a team of Ponderosa staff and Admin have agreed that a .5 Add of certified FTE to be added. Position is currently posted.

★ In review of Ponderosa resource room the current caseload staffing with certified and classified staff is aligned to the current number of students in the classroom.

**Dinner:** (5:38-5:51)

**Start TA #10 :** (5:51-6:10)

**TA #10 Article 15; Section I; Pg. 25 Subcontracting of Classes:**

I. Number of High School Teaching Assignments

Members in grades 9-12 shall be required to teach no more than three full classes per day if the school day is organized into instructional blocks or six (6) classes if organized into a seven (7) or eight (8) period traditional schedule.

The District has the right to assign some members outside their preparation field and reserves the right to continue to do so.

In all member assignments outside the regular classroom, the administration will seek input from staff, but administration retains the sole prerogative of making all final decisions and assignments.

**★ Issue 10 was tabled. The district gathered more information on this topic:**

Regarding sub contracting of classes. KFCS Administration have met with KCC staff as well as consulted with resources such as: KFEA ODE, TSPC, OSBA, and district legal counsel, Nancy Hungerford, to assure that as the district moves into continued partnerships with KCC we are all meeting the language in ORS's. At this time KCC is drafting contract for the 2018-2019 school year for additional review prior to approval by KFCS. The district is knowledgeable of the perimeters of the partnership and has full intention of working within the stated guidelines.

**Start Issue #11 : (6:10-6:33)**

**TA # 11 Article 34; Pg. 58 A #1:**

Effective Date

- I. The Agreement shall be effective as of July 1, 2015, and shall continue in effect until June 30, 2018.

**Members broke out into cucaus to discuss duration of contact.**

**DRAFT TA #11**

*Administration and KFEA are seeking 3 to 4 year contract with no re-openers.*

**Schedule upcoming meetings: (6:33-6:45)**

Feb. 27th and March 20th were cancelled due to pending budget information. Upcoming meetings scheduled for after finicanals are available.

**Debriefing: (6:45-6:55)**

Members continue to value the IBB process and the partnership that it has created through the process.

**Meeting Adjourned (6:55)**

**Next Meetings Scheduled:**

~~February 6, 2018 4-8 pm~~

~~February 20, 2018 4-8 pm~~

~~February 27, 2018 4-8 pm CANCEL~~

~~March 20, 2018 4-8 pm CANCEL~~

April 10th 4-8 pm

May 1st 4-8 pm

May 15th (Insurance) 4-8pm