

KFEA NEGOTIATION

MINUTES

23 JANUARY 2018 / 4:00 PM / BOARD ROOM

Attendees:

ADMIN

- PAUL HILLYER
- SHELLY HUNT
- TONIE KELLIOM (Partial Time)
- FRED BARTELS
- MYCHAL AMOS

KFEA

- MAUREEN LUNDY
- BRIAN PALMER
- TOBY FLACKUS
- NORMA MATHIS
- BOB GRAY (Absent)

Meeting Begins: (4:08 pm)

Welcome :

Review Agenda:

Review Minutes:

Fred suggested that we add: “for their maternity leave” to the TA 1 to make it more clear, all members gave thumbs up.

Review Group Agreements:

Maureen suggested that we take off labor issue Article 15; Section J1: Pg. 26 Parent teacher conference, and address this in the calendar meeting, the group agreed.

Addressing TA 2: (4:23 pm)

Define and Frame the issue:

Is it necessary for teachers to attend their worksite on grade prep day?

Data:

Maureen suggested 2011, 2012 Furlough days, and the MOU that was written that allowed teachers not to report to worksite if grade were completed.

- 1) How many teachers have grades finish by 3:30 on Grade Prep Day (GPD)? Will know by Friday 1/26/18.
- 2) How many teachers have grades finished prior to GPD split by Elem., MS, HS. Will know by Friday 1/26/18.
- 3) What do other districts do? (Bob)
- 4) Ask KCSD if they get complaints about teacher being off on grading day? Shelly
- 5) Teacher survey

Interests:

- 1) Educators like professional treatment with work flexibility
- 2) Accurate and quality work
- 3) Align to other professions that allow remote worksite connectivity
- 4) Equitable workload
- 5) Having adequate time to complete grades and prep
- 6) Develop culture and collaboration
- 7) GPD is used productively
- 8) Positive community perception
- 9) Admin understand that the time is needed to evaluate and assess grades.

Invent Option:

- 1) Work from home
- 2) No Changes
- 3) ½ day requirement ½ off site
- 4) Don't report on Friday, but must demonstrate grades and work were done outside of work hours
- 5) Add an additional prep day
- 6) Eliminate grade prep day
- 7) Teacher present plan for grade day to administrator for approval
- 8) Teacher show they have done extra time during week so they can not work on Friday

Working Dinner: (5:43-6:10)

Members discussed if data would be needed. Members agreed that no data is needed. Moved on to evaluating options, and during the evaluation the team felt more data was needed.

Continue working on TA 2: (6:10- 7:31)

The expectations on grade day is that teachers are on site unless they have a pre-approved plan by their administrator.

Teachers demonstrate they have completed their grades in lieu of reporting to work site. If not reporting to work site provide a professional plan to your administration.

TA to be reviewed by a few individuals to determine clarity:

ARTICLE 15 MEMBER WORK YEAR AND BASIC WORKDAY #3

Members will be provided with a day at the end of each grading period without students for grading and clerical work.

TA #2

Teachers may work onsite or offsite to complete grades or other professional work responsibilities an offsite work plan must be pre approved by administration. This work plan may include exchange hours during the final week of each quarter.

Starting TA 3 Article 15; B2 : (7:31-7:46)

Define and Frame the issue:

Teacher would like flexibility in their start and end time.

Data:

- 1) What activities are happening before 8am and after 3:30pm
- 2) What is the academic time

Interests:

- 1) How would it impact families or students
- 2) How would admin keep track of schedules
- 3) How would admin activity planning being impacted, such as meetings
- 4) Being able to find staff
- 5) How would it impact culture
- 6) How would it impact student safety and teacher duty
- 7) Certain people are more effective earlier or later in the day
- 8) Equity of hours of work
- 9) It's too confusing

Debriefing: (7:46-8:00)

Overall review of the process and how the group did with IBB: The groups takeaway was an appreciation for collaboration and respect during the process. It was noted by all members that there was honoring of each others dialogue and ability to continue to move forward. The group agreed that the ability to work through items helped have a solid TA's in the end.

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 8:00