

Cayuse Prairie School District #10  
Negotiations Committee Meeting Agenda  
April 6, 2017  
4:00 p.m. – Library

- I. NEGOTIATIONS - Call to Order at 4:04pm. Present: Kevin Fox, Jack Thatcher, Amy Piazzola, Heather Mumby, Cat Bauer, Andy Burrell, Lori Robin, and Amanda Rasmussen,
  - A. Negotiations with the CPTA - The two parties went over the requested wording. It was agreed up that the scope of the agreement be left until after the financial aspect of the CBS (salaries) was determined.

The parties also both agreed to training on Issue Based Bargaining.

The CPTA asked for clarification on why the Board was asking for a committee to be formed to review the grievance procedure. Since the CBA and policies both have a procedure, it would be nice if they both followed the same path so there isn't confusion in which path to use. After the explanation, the CPTA agreed to the request.

The CPTA went over the evaluation procedure the committee worked on. There were several questions about being able to put a teacher on a plan of improvement on a non-evaluation year. It was suggested that this be implemented slowly and be revisited in two years. The Board disagreed countering that this was a committee formed by the CPTA and the Administration and that they agreed to the process. The Board questioned why this was coming up as they were under the impression that this was a joint effort. The CPTA asked for a brief break to discuss the options. After coming back that told the Board that they would be amenable to the wording put into the CBA that if a specific job description (more specific than the general job description given) is requested by the teacher, it would be provided by administration.

The Board and Administration asked why this is coming up now since no one has come forward (other than one person) to ask Amy Piazzola for clarification on their job, there is an open door policy and communication needs to go both ways. It is not the Administration's job to be so specific that a teacher is painted into a corner. It is burdensome and negates flexibility. This is not a CBA issues and not something that is within the scope of the CBA.

After a lengthy discussion, the CPTA accepted the proposed wording with the understanding that communication between the teachers and administration needs to be stressed.

The CPTA also requested that the evaluation committee work together to create a Plan of Improvement Template. The Board agreed to the request.

The Board agreed to the Right of Primacy addition, with minor changes on how the job opening

are communicated. The CPTA agreed to the changes.

The CPTA asked for a representative fee to be added to the CBA. Teachers not currently in the union would be grandfathered in but any new hires from this point forward would be required to join the union, even at a reduced rate. While the Board understands that the union still has to represent non-union members, they feel that it is something that is a union and legislative issue. The Board doesn't want to make anyone join an organization that they don't want to join. Could affect being able to hire the best candidate. The union should recruit potential members and sell the benefits of the union instead.

The CPTA countered that most schools have some sort of representative fee and that they are being generous on asking new hires to just pay half of the dues. Right now that is the only option available to unions. Right now it sound like there is no room for movement and so the CPTA would like to visit this at a later time. The Board agreed.

The CPTA agreed to the requested wording changes under Article XIII, Notification of Change, Article XV, Incentive Scholarship Fund, removing Appendix B and move in Article XIII, Effect and Duration of Agreement, to the end of the CBA and renumbering Articles XIII through XVI.

There being no further discussion on CBA wording, the CPTA and the Board agreed to meet on Thursday, April 13th at 4pm to discuss the salary schedule and health insurance stipend. Heather Mumby will have numbers ready for the meeting.

The Committee meeting was adjourned at 5:58pm.

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Kevin Fox, Board Chair

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Heather Mumby, District Clerk