

# Negotiations for 2008-09 School Year

## Minutes

March 3, 2008

3:30 PM

Members Present: Teresa Anthony, Candy Asmus, Ryan Burrows, Janis Grover, Jill Hill, Linda Nelson, Rita Shogren, Steven Taton, Carl Wilson, Ardith Dunn, and John Doern

1. The ground rules were discussed and changes made to #1, #3, and #8. Ground rules and minutes will be posted on the USD 507 web page.
2. Issues were listed and reviewed to make sure all members knew what part of each article would be discussed for possible revision.
3. First Issue—Article 14 (Committees)  
The discussion was focused on Article 14, Section C. Language needs to be updated so that committee names are current.
4. Second Issue—Article 16 (Length of Contract)  
No changes at this time. Mrs. Dunn will meet with PR committee to discuss the proposed calendar. There was a lot of discussion around contracted time, work days, flexibility of contracted time and school vacation days.
5. Third Issue—Article 7 (Leave Policies)  
Language could be added between sections B & C for leave without pay. There was also discussion about the salary protection provided in the fringe package. Several ideas were discussed including a sick leave pool, education of options available upon enrollment of insurance, and incentives not to transfer sick days. Mrs. Dunn will gather information on salary protection usage and transferring days for the April negotiation meeting.
6. Fourth Issue—Article 10 (Liquidated Damages)  
Mrs. Dunn will prepare a spreadsheet for the April meeting showing some possible payment increments that are percentages of the base salary.
7. Fifth Issue—Article 13 (Early Retirement)  
The issue revolves around the May 10th (Section B), deadline date for notifying the district of early retirement. The board proposed an earlier date. Several options were discussed and the consensus was made that the date could possibly be moved with a monetary incentive. Mrs. McLeland was removed from the retirement list as she has received her early retirement benefits.

**Interest Based  
Bargaining Team  
Members  
(2007-2008)**

**STA Representatives**  
Candy Asmus  
Ryan Burrows, Chief  
Janis Grover  
Rita Shogren  
Steven Taton

**BOE Representatives**  
Jill Hill  
Carl Wilson  
Teresa Anthony (alternate)

**At-Large Members**  
Linda Nelson—STA Pres.  
Ardith Dunn—Supt.  
John Doern—Mediator

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8. Sixth Issue—Article 18 (English as Second Language (ESL) Certification)  
The discussion was based around Section D (Supplemental Pay for ESL Certification). Ideas included increasing the stipend after ESL certification is complete. Mrs. Dunn will get some budget figures to see if an increase is fundable.
9. Seventh & Eighth Issues—Article 4 (Salary) and Article 6 (Fringe Benefits)  
These items were not discussed during this meeting.
10. Mrs. Dunn gave some preliminary figures based on a document sent out from the Kansas State Department of Education on the third year of the finance plan.

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