

Attendance:

Board: Dr. Bob Ranells, Dave Rounds, Dan Hussey

WEA: Tina Brackebusch, Pat Specht, Kristyn Zingler

Public: None

1. Set Ground Rules for Negotiations:
 - a. The agenda will be prepared by the superintendent.
 - b. Meetings:
 - i. Meetings will begin promptly at the designated time and will last no longer than 1.5 hours.
 - ii. Teams may caucus for 20 minutes to discuss ideas amongst themselves.
 - iii. The negotiations meeting will adjourn if a team doesn't return from a caucus.
 - iv. Teams agree to let the other team know if they will not be returning.
 - c. The WEA will keep notes that summarize proposals and discussions of the meeting. These notes will be approved by both parties prior to actually beginning negotiations at the next meeting.
 - d. We agree to listen carefully.
 - e. Each member accepts that there will likely be differences of opinion. We accept these differences of opinion as valuable and necessary. We will disagree at times, but we avoid being disagreeable with each other. We will treat all members with dignity and respect.
 - f. We hold ourselves accountable for observing the ground rules and guiding principles.
2. Set next meeting date: May 21, 2018 3:45 pm @ WJSH library.
3. WEA presents their Opening Proposal:
 - a. Steps and Lanes
 - b. Increase in benefits from \$755 to \$790 for employee coverage (this is a 4% increase for the district share which covers the increase in premiums).
 - c. No change to benefit pool.
 - d. Base salary increase of 3.5%
 - e. Any travel required by the district which occurs on a contract paid holiday will either earn the employee a stipend equivalent to one day of contract wages or a "Comp Day" of personal leave the employee can use at their discretion.
 - f. Any prep time spent covering other classes for lack of finding substitutes can be accumulated as a comp day or paid out at our daily contract rate.
 - g. Continuation of the \$5,000 bank for professional development (credits earned) reimbursed to the teacher. Committee comprised of 2 certified teachers from each building would distribute funds. Teachers must apply for reimbursement.
 - h. Sick leave will be distributed at the beginning of the contract instead of 1 day per month.

4. 4:13 District requests 20 minutes to caucus.
5. 4:35 District requests 10 more minutes to caucus. WEA agrees.
6. 4:45 District returns. The District will present their proposal at the next Negotiation meeting.
7. 4:59 Adjourned