

Bottineau Education Association  
2020-2021 Negotiations Committee  
Thursday, May 7<sup>th</sup>, 2020

Minutes

Members in Attendance

Board – Katie Toffland, Stuart Coleman and Matt Johnson; BEA – Jenny Patterson, Arliss Fugere and Deb Nelson

Meeting was called to order at 5:10pm

Minutes from previous meeting were exchanged and signed. Small change on end of meeting time from 8:50 to 8:54.

Old Business

A. Ground Rules – 3 items that were different on Ground Rules that were exchanged.

1. Meeting Format – Deb Nelson (business) need not set up meetings.
2. #9 – Total cost to the District
  - a. BEA could only change base in flash drive as other cells were locked.
  - b. Matt stressed that School Board needs to know cost to the District.
  - c. BEA wants to be able to use all cells.
3. #12 – Ratification – Matt changed theirs.

New Business

B. Exchange of Negotiated Items

1. School Board Items
  - a. Duration (Article 2), 1 year contract

b. Fringe Benefits (Article 5) – Group Health Insurance – <sup>ms</sup> unknown at this time. ~~Insurance will remain the same unless it's over 119%~~. Not expected to exceed that at this time.

c. Activities Pay Schedule (Article 16)

- No flexibility with administration (Ex. This year spring sports would not be paid if there is no sport.)

- Possible Option would be for it be based on teacher salary not base salary by Board.

- FBLA and DECA percentages are different.

- Band and Choir percentages are different, discrepancy

- Discrepancy with years of experience.

- Limited Forrest Carlson from getting an assistant because it was tied to the contract.

- Matt says that there is no flexibility until Negotiations if a need arises.

- Stuart says hands are tied.

- Updating of responsibilities for each club needs to be done.

- 65% of activities coordinators turned in paperwork at semester time.

- Deb says that our administrator needs to be in charge of evals of extra curricular.

- Evaluations need to be done.

- Jenny says if expectations of extra curricular advisor are not met, they should not get the job next year.

## 2. BEA Items

a. Salary

- Cost of living

- Draw teachers

- Equitable time spent on activity

b. Personal Leave

- Incentive not to use

- Increase each area to one day

c. Sick Leave

- Incentive not to use

- Single parent

- Pandemic

- Is it being abused?
- Increase the amount of sick time payment over 120 days
- d. Sick Bank ??
- Sick Bank is in policy.
- Both parties have questions about it.
- How many days are in the bank?
- Replenish?
- Hardship case?
- Safety to not lose job.
- Matt was going to look into it.

### C. Further Discussion on BEA Proposals

1. FBLA become same as DECA 4.14%
2. Choir same as Band – 16.565%
  - Matt asked what Choir does
  - Number of performances
3. Drama increases to 8%, currently at 7.85%
  - Number of performances
4. Discussion on activity involvement by students
5. Base Salary – Dollars increase on lanes going across, increments go down
  - Matt asks the kinds of classes taken.
  - Types of classes vary and their value to the teacher
6. Matt stated that he would like to talk to Pat to unlock cells in spreadsheet to figure cost to the District.
7. Matt said that he felt better about the personal leave than the sick leave change.
8. Matt said he would look at sick leave usage.

### D. Agenda for Next Meeting

1. Next meeting BEA presents salary spreadsheet
2. Personal Leave
3. Sick Leave/Sick Bank
4. BCBS – Matt prefers dollar amount
5. BEA would like verbiage changed to current instead of date in Fringe Benefits (Article 5)


E. Next Meeting – May Thursday, May 14<sup>th</sup> 5:00, High School Library

Meeting Adjourned at 6:22

Respectfully submitted by Arliss Fugere

  
\_\_\_\_\_ Date: 5-14-20

SB

  
\_\_\_\_\_ Date: 5/14/20

BEA