

SCHOOL DISTRICT OF JOHNSON CREEK
Negotiations Committee Meeting Minutes
Thursday, May 28, 2009
4:30 p.m.
Jr/Sr High IMC

Tina Roehl called the meeting to order.

Members Present: Tina Roehl, Rick Kaltenberg, Duane Draeger, and District Administrator Michael Garvey

Dr. Garvey verified that the meeting was properly posted.

Motion by Draeger/Kaltenberg to adopt the agenda as posted. Motion passed.

The Committee reviewed the status of negotiations with the JCESA.

The Committee met with representatives from the JCESA at 5 p.m.

JCESA representatives present: Robert Ketelhohn, Carolyn Anderson, Maria Marroquin, and JoAnn Brasch

NOTE: At the April 22 meeting, the BOE offered the following items in lieu of any early retirement language. At the meeting Bob Ketelhohn presented responses.

Bob Ketelhohn presented the JCESA responses (more complete) to the BOE's offer (in bold).

Proposal #1 Offered to increase to \$30 after 15 years of service. **Countered with 10 years**

Proposal #2 Offered to agree to the JCESA language. **Would accept**

Proposal #5 Requested that Proposal #5 be dropped. **Offered to drop**

Proposal #6 Requested that Proposal #6 be dropped but would like to see that the pupil services secretary receive the same vacation time as the other secretaries (current level). **JCESA willing to set pupil services secretary at the same level as secretaries but would like 3 vacation days (one year of service), 5 vacation days (two years of service), 7 vacation days (five years of service), 9 vacation days (ten years of service), 11 vacation days (fifteen years of service).**

Proposal #7 Offered to agree to the July 1 start for new wage but requested that the rest of the request be dropped. **Would accept the July 1 start and agree to drop the rest of the request.**

- Proposal #8 Requested that Proposal #8 be dropped. However agreed that a schedule of time card due dates be created and reflects dates other than weekends. **Agreed to drop the language if a schedule was created.**
- Proposal #9 Requested that Proposal #9 be dropped. **Agreed to drop.**
- Proposal #10 Requested that Proposal 10 be dropped. **JCESA would like any individual hired for work in any given school year for more than 30 days to become part of the union.**
- Proposal #11 Presented the language showing an 8% increase in insurance with no increase in benefit %. **The JCESA would like to see an increase in the family insurance contribution of the district to 75%**
- Proposal #12 Would agree to the JCESA language. **Would accept.**
- Proposal #13 Requested that Proposal #13 be dropped. **The JCESA would like to see an early retirement benefit that would provide 90% of the cost of a single health plan to a retiree until the retiree becomes Medicare eligible after reaching age 59 and providing at least 10 years of service to the District.**
- Proposal #14 Offered to increase the schedule by .10 per cell. No longevity changes no changes to anniversary dates. **The JCESA reduced their request to a 50 cent per cell increase and increasing longevity to .25/.35/.45/.65**
- Proposal #15 Offered to create the maintenance position and set the wage at the requested amount. **Would accept.**

Both sides caucused

Dr. Garvey presented the BOE's responses

- Proposal #1 The BOE offer stands: offered to increase to \$30 after 15 years of service
- Proposal #6 Offered to increase vacation days to 7 vacation days after three years of service and 9 vacation days after ten years of service—No increase to days offered after one year of service (remains at 2) nor two years of service (remains at 4) and no additional vacation days for 15 years of service.
- Proposal #10 Requested that Proposal 10 be dropped. The BOE feels that their practice of bringing in subs to do extra work along side of working unit members helps maximize the time. This is used on an as needed basis.
- Proposal #11 Rejected an increase in District's portion of family insurance. This was a new benefit offered by the District in the last contract and the District finds the 70% contribution to be sufficient.
- Proposal #13 Requested that Proposal #13 be dropped. Chair Tina Roehl indicated that even though the District recognizes the work that the support staff does and the longevity of some of the JCESA members, the District is being advised by its legal advisors to not increase exposure to post employment benefits. The offer presented at the last meeting and which continues was in lieu of this item.
- Proposal #14 Offered to increase the schedule by .15 per cell for 2009-2010 and .10 per cell for 2010-2011. This mirrors the total package percent increases which

with the BOE settled with the JCEA last week. No longevity changes and no changes to anniversary dates.

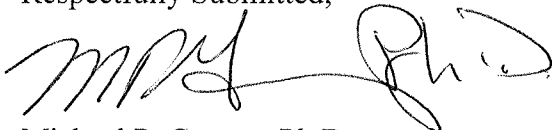
Both sides caucused.

Carolyn Anderson indicated that she was disappointed that when a JCESA member, who has given a great deal of service leaves the District, there is nothing offered to them for a retirement plan. It was reiterated by Mrs. Roehl and Dr. Garvey that because there is a great deal of uncertainty with the state of affairs (economy and state budget) the legal advisors of the District are advising the BOE not to increase exposure to post employment benefits.

The Committee set the following dates to meet on June 24, 2009 at 4:30 (5 p.m. with the JCESA).

Motion by Kaltenberg/Draeger to adjourn. Motion passed.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'MPG Ph.D.', written over a horizontal line.

Michael P. Garvey, Ph.D.
District Administrator