

SCHOOL DISTRICT OF JOHNSON CREEK
Negotiations Committee Meeting Minutes
Wednesday, June 24, 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, Roger Sonnenberg, and JoAnn Brasch

Mr. Ketelhohn asked if both sides were up to date with signing TA's. Dr. Garvey responded that they were because many of the proposals that the BOE have agreed with were a part package in lieu of entertaining early retirement language. If the BOE entertains early retirement language then those items move back on the table.

NOTE: At the April 22, 2009 meeting, the BOE offered several items in lieu of any early retirement language. All of the items presented were part of a package offer in lieu of early retirement language. At the May 28, 2009 meeting the BOE responded to the JCESA requests on some of the items. The following remained without agreement.

Bob Ketelhohn, presented the responses from the JCESA (in bold)

Proposal #1 Offered to increase to \$30 after 15 years of service. **JCESA Would accept.**

Proposal #6 Offered to increase vacation days to 7 vacation days after five 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. **JCESA requests an increase in vacation time from 2days to 3 days after one year of service and from 4 days to 5 days after two 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. **The JCESA requested an addition to the recognition portion of the contract that would add “and any support personnel hired for more that thirty (30) days in a given school year”.**
- Proposal #11 Presented the language showing an 8% increase in insurance with no increase in benefit %. 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. **JCESA requested the percentage of contribution be 75%.**
- Proposal #13 Requested that Proposal #13 be dropped. The offer presented, which continues, was in lieu of this item. **JCESA again presented early retirement language for consideration.**
- 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. **The JCESA accused the BOE of regressive bargaining. They are requesting a .40 per cell increase each year and an increase of .10 in longevity. (to: .20, .30, .40, .50)**

Both sides caucused

Dr. Garvey presented the BOE’s responses (in bold).

Proposal #6 JCESA requests an increase in vacation time from 2days to 3 days after two years of service and from 4 days to 5 days after two years of service **BOE rejected the increase, expressing that they already have moved on this subject.**

Proposal #10 The JCESA requested an addition to the recognition portion of the contract that would add “and any support personnel hired for more that thirty (30) days in a given school year”. **The BOE responded with agreement if 90 days replaced 30 days in the language.**

It was also clarified by Mr. Ketelhoun that offering work to bargaining unit members would be done in their job classification (if it is custodial work...then the custodians would be offered the extra work.)

Proposal #11 JCESA requested the percentage of contribution be 75%. **The BOE rejected this request. This was new language in the 2007-09 contract**

and the BOE expressed that they just added this benefit and indicated that it was adequate at this time.

Proposal #13 **JCESA again presented early retirement language for consideration.**

Proposal #14 The JCESA accused the BOE of regressive bargaining. They are requesting a .40 per cell increase each year and an increase of .10 in longevity. **Offered to increase the schedule by .15 per cell for 2009-2010 and .10 per cell for 2010-2011 with no increase in longevity. This mirrors the total package percent increases with which the BOE settled with the JCEA and which they have awarded the administrators and supervisors.**

Both sides caucused

Mr. Ketelhoun informed the BOE that there has not been enough offered by the BOE and that the JCESA needs to discuss filing for mediation.

Motion by Kaltenberg/Draeger to adjourn. Motion passed.

Respectfully Submitted,

Michael P. Garvey, Ph.D.
District Administrator