

NEGOTIATION MINUTES
MAY 13, 2019
TROY ELEMENTARY SCHOOL

District Members: James Fry, Negotiator; Wendy Fredrickson, Brad Malm, Superintendent; Theresa Priebe, Clerk

TEA Members: Alison Bohman, Negotiator; Crystal Tibbals

The meeting began at 4:37 p.m.

James Fry stated so you guys asked for a bunch of stuff. I think you got all of it, correct?

Alison Bohman stated yes.

James Fry stated okay. Any questions or anything from that?

Alison Bohman stated I don't think we have any questions from that. Any questions from us?

James Fry stated no, I don't think so. Do you have any questions from the stuff they asked for or anything?

Brad Malm stated nope.

Alison Bohman stated okay, so do you have a counter yet off of your 3.5% for us?

James Fry stated actually can we go meet real quick here and go over a few things real quick. Wendy wasn't at the pre-meeting so that will give her time to get caught up a little bit. Will that work?

Alison Bohman stated yup.

James Fry stated give us till maybe 10 til.

Alison Bohman stated sure, that sounds good.

Teams left to caucus at 4:38 p.m.

Teams returned to the table at 4:51 p.m.

James Fry stated so, we would like to negotiate the 3.5% and then a 1% bonus.

Alison Bohman stated okay. One percent one-time bonus?

James Fry stated yes.

Alison Bohman stated okay. Do you care if we take a break now?

James Fry stated no.

Alison Bohman stated and talk about that.

James Fry stated no.

Teams went to caucus at 4:52 p.m.

Teams returned to the table at 4:57 p.m.

Alison Bohman stated alright. So we discussed our last offer on the table was 8%. We are willing to come down to a 6% in the form of a 3.5% on the base with a 2.5% one-time bonus which would then get us to a 6%. I know it would be for only next year because that's a one-time bonus. We would also like to keep in mind whatever happens with the state funding formula that we would keep discussing and trying to get up to that three-year plan, trying to get us up to other school districts in the area.

James Fry stated can we take a few minutes?

Alison Bohman stated yes you can.

Teams went to caucus at 4:58 p.m.

Teams returned to the table at 5:05 p.m.

James Fry stated we would like to counter with a 3.5% with a 1.5% one-time bonus.

Alison Bohman stated okay. So now can we go caucus again?

James Fry stated yes.

Teams went to caucus at 5:05:30 p.m.

Teams returned to the table at 5:12 p.m.

Alison Bohman stated okay. So we discussed and we will accept your offer with a 3.5% on the base and a 1.5% one-time bonus. We do just want to let you be aware that we do want to continue the conversation in the future years to, you know like I said, really try to catch up with the rest of the school districts.

James Fry stated and, I'll say from the District's side, we agree but there are some things we want you to also be thinking about in the future. So, the average teacher days is 185. We're 178. So, as we move on up if we're going to be apples to apples, we also need to look at possibly moving those days up.

Alison Bohman stated yeah except our test scores prove we're doing the work. We're putting the work in to accomplish the job.

James Fry stated and I'm not going to argue that, but as we move just be aware of that and then we're also going to be looking at benefits packages compared to other districts. You know, what do we offer, what do we need to continue to offer and bump up. There's one other thing. Oh, and that we still are 1.5 FTE's over at least most of the districts. But we agree that negotiations will continue. I do want to clarify that the 1.5% one-time bonus is on the District's base.

Alison Bohman stated yes.

James Fry stated I think there was confusion

Alison Bohman stated right. There was confusion that one year.

James Fry stated I just wanted to clarify that.

Alison Bohman stated no, I appreciate that. Thank you.

James Fry gave Alison Bohman a handout with the proposed language for Advisorship Stipend and stated have you looked at this yet. Is that okay?

Alison Bohman stated yes. I think that looks fine. That's what we talked about. Yeah, that looks fine.

James Fry stated are we good.

Brad Malm stated I'm good.

James Fry stated I think the District will agree then.

Alison Bohman stated thanks.

James Fry stated that's where we're at.

Alison Bohman stated okay.

James Fry stated okay.

Alison Bohman stated and then we will have our ratification meeting as soon as possible. We don't have a date set yet.

James Fry stated that's fine. And we'll just go meet real quick. I think we can be done.

Alison Bohman stated okay.

James Fry stated thank you.

Alison Bohman stated thank you.

Meeting adjourned at 5:14 p.m.

District Negotiator

TEA Negotiator

NOTE: Minutes approved by James Fry and Alison Bohman per email.