

**ANWSD Negotiations Subcommittee
Support Staff Negotiations
Wednesday, June 14, 2017
6:00 PM
VUES Library
Minutes**

Board: Sue Rakowski, George Gardner, Mark Koenig

Addison Northwest Support Staff Association (ANSSA): Loretta Lawrence, Susan Dunne, Carmen Jochum, Rene Nill, Jackie Russett, Rose Wenzel, Pattie Martin

Guests: JoAn Canning, Superintendent

Call to Order:

The meeting was called to order at 6:02 p.m. by G. Gardner.

Agenda Changes:

Add Articles 16.5 and 16.6 for approval.

Public Comment:

None this evening.

Approval of Articles:

The following Articles were agreed and signed:
16.3, 5.6, 16.8, 17.2c, 21.1, 14.4, 16.5, 16.6

Exchange Any Final Proposals/Questions & Clarifications:

ANSSA proposed a “new” Article 17.1 – Assignments: Reassignment of Work Location for Employees. The Board will review this proposal.

Counter Proposals & Discussions:

Article 5.4: part-time status. Insurance requires a total of 17.5 hours to be considered part-time. ANSSA asked for the Board to bring this language to the next meeting.

Article 9.2: flex time vs in-service days and faculty meetings. Discussion of number of absences from in-service days and inability to attend faculty meetings. ANSSA asked for the Board to show documentation of number of absences.

ANSSA caucused at 6:34 p.m. Returned at 6:40 p.m.

Motion was made by S. Rakowski, seconded by M. Koenig, to go into executive session at 6:34 p.m. to discuss matters relating to contract negotiations, the premature disclosure of which to the general public would put the Board at a substantial disadvantage. So voted and motion carried.

Motion was made by S. Rakowski, seconded by M. Koenig, to come out of executive session at 6:40 p.m. So voted and motion carried.

ANSSA asked to table Article 9.2 until more information on the in-service/faculty meeting process is received.

Article 9.10: transport of students in personal vehicles. The Board offered to trade Article 9.10 with 9.2. ANSSA asked to table 9.10 at this time.

Article 16.2: medical and personal leave. The Board offered a total of 16 leave days for full year employees and 14 leave days for school year employees; (c) medical leave for immediate family only, not household; (f) "cash out" up to three unused medical leave days as long as the employee has accumulated at least 90 days.

Article 16.9: sick bank. Donation of one day to the sick bank instead of two to be considered a participating member.

ANSSA caucused at 7:03 p.m. Returned at 7:29 p.m.

Motion was made by S. Rakowski, seconded by M. Koenig, to go into executive session at 7:03 p.m. to discuss matters relating to contract negotiations, the premature disclosure of which to the general public would put the Board at a substantial disadvantage. So voted and motion carried.

Motion was made by S. Rakowski, seconded by M. Koenig, to come out of executive session at 7:27 p.m. So voted and motion carried.

ANSSA replied with 16.2(c) to keep the word "household" in the language; and (f) should be left up to the individual and 90 days was too much.

The Board gave a counterproposal to drop the last three lines to the new Article 17.1 and trade:
16.2 (c) – remove household
16.2 (f) – reduce accumulated 90 days to 30 days
16.9 – donation of one day, instead of two; and maximum transfer days from 170 to 175
OR have the three member committee decide from year to year.

ANSSA caucused at 7:35 p.m. Returned at 7:47 p.m.

Article 17.1: ANSSA asked why the Board would want to remove the language and not be assigned to more than two buildings. Discussion ensued about how seniority does not give flexibility with qualifications and certain positions require an employee to be available in more than one building.

ANSSA caucused at 7:54 p.m. Returned at 8:04 p.m.

ANSSA counter proposed to Article 17.1 to include the language “assigned then by skill set in their specific job. Skill set is defined as a particular combination of skills a person has developed especially ones that can be used in their job.”

Motion was made by S. Rakowski, seconded by M. Koenig, to go into executive session at 8:07 p.m. to discuss matters relating to contract negotiations, the premature disclosure of which to the general public would put the Board at a substantial disadvantage. So voted and motion carried.

Motion was made by S. Rakowski, seconded by M. Koenig, to come out of executive session at 8:15 p.m. So voted and motion carried.

The Board counter proposed to Article 17.1 – “...specific job being reassigned...especially skills relevant to the job being reassigned.” Add from original, “However, change of assignment decisions under this Article shall be made by the administration and shall include the building principal.”

ANSSA caucused at 8:17 p.m. Returned at 8:23 p.m.

ANSSA accepted the changes to Article 17.1 and will trade for Article 16, keeping the full language on 16.9.

Article 14: combining all paragraph’s into one article.
Discussion of the title for Behavior Interventionist (BI) and Registered Behavior Technician (RBT).
Discussion of the Professional Development pool.
ANSSA asked the Board to bring the number of used professional development in the past.
14.1 – remove the titles of positions and add any required courses

Article 11.1 (b): The Board asked for clarification on substitute coverage in a BI or RBT position.

Salary Schedule: The Board asked if ANSSA could explain the current salary schedule and how it works. It’s listed as an index scale but does not calculate that way. The Board asked for history of the index scale.

Next Meeting Agenda Items:

Monday, July 10, 2017 6:00 PM VUES Library

Article 16.2, 16.4, 16.9 and 17 rewritten
Article 14.1 – information on past numbers
Article 5.4 – definition of part-time
Discussion of Articles 12, 15, 9.2, 9.10 and 11.1

ANSSA caucused at 8:50 p.m. Returned at 8:56 p.m.

ANSSA accepted and signed Article 10.1.

Question on 18.2 (a) on categories. Agreed to add (c) Child Nutrition and/or Food Service to the categories.

Adjournment:

Motion was made by S. Rakowski, seconded by M. Koenig, to adjourn the meeting at 9:01 p.m.
So voted and motion carried.

Respectfully submitted,

Glory Martin
Recording Secretary