

MIDDLETON-CROSS PLAINS AREA SCHOOL DISTRICT

**Teacher Employee Handbook Meeting
District Administrative Center
7106 South Avenue, Middleton, WI 53562**

**Committee Meeting Minutes
Wednesday, August 6, 2014**

The meeting began at 5:32 p.m.

Present: Sue Malliet, Jessie Moore, Kellie Collins, George Mavroulis, Kari Weiss, Don Johnson, Tabatha Gundrum, Jerry Moen, Sarah Pflasterer, Brenda Weiss, Tricia Rodey, and Board Representatives Annette Ashley, Bob Green and Paul Kinne.

Not Present: Joellen Pauls

Link: https://www.youtube.com/watch?feature=player_detailpage&v=6C-rGUscBF0#t=73

1. Introduction of Committee Members

Each of the committee members introduced themselves, stated where they work, and how many years they have been with the district.

Link: https://www.youtube.com/watch?feature=player_detailpage&v=6C-rGUscBF0#t=95

2. Review of the Committee's Task

Don Johnson reviewed the process for choosing the committee members and alternates. All the meetings are open to the public. Don discussed how the contract has been divided up and the proposed dates for each of those discussions. The board representatives are here to listen to the discussion and be observers of the process. These representatives, along with administration, will then report back to the board on the discussions and progress on the task.

Link: https://www.youtube.com/watch?feature=player_detailpage&v=6C-rGUscBF0#t=375

3. Clarification of Process for Reviewing Handbook Language

Administration clarified and defined the differences between a contract and a handbook. The board will be the deciding vote on the final handbook. As part of the review process, bigger items may have continued discussions along with summaries from administrators and teachers.

Tabatha Gundrum reviewed the organization of the binder with the committee. Tabatha explained the interim emergency items that were approved by the board in July. These items will be reviewed in whole again by the committee.

Don stated that everyone needs to commit to listening throughout this process and that there is a difference between disagreement and disrespect. Don asked the group to discuss their hopes for the process, their concerns for the process and their uncertainties. Each member of the committee shared some of the items that they discussed in their small groups.

Link: https://www.youtube.com/watch?feature=player_detailpage&v=6C-rGUscBF0#t=1503

4. Review and Discussion of Emergency Action Provisions Previously Approved by the Board on July 14, 2014

The committee then began its review of the following sections of the proposed language for the handbook. The committee reviewed:

- 1.1 Recognition
- 1.2 Definition of Regular Full-Time and Regular Part-Time Status
- 1.3 Negotiations Procedure
- 2.1 and 3.1 Management Rights and MEA Rights
- 5.11 Temporary Contracts
- 6.1 and 6.2 Application of Salary Schedule and Previous Experience
- 6.9 Teaching Staff Development Outside of the Normal Workday
- 12.1 Wisconsin Retirement System
- 15.1 Savings Clause
- Appendix Items: Calendars, Salary Schedule and Additive Schedule
- 6.6 Combination Classes
- 6.7 Cancellation of Additional Class or Split Grade
- 6.4 Contract Specifications
- 6.3 Work Assignments
- 9.3 Dues Deduction

Most of the items listed above had minor editorial changes, or changes due to ACT 10. Items 5.8 and 5.9 Assignments, Vacancies and Transfers were discussed in length. Tabatha walked through language from the support staff handbook and clarified the changes approved for the interim. The committee may keep this language or revise accordingly. There were questions from the members to clarify wording. There was a more involved discussion on the granting of interviews for current employees. Tabatha took feedback and will bring back a redraft of the language on this item. Nothing is resolved at this time on these particular items.

Link: https://www.youtube.com/watch?feature=player_detailpage&v=6C-rGUscBF0#t=4651

Don asked for any questions or follow up. Several questions were asked and discussed.

The meeting ended at 8:17 p.m., Cheryl Janssen, Board Secretary