



**July 23, 2020 Joint Statement from SMSD and NEA SM regarding 2020-21 Negotiations**

At our ninth and final negotiation session for the 2020-21 Professional Negotiated Agreement (PNA), the team reviewed the draft calendar developed by the District to reflect school starting after Labor Day. The team discussed strategies for reducing the intrusion into the summer. We also reviewed the reopening presentations from the July 22nd Board meeting and talked through various questions. An additional team meeting was scheduled for August 11th to address any additional questions or concerns regarding the reopening plans that arise before the start of the school year.

The team then worked to create both a redline (track changes) and a clean version of the 2020-21 PNA. The Board will vote on approval of the PNA at its July 27th meeting, and thereafter the PNA will be submitted to Professional Employees for a ratification vote.

Going forward, negotiation meetings will occur throughout the school year on a monthly basis. The team's first meeting to work on a contract for the 2021-22 school year is scheduled for August 20, 2020 from 3:15 p.m. to 5:00 p.m.

**Subject for All-Staff Email: July 23, 2020 Joint Negotiations Update**

**From field: Joint NEA SM and SMSD Negotiations Team**



### **July 16, 2020 Joint Statement from SMSD and NEA SM regarding 2020-21 Negotiations**

At our eighth negotiation session, the team finalized their Tentative Agreement regarding economics. The team agreed to 1.4% increase to the base, step movement, and professional growth (column) movement. Additionally, the district will cover an increase to the employer-paid portion of the health insurance premium up to 7.8% (\$62) monthly, based upon the increase to the single premium for the HMO plan. Ongoing conversations between the IBB team, which will occur on a monthly basis throughout the year, will include monitoring the budget for the potential to reopen negotiations to offer additional compensation to staff.

The 2020-2021 salary schedule can be found [here](#).

To accomplish moving secondary teachers from 6 to 5 class sections per day, operating funds must be allocated to hiring additional teaching positions. Freeing up operating funds for a majority of those positions (FTEs) will be accomplished through moving custodial and maintenance salaries to the capital outlay fund, contingent on passage of a bond issue in the 2020-21 school year and a commitment to passing future bond issues. 17.5 FTEs must be funded by committing new state operating revenue. The team allocated funds in the 2020-21 budget for 12 FTEs. In the event that the monthly HMO premium increases by less than 7.8%, the excess funds will be allocated toward reducing secondary teacher workload.

The salary and benefits package represents an average compensation increase of 3.81% for certified staff, ranging from 2.03% to 4.69% total compensation increases.

The team's next meeting date is scheduled for July 23, 2020 from 9:00 a.m. - 12:00 p.m.

**Subject for All-Staff Email: July 16, 2020 Joint Negotiations Update**

**From field: Joint NEA SM and SMSD Negotiations Team**



**July 15, 2020 Joint Statement from SMSD and NEA SM regarding 2020-21 Negotiations**

At our seventh negotiation session, the team finalized their Tentative Agreement regarding staff meetings. The District's Director of Health Services then presented information about safety planning and precautions, and also about best practices to prevent the spread of disease.

The team spent the majority of the meeting time focusing on compensation. The compensation sub-groups met to finalize their proposals. The teams presented their proposals and started to formulate a single compensation plan.

The team has one more meeting date scheduled: July 16. The meeting may extend past 3:00 p.m. and will continue until the team decides to close negotiations for the 20-21 Professional Negotiated Agreement.

**Subject for All-Staff Email: July 15, 2020 Joint Negotiations Update**

**From field: Joint NEA SM and SMSD Negotiations Team**



**July 13, 2020 Joint Statement from SMSD and NEA SM regarding 2020-21 Negotiations**

Initially, the team is encouraging all staff to complete the Staff Return-to-Work survey. If you did not receive a link in your work email, please contact Human Resources. The survey is anonymous; personal identifying information is not requested.

At our sixth negotiation session, the team discussed concerns about use of the term “blackout dates” with respect to days identified in the Professional Negotiated Agreement (PNA) when our Professional Employees may not use personal leave days. The team decided to change the PNA language to “personal day non-use”, and to begin using the term “block out days” when verbally discussing the days. The team decided to make changes to the Personal Day Non-Use calendar to clearly identify earned flex days for parent-teacher conferences and earned flex days for professional learning. The [updated Personal Day Non-Use calendar](#) is posted on the District’s website.

The team revisited their previous discussion regarding staff meetings and developed a potential solution, which includes providing information to building leaders regarding the purpose of staff meetings, adding language to the administrative operating manual, and developing a feedback loop. The team anticipates finalizing a Tentative Agreement on this issue at our next meeting.

The team then discussed the draft reopen plans and common questions that NEA SM and the District are fielding from our employees. The team agreed that a FAQ for staff would be developed by Human Resources, reviewed by the team, and jointly distributed.

Finally, the District’s Chief Financial Officer presented updated budget information. The team discussed the difficulty of projecting how the COVID economic crisis may impact revenue this school year and next school year. The previously formed compensation committees then met to continue work on compensation plans. These plans will be presented at our next meeting.

The team has two more meeting dates scheduled: July 15 and 16.

**Subject for All-Staff Email: July 13, 2020 Joint Negotiations Update**

**From field: Joint NEA SM and SMSD Negotiations Team**



**June 25, 2020 Joint Statement from SMSD and NEA SM regarding 2020-21 Negotiations**

At our fifth negotiation session, the team reached a tentative agreement regarding a full day for Pre-K-12 parent-teacher conferences in the Fall and a work day at the end of the third quarter. The previously formed compensation committees then met to independently develop compensation plans. These plans will be presented to the team when we meet in July.

The team has three more meeting dates scheduled: July 13, 15, and 16.



**June 24, 2020 Joint Statement from SMSD and NEA SM regarding 2020-21 Negotiations**

At our fourth negotiation session, the team spent the morning reviewing budget information, discussing questions about the budget, and prioritizing different components of compensation. The team formed three committees to independently develop compensation plans.

In the afternoon, the team reviewed the adopted calendar and agreed to a [blackout date schedule](#). Given the addition of three blackout dates at the beginning of the school year, the team entered into a memorandum of understanding to provide additional flexibility for Professional Employees who may need to seek waivers.

The agenda for the next meeting includes further discussion about non-student-contact days. Once that discussion is completed, the meeting will end and the compensation committees will complete their work.

The team is meeting again today, June 25th beginning at 9:00 a.m. The team has three more meeting dates scheduled: July 13, 15, and 16.



**June 23, 2020 Joint Statement from SMSD and NEA SM regarding 2020-21 Negotiations**

At our third negotiation session, the team discussed the issue that NEA SM identified regarding Building Leadership Teams (BLTs). The team reached a tentative agreement on the issue, which included: (1) current language from the Administrative Operating Procedures and Toolkit guiding BLTs for the 2020-2021 school year; (2) the addition of language to staff handbooks regarding the purpose and operation of BLTs; and (3) formation of the [Strategic Plan 4.1.1](#) Committee with representation of both NEA SM reps and District reps from the IBB Negotiations Team.

The District's Chief Financial Officer, who is a member of the Negotiations Team, gave a presentation regarding the budget for the 2020-2021 school year. The team also had another discussion regarding COVID-19 planning.

The agenda for the next meeting includes determining a timeline for discussing compensation, calendar items including blackout dates, and the grievance procedure.

The team is meeting again today, June 24th beginning at 9:00 a.m., and will meet again tomorrow, June 25th, beginning at 9:00 a.m. The team has three more meeting dates scheduled: July 13, 15, and 16.



**June 15, 2020 Joint Statement from SMSD and NEA SM regarding 2020-21 Negotiations**

At our second negotiation session, the team reviewed and accepted proposed changes to the PNA. These changes were made to ensure that the PNA language acknowledges and is inclusive of our early education and Pre-K professional employees.

The team spent significant time discussing scheduling matters, including Fall parent-teacher conferences, work days each quarter, protecting plan time, time for professional development, and staff meetings. The team discussed interests on each topic and proposed solutions. The team reached a tentative agreement on the issue of plan time, which included deletion of unnecessary and redundant language in the PNA regarding special education teachers' schedules.

The team listened to a presentation regarding the Strategy 3.2.2 committee. Information from this presentation will inform future discussions regarding workload and plan time.





**June 9, 2020 Joint Statement from SMSD and NEA SM regarding 2020-21 Negotiations**

At our first negotiation session, SMSD and NEA SM shared issue statements that they developed prior to the session. The team worked together to revise and finalize issue statements that will be used to drive discussions on each issue. The team then organized the issues into categories and decided which issues to address first.

The team held a discussion about the issue of aligning the District calendar with the Professional Negotiated Agreement (PNA). The team also discussed COVID-19 preparedness and how we can collaborate on developing plans. At the conclusion of the meeting, the team developed an agenda for our next session on Monday, June 15. That agenda includes revisiting the District calendar, PNA language clean-up, plan time, COVID-19 follow-up, and teacher workload.