

SESSION MINUTES MEETING #8

The sixth session of bargaining between the Association and Roseburg School District was held May 20th in the Board Room. The following is a summary of discussion and is not all-inclusive.

Session called to order by Nancy Cook at 5:12PM.

Attendees were:

District – Nancy Cook (Chair), Denny Austin, Charles Lee, David Hanson, Lance Colley, Jill Weber.
Note taker: Myrt Thames.

Association – Judy Kulluson (Chair), Tim Stoelb, Heather Bemetz, Kelly Leest, Karen Glassman, Marge Miller.

Audience – Bill Todarello, Pat Hinderman, Linda Hebard, Matt Jenkins, Linda Blakely, Gail Pinheiro, Judy Muller.

Minutes were reviewed and approved.

Copies of the tracking spreadsheet were distributed to the District attendees.

Dave distributed copies of District counter proposals for Articles 2, 8, 10 and new 23. A copy of Article 1 was distributed for both parties to verify for accuracy. Article 1 was TA'd last session.

Dave went through the remaining articles. Article 2 clarified funding sources and what impact it had on temporary employees. Some of the Association's counter were dropped, specifically 2.2.D.2 and 2.2.D.5. Article 8 paragraph 8.1.A. the District countered with internet vs. website for job postings. There were several other minor changes and a fair amount of the Association counter proposal was omitted. The section containing reclassification language was broken out to a new Article 23. Dave said that this could be relocated to Article 9 and then renumber the subsequent Articles. Also attention will need to be taken to verify references in the contract would then point to the correct articles/paragraphs. Article 10 had a minor change from the Association counter with regards to paragraph 10.3. and also 10.9.

Association requested caucus at 5:40PM. Session resumed at 6:35PM.

The Association was good with Article 2. TA.

Article 8. Judy passed on the Association approval of moving the Reclass language to a separate article. This makes review of Article 8 much easier. A couple questions remained, however. Did the district want to entertain the idea about consistently identifying days as either work days or calendar days. There are a couple paragraphs in Article 8 that simply say days. Another question was dealing with the possibility of internships. For example, a custodian wishes to become a Maintenance 3. It was the desire of the maintenance department to have the ability for that person to work as an intern for a period of time to see if he/she liked it. Charles stated that this language didn't look good in that they didn't want to tie up the old position with a sub for a long period of time. The district will discuss these items and bring them back at the next meeting.

Article 10. Association agrees with proposed language. TA.

Judy went back to Article 8 for a minute. She wanted to comment about how she liked the insertion of capable and qualified in paragraph 8.1.B. Judy went on to state that the Association was working on a plan to come up with training sessions that would help our employees. Judy then asked if there is a possibility of inserting language that mentions posting job descriptions online. This would serve to help interested folks to review the job and use the description as a “study guide” for them to get familiar with requirements and expectations for a position beforehand rather than end up getting rejected later for not knowing something. Dave stated that this is already a goal of the district. They are in the midst of reformatting the job descriptions and verifying accuracy. Lance stated that the job descriptions as they are now are readily available in the admin office. Interested parties simply have to stop in and ask for one.

Article 23. Judy mentioned that the formatting of the article should be consistent with other articles in that there is a separate paragraph for definitions. Judy stated that the Association doesn't feel we're quite there yet with this article and would like to work on it further.

Dave asked if the district could go ahead and post new jobs for next fall, particularly ones for Food Service and Library Assistant. The district would like to post these jobs with the new classification rather than current one.

Caucus called 6:53, resume 7:00.

Judy stated that these openings could be posted with existing classification followed with the proposed classification. Salary could be annotated as being currently under negotiations. This way there is no harm, no foul.

A question came up about insurance. Lance gave a brief to the attendees about the rates, his preliminary calculations and also the fact that there will be a committee meeting Friday to discuss plan options.

Session adjourned at 7:10PM. Next meeting May 27th at 5PM in the Board Room.

Respectfully submitted,

TIM STOELB