

Teacher's Meeting Session I

Friday, April 20, 2012 4:00pm.

Attendance- Anastasios, Carl, Denise, Jessica

Absent- Clarence

Meeting began with the discussion of contractual language issues that were found on the pages/section listed below:

Page 2 Article 3 section 2a

We believe that this section should also include the hours for credit.

Teachers should be given credit towards salary scale depending on the amount of hours spent in workshops and or courses. Ex: for every 10hours-1credit

Page 3 Article 3 Section 2 4b

Any new teacher coming in can only count 5 previous successful teaching years. We would like to raise this to at least 10 years. This would attract better qualified/experienced teachers.

Page 8 section 10

Language

Intramural activities list a minimum of students required to open an activity. We would like it to also have a maximum registration.

Page 9 section 13

What defines a successful mentor (Wording/Language)

Page 9 article 4 section 1b

Prescription drug coverage can be change by the board. We would like to the language to read comparable/substantially equal coverage.

Page 10 section 3

Change language

60 day notice in advance

We would like 120 day notice

Page 10 section 4

Remove the word tenure

Page 11 Section 5

What constitutes full time.

We would like the board to consider 3/5 to be a full time teacher.

Teacher's Meeting Session II

Friday, April 20, 2012 6:00pm.

Attendance- Anastasios, Carl, Denise, Jessica

Absent- Clarence

The teachers believe that the proposal of the board is very unrealistic. Moreover, the board conducted a distributive meeting. Teachers were not given the opportunity to exam the boards' proposal beforehand. The teachers however did forward their own proposal in good faith.

Correction must be made with salary request.

We would like to board to consider these new realistic percentages

5.07 three years

We may consider 4.07-3.07 depending on the other demands relating to the financial aspect of the contract.

The board was very forceful when discussing professional development. They must therefore consider a day care center for the staff, which will be forced to come into work and additional week.

We would recommend these sessions be made on a volunteer basis.

We are also concerned as to how such a program is to be funded with the boards' issue of monies available. Moreover, how will this strengthen the curriculum and staff?

We can consider our request to have teacher in charge of the interviewing process. We would however like for us to have some involvement.

Unannounced visit should only be used as a way to develop a teachers' progress in the field. This in no way should be used towards their file, unless a child's' safety was at risk.

We all agreed that we must remain firm with the request that the teachers have made. Even though the board believes that these demands are ridiculous we must make them understand that in order for the teacher to work productively and efficiently, they must be in an environment that appreciates them.

Negotiating Team Meeting #1

April 20, 2012

Minutes

Administrative Team Members: Sara Anderson, Garner Bass, Christopher Kelly, Sam Thompson, Valerie Vacchio

Teacher Members: Jessica Franco, Carl Semmler, Denise Smith, Steve Kourlarmanis, Clarence Williams

Time: 5:00-6:00

Discussion Items:

- Administrative Team Leader-Garner Bass began the meeting by discussing “Reality-Based” Negotiations as the theme of the negotiating process
 - In today’s fiscal economy we must do what is best for both our students and the members of the community
- BOE Goals:
 - Salary
 - Professional Development
 - Health Care Benefits
- *Teacher Team Co-leader, Jessica Franco*
 - Informed the Administrative Team that there was a change in the Teachers’ Proposal regarding salary increases:
 - Years 1 and 2- 6.07%
 - Year 3- 6.5%
 - Includes step and salary increases
- *Teacher Team, Co-leader, Carl Semmler*
 - Teachers would like the Administrative Team to look at all parts of the contract, not just salary, professional development, and health care benefits
- *Administrative Team Leader-Garner Bass*
 - Salary increase would necessitate teachers giving something back
 - Movement anywhere on the salary schedule will require some “thing”
- *Teacher Team, Co-leader, Carl Semmler*
 - Integrative Bargaining vs. Distributive Bargaining
 - Teachers were hoping to receive a response from the Administrative Team regarding their proposal

- *Administrative Team Leader-Garner Bass*
 - The needs of the community, town, and the BOE must be met
 - Dismal fiscal climate/economy
 - Paradigm shift in education/cross-roads
 - Educator Accountability
 - Teachers' Proposal is way beyond the scope of the Board's goals
 - We must consider the "value" of the money
 - Many of the things teachers requested are not connected to student achievement
 - Goal: Enhancing student achievement
 - Teachers must improve their craft
 - Focus on Accountability
 - Data driven instruction
 - Extension of School Calendar not with classes or students (5 PD days before first day of school)
 - BOE requested that the units negotiate a deal and resolve the contract
- Health Care
 - Teachers must recognize breaking points and reality based negotiations
- *Teacher Team Co-leader, Jessica Franco*
 - In the spirit of negotiations, what the Administrative Team is proposing is NOT in line with comparable districts, such as New Canaan
- End of meeting 6:00 PM –Dinner Break

Negotiating Team Meeting #2

April 20, 2012

Minutes

Administrative Team Members: Sara Anderson, Garner Bass, Christopher Kelly, Sam Thompson, Valerie Vacchio

Teacher Members: Jessica Franco, Carl Semmler, Denise Smith, Steve Kourlarmanis, Clarence Williams

Time: 6:45-8:00

Discussion Items:

- **Bullet # 13 (Teacher Evaluation Process)**
 - Teachers have proposed NO unannounced visits, walkthroughs, etc.
 - Sentiment is that these types of visitations can be utilized in a punitive manner
 - Goal: to improve teaching and learning
 - If an unannounced visit is documented by an administrator, the documentation should be followed-up with feedback for the teacher
 - The contractual language around this type of documentation and whether or not it will be placed in a teachers' permanent file can be ambiguous and cause more problems
 - Table/bench issue for now
- Remove **Bullet #8 (Interviewing Teams)** in Teachers' Proposal
 - Interviewing for new teachers shall be a collaborative effort between the Teachers Union and the Administrative Team
- **Bullet #9-Teaching Vacancies**
 - The Administration Team requested clarification on Bullet #9((see Teachers Proposal attached) see page 21 in Teachers Contract
 - The Negotiating Team agreed to the following:
 - Add the following language to Section 3, page 21:
 - "...Priority order based on seniority with approval of receiving principal..."
- **Bullet #10- Child Care**
 - Burden for the taxpayers

Negotiating Team Meeting #3

April 20, 2012

Minutes

Administrative Team Members: Sara Anderson, Garner Bass, Christopher Kelly, Sam Thompson, Valerie Vacchio

Teacher Members: Jessica Franco, Carl Semmler, Denise Smith, Steve Kourlarmanis, Clarence Williams

Time: 8:15-9:15 PM

Discussion Items:

- **Bullet #1 and #2 (Salary/Step Schedule)**
 - Administrative Team Leader, Garner Bass, informs the Negotiating Team that a 0% salary increase with only an increase in step will cost the district \$2.5 million dollars
 - The cost for moving steps is insurmountable
 - Administrative Team proposes the following regarding salary schedule:
 - Year 1- 2%, NO step increase
 - Year 2 – 1.5% increase in salary (.5 step increase)
 - Year 3- 1% salary increase (.5 step increase)
 - Cannot add additional steps to salary schedule: steps 18, 19, 20
 - September- salary % increase
 - January- .5 step increase
 - Teacher Team Co-leader, Carl Semmler
 - Enrollment Trends and Comparable Districts
 - New Canaan, Darien, Greenwich, and Westport are similar in many ways, especially in size especially in regards to student enrollment trends and data
 - Teacher Team provides conditional formatting enrollment trend charts for Darien, New Canaan, Westport, and Greenwich (see attached document)
 - New Canaan Teachers' Union will be earning a 5.07% salary increase in the 2012-2013 school year and the offer presented by the Administrative Team does not parallel neighboring districts

Negotiating Team Meeting #4

May 4, 2012

Minutes

Administrative Team Members: Sara Anderson, Garner Bass, Christopher Kelly, Sam Thompson, Valerie Vacchio

Teacher Members: Jessica Franco, Carl Semmler, Denise Smith, Steve Kourlarmanis, Clarence Williams

Time: 7:00- 7:30PM

Discussion Items:

- **Review of negotiations process to date**
 - Administrative Team Leader, Garner Bass, reminded al about the notion of “reality-based” negotiations, which include limiting discussions to salary, healthcare and Professional Development (PD)
 - Admin. Team offered:

SALARY
Year 1
2% increase, 0 step
Year 2
1.5% increase & step beginning 2/1
Year 3
1% increase & step beginning 2/1

Add MA 75 step

One time only retirement incentive \$10,000

Healthcare
Year 1 – 23%
Year 2 – 26%
Year 3 – 29%

PD
5 additional days for PD

PROPOSALS from the Board of Education

Session 4

- SALARY
Year 1
2% increase, 0 step
Year 2
1.5% increase & step beginning 2/1
Year 3
1% increase & step beginning 2/1

Add MA 75 step

One time only retirement incentive \$10,000

- Healthcare
Year 1 – 23%
Year 2 – 26%
Year 3 – 29%

- PD
5 additional days for PD

National Board Certification-50% of application fee and \$2000 stipend

Building PD Leaders \$2500 stipend / yr