

**Manson School District**

**Cert Negotiations**

**June 2021**

**Suggested Protocols**

Zoom? 1) documents sent to each other 30 minutes in advance

2) All cameras on for participants on either side

3) Mic's off unless speaking

1. Start on time and end of time
2. Come prepared
3. Can we agree to calendar dates in advance?
4. Professional respect
5. Disagree without becoming disagreeable
6. Caucus-agree to length
7. Ability to TA at the table? Does each side have this ability?
8. Proposals- agree not to add to the original proposal after \_\_\_\_\_ meeting
9. Who will be your spokesperson?
10. District reserves a seat for Board, other
11. MSD post proposals/documents that cross the table to web site in spirit of transparency

Manson Education Association  
Initial Issues List  
June 1, 2020

1. Payroll Deductions (Article II, Section A)
  - Member - revise
  - Representation Fees – remove
  - Religious Objections - remove
2. Association Privileges (Article II, Section C)
  - Reasonable access to new bargaining unit members (new)
  - Bargaining unit member information (new)
3. Assignments and Transfers (Article III, Section E)
  - Clean up strikethroughs from previous negotiations (Sub-section 2)
  - Involuntary Transfer (Sub-section 3) – return to previous position
4. Evaluation (Article IV) - clean up strikethroughs and correct punctuation throughout
5. Layoff and Recall (Article V)
  - Employment Categories (Section D) – remove reference to highly qualified under ESEA
  - Retention in Employment Category (Section E) – correct references to Employment Pool, Paragraph F, which doesn't exist
6. Compensation for missed Planning Time (Article VI, Section B)
7. Class Size (Article VI, Section D)
8. Special Education (Article VI, Section E)
9. Leaves (Article VII)
  - Personal Leave (Section E)
  - Washington Paid Family Medical Leave (Section O)
10. Fiscal (Article VIII)
  - Salaries and Stipends (Section C)
    - i. Compensation (Appendix A)
    - ii. Advancement on the Salary Schedule
  - District Professional Development (Section E) - update
  - Insurance Benefits (Section F) – remove sunset language from previous negotiations
  - Tuition Reimbursement (Section I)
  - Compensation for Committee work (new)
  - Supplemental Stipends (new)
11. Duration of Agreement (Article X) – update as appropriate
12. Letters of Agreement – remove, revise, extend or add to the body of the CBA as appropriate
  - Appendix C – class advisors
  - Appendix D – conferences
  - Appendix E – collaboration time

Doc #3

Manson School District

Manson EA

June 1, 2021

### General Summary of tentative proposal

1. Article II- Business/update to Janus
2. Article III-Personnel/house keeping/"days"
3. Article IV-Evaluation/update Focus/strike out
4. Article V- Layoff and Recall
5. Article IV-Instruction
6. Article VII-Leaves/update
7. Article VIII Fiscal/SEBB/
8. Article IX-Grievance Procedure
- 9. Article X- Duration
- 10. MOU's
- 11. Salary Schedule
- 12.

MSD

- Vuni
- Mike
- Heather
- Kamie

MEA

- Arita - President
- Susan - VP - incoming Pres
- Andrea - Music, Elem
- Matt - Music - Sec
- Diana - 2nd
- Stara -