

| | A | B | C | D | E | F |
|----|--|-------------------|-------------------|---|--|---|
| 1 | DO YOU MEET AND CONFER? | | | | | |
| 2 | Monday, February 18, 2019 | | | | | |
| 3 | | | | | | |
| 4 | #1 Does your Local conduct "meet and confer" meetings with the District? | | | | | |
| 5 | #2 If so, how often? (Are the meetings regularly scheduled—once a quarter or once a month? Or, are the meetings held as needed?) | | | | | |
| 6 | #3 Who attends the meetings—both on the union side and the district side? | | | | | |
| 7 | #4 If you have these meetings with the district, please give a couple of examples of topics you have discussed. | | | | | |
| 8 | | | | | | |
| 9 | <u>Local</u> | <u>Certified?</u> | <u>Question 1</u> | <u>Question 2</u> | <u>Question 3</u> | <u>Question 4</u> |
| 10 | | | | | | |
| 11 | Appleton | Yes | Yes | Monthly | | We call it Employee Relations. AASD also establishes committees for Benefits. |
| 12 | Bonduel | Yes | Yes | 1-2/month | | We have been discussing calendar, salary, handbook language, etc... it is the superintendent and 8 staff members. We all agree this helps with the culture of our working environment and may help with retention. |
| 13 | Chilton | No | Yes | One/month | Superintendent and Union president are always there, sometimes district business manager, sometimes another union officer. | This year we have discussed a new salary structure, pay and benefits, how to recruit and retain good teachers, snow day makeup issues, ideas for addressing substitute teacher shortages. It has been a mutually beneficial relationship. I think the superintendent and I (while we don't always agree) try to see each other more as problem-solving allies than as adversaries with competing interests. |
| 14 | Denmark | No | No | n/a | n/a | We do have a pay and compensation committee that meets with a few teachers and Superintendent. We do talk about a few of the pay issues. |
| 15 | Freedom | No | Yes | 3-4/year | We kept the negotiations team together and that's what we call the teachers who are on this committee. We have at least one teacher from each building on the committee. The Board still calls their committee the negotiations committee. There are 3 board members on it including the Board president. | We have discussed numerous things. We built a compensation model. We advocate for working conditions and have input on the calendar. We solicit input from members before each meeting. We have discussed student safety. Any issues that confront educators are fair game. We've been successful in maintaining a voice in the district. |
| 16 | FVTC-FA | Yes | Yes | Some meetings are once a semester, some monthly and some as needed. | Leadership Forum is once a semester and includes all Union officers and all college Executive Committee members. This includes the college President and all college Vice Presidents. (Instruction, Finance, IT, HR, Building and Grounds, College Effectiveness) Monthly meet and confer between college President, VP of HR and VP of Instruction and Union president. These are separate meetings and sometimes as needed but at least monthly. As needed with the Director of HR and Union president. At least twice a month. Union president has a seat on the college Continuous Quality Committee. This includes the VPs of Instruction, College Effectiveness, HR and select Deans. | Changes/additions to handbook. Faculty evaluation changes. Faculty professional development. College Climate Survey results and actions. College financials. Status of health and dental funds. College accreditation. Changes/additions to college policies. Faculty salary progression and merit pay plans. Higher Learning Commission requirements. Continuous improvement initiatives. |

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| 17 | Lakeshore | Yes | Yes | Once monthly | Union President, Vice President, VP of Instruction | Right now we are talking about how much time a new instructor should have off their workload, pay for mentoring new instructors , and the placement of the break in the fall. |
| 18 | Manitowoc | Yes | Yes | Every other month | President, Vice President | Example of topics: Workload, MPSD grade realignment/restructure, elementary parent/teacher schedule, ideas to attract and retain teachers (non-monetary), disruptive students in the classroom, summer school schedule, school calendar |
| 19 | Marinette | Yes | Yes | Quarterly | A representative from the secretaries, technology department, educational assistants, teachers, and maintenance attend along with the Human Resource director and the Superintendent. | We discuss calendar, changes in policies that are being considered, and any housekeeping issues for each group. |
| 20 | New Holstein | Yes | Yes | As needed, but admin as requested they happen more frequently. | We try to have a representative from each building or grade level, es, ms, hs and the union president. | Topics include PTO vs sick time, professional vs contract time, use of collaboration time, and general staff morale. |
| 21 | New London | No | Yes | As needed. | Both Association and District are represented. | We are currently holding meetings about compensation. Our DA even signed my name on the invitation to others to show association representation. Nice! |
| 22 | Oostburg | Yes | Yes | As needed, generally one a quarter | Union president, union lead negotiator, superintendent and district director of finance | We discuss potential insurance changes that would impact staff, staff concerns, calendar concerns, overall budget concerns, changes to the staff handbook and communication between the district and staff. |
| 23 | Pembine | Yes | Yes | As needed, but usually 1-4 times per school year. | | Union Presidents (2), Old Chief Negotiator (pre-Act 10 term), and one-two extra union members voted on by the union, so usually about four on the union side. On the district side, two of the five school board members that have been voted on to be on the meet and confer team and then the District Administrator, so 3 on their side. The principal has not been in on these meetings. |
| 24 | Plymouth | Yes | Yes | As needed | Union and District | Salary increases are all we usually talk about |
| 25 | Port Washington | Yes | Yes--call it In Touch | One/month | Leaders from each of our grade levels (6 of us) meet with our Superintendent once a month. | The agenda is open to anything we want to talk about. At these meetings we have created a new salary schedule that allows for movement for everyone, brought up workplace issues, clarified questions members had, and we end each month with anything he wants to bring up. He sees us as an asset and these meetings have been going on since 2000 when he first started. He often mentions the In Touch team and what we talk about in his updates to the entire staff. We also have In Touch each month with our building principal at the high school (he wants an agenda ahead of time). |
| 26 | Random Lake | Yes | Yes | Once monthly | All Admin., Union President, VP, SEC, 2 volunteer members | Right now it is all about creating a salary schedule. In the past insurance. |

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| 27 | Reedsville | No | Yes | Usually on an as needed basis. Although I am in contact with the Superintendent, usually on a weekly/bi-weekly basis. | Usually on an as needed basis. Although I am in contact with the Superintendent, usually on a weekly/bi-weekly basis. | We just met to review the staff handbook, working through any clerical/grammar issues. Some discussion regarding sick leave. In regards to "consecutive days absent, may ask for a doctor's note". In the near future we hope to be a part of the hiring process/at least staff representation in interviewing candidates for the administrative opening we will have for next year. We have planned to sit down with the board in terms of constructing/revamping a "salary schedule" of some sort. We are currently gathering some information on what other districts have in place for salary and advancement or connection to Educator Effectiveness. We have expressed our concerns that if a "salary schedule" is not put in place then they must realize that the young teachers will move on to a district that provides "advancement." |
| 28 | Shawano | Yes | Yes | Quarterly or every other month | Anyone who is a district employee is welcome to attend. Usually, the superintendent, one school board member, our HR director show up to answer questions. | Most questions are sent to education association president who then asks them anonymously. We usually get 5-8 staff members show up, but most of them are members of the SEA exec board. Answers are then recorded, super approves notes and they are sent to all district staff. |
| 29 | Sheboygan | Yes | Yes | One/month | The SEA has a MAC team. It consists of what used to be the chief negotiator and two assistants. The President also attends. From the district side there is a principal from each level so elementary, middle and high schools. The HR and Business services directors attend. One assistant sup is there as well. | This year we have discussed professionalism, addressing the sub shortage and next year's school calendar. Thanks to the weather we have discussed ways to make up minutes from the snow days. We even discussed how the upcoming Ryder Cup may affect our school calendar. Soon we will start discussing salary. |
| 30 | Southern Door | Yes | Yes | They are usually held when some topic comes up to be discussed or upon the request of either party. I and sometimes another person will meet with Patti. | | Topics we have covered are staff handbook changes, issues with perhaps an individual situation, calendar issues or anything else that needs to be discussed. |
| 31 | Stockbridge | Yes | | | | We only do meet and confer when we are "conferring" over issues(wages, stipends, etc.) for the following year's contract. Otherwise we never meet with the board. Last year they met with us for about an hour and that was it. |
| 32 | Wausaukee | Yes | Yes | Quarterly | Two Board members always attend, one Association member for sure and at least one non-union teacher | We discuss how things are going between Admin. and staff - most recently we discussed the fact that we have been assigned to committees rather than being able to choose, having weekly staff meetings right at 7:30 when we have to be in the building |
| 33 | West DePere | No | No | | | Our current MOA is semi-regular phone calls from president to superintendent. Perhaps with our new superintendent, we'll begin something like this. |