**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