

HUUSD Negotiations Work Group Minutes

12/15/16

Brigid Call to order 4:40

Negotiations Workgroup Chairperson:

Maureen nominated Christine. Jim seconded. Unanimously approved.

- HEA – high school licensed teaching staff
- WWEA – all other teachers – licensed teaching staff
- HEA/WWEA All Support Staff

Discussion:

Complications re: pay structures. Spent some time discussing salary inequities pre-K-12 and how cumbersome/confusing the matrices are.

Discussed the conflict of interest of board members as it relates to all topics, but in particular negotiations. Discussed the concern of public perception of conflict of interest, as well as the general concept.

Board Negotiations committee voted unanimously that two NEA members have a conflict of interest and should recuse themselves from executive session deliberations regarding negotiations so that board members feel free to deliberate and not have the public be concerned about the perceived or real conflict of interest. Not necessary to get a legal opinion about it. Committee charges the chair to make a motion during next board meeting to vote regarding conflict of interest status of board NEA members. Jim motioned. Maureen Seconded. All agreed.

Discussed goals of negotiation: Provide flexibility so we can support our kids, get the most fair price for taxpayers. Use facts and data. Focus on how suggested changes are better for students.

Discussed board approach: Questions we will focus on: Do we have a policy on this? Should we have a policy on this? Are we following the policy on this? There is no policy as to how negotiations are conducted.

Submitted by Maureen McCracken