

## Minutes

RUFT Negotiations  
Friday, November 17, 2017  
9:00 a.m. – 12:00 p.m.  
District Board Room

### Attendance:

RUFT: Lynette Christiansen, Sandra Cornelius, Jenn Lewis, Chris Morgan, Laurisa Stuart  
District: Dustin Haley, Candice Harris, Sean Martin, and Dave Scroggins

- I. Welcome/Introductions
  - Thanks for Breakfast!
  
- II. Establish Norms
  - a. Operate from a position from mutual respect and transparency
  - b. Take time to ensure that everyone is included
  - c. Pause for clarification if needed
  - d. Give full attention to the person who has the floor
  - e. Respect the Caucus
  - f. Check in for agreement
  - g. Use last 30 minutes of each session to review, edit, and approve mutually agreed upon minutes to communicate progress
  
- III. Develop the agenda for the next negotiations session
  - a. It was mutually agreed that both RUFT and the District will share a brief description regarding the articles they have selected to open.
  - b. RUFT Descriptions
    - i. Article X: Class Size and Assignments
      1. Desire to lower class sizes TK – 3
      2. Desire to have Transitional Kindergarten in a separate category
      3. Desire to lower class sizes in PE classes in middle school
    - ii. Article XI: Duty Hours
      1. Desire to provide prep time for grades K-3
      2. Look into providing PE prep for K-3 to make better use of 15 minutes currently designated during the PM recess.
      3. Look into providing a Zero Period model to expand offerings of electives for middle school students.
    - iii. Article XXXVII: Compensation
      1. Desire to see an Early Retirement Incentive offered.
      2. Desire to discuss salary and benefits
  - c. District Descriptions
    - i. Article XX: Shared Contract
      1. Desire to add a day to shared contracts teachers to attend both Professional Development Days (District Days)
    - ii. Article XI: Duty Hours

1. Desire to look at the lunch schedule and when tutorials/interventions are offered.
- d. Mutually Agreed - Additional Items
  - i. It was mutually agreed to open Article XXVIII – Duration to determine the agreed duration for the RUFT contract
  - ii. It was mutually agreed to open Article XXXII: Stipends and Extra Duties to include within Article XXXVII: Compensation to clean up language.
    1. Announcements will need to be posted 24 hours prior to discussion.
  - iii. It was mutually agreed to look at Article 5: Dues Deduction regarding language for members to change their RUFT dues deduction.
    1. It is desired to put language offering an open period (30 days) for members to change their dues deductions each year.
- IV. Other Matters for the Good of the Order
  - a. Discussed future meeting schedule
    - i. January 12th
    - ii. February 16th
    - iii. March 16th
  - b. Provide coffee and refreshments at each meeting
- V. Next Meeting: January 12<sup>th</sup>

Respectfully Submitted,

Dustin Haley