

When it comes to the negotiations process, everyone does things a little different, but there are some things we should all do the same. After all, it is a process that accounts for a vast majority of a school district's budget. Having a firm grasp on the negotiations process is, therefore, vital to the financial well-being and long-term sustainability of all Nebraska school districts. This session will attempt to eliminate negotiations confusion, encourage Boards to work together throughout the negotiations process, and start a state-wide conversation amongst Boards of Education about negotiations. Working together, much like local and state education associations do, will hopefully help to assure the negotiations process is completed in a manner that is fair to employees yet manageable for school districts.

Who are These Two Guys?? • Dan Wichman • Pender Board of Education Member since January 2007 and current Vice President • 4th generation Pender area Farmer • Jason Dolliver • Superintendent, Pender Public Schools (8th year in that role with PPS) • Former Secondary Principal, Math Teacher, Coach



Purpose of This Session Bring attention and draw focus to the negotiations process Begin to get Boards of Education throughout Nebraska on the same page Review the foundational components of the negotiations process Share our ideas for 30 minutes, facilitate an open discussion for 15 minutes



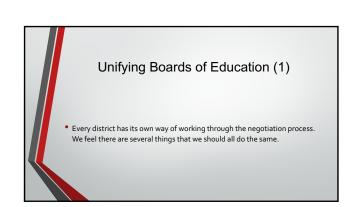
Superintendent's Perspective

- Quality teachers are vital.
- A compensation package the attracts and retains quality teachers is vital.
- Maintaining the financial well-being of the district is vital.
- This can be a difficult balancing act!!
- Most likely, most or all of this is in your current toolbox.
- For the record ... Pender has had mostly positive negotiating sessions over they years, and Pender's teachers are of high quality.
- My BIG questions / concerns Why don't Boards have a more collaborative approach to negotiating? Why does it seem that all district have a different approach to the negotiating specifics?
- In all honesty, I hesitate to step out on this limb, but it is an issue that needs more attention.

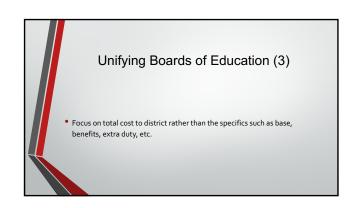
While working with the local union has been mostly positive, it can be very frustrating for various reasons. The GFBOE is limited to 2.5% annual growth, which usually is smaller than the amount staff increases in compensation cost. Ultimately, this process is the Board's responsibility It seems as if Boards work in a bubble during negotiations while the local education associations coordinate and collaborate statewide.

- NASB should consider a rep assigned strictly to negotiations.
- To whom do I owe my fiduciary duty? (staff, students, parents, tax payers, etc.??)

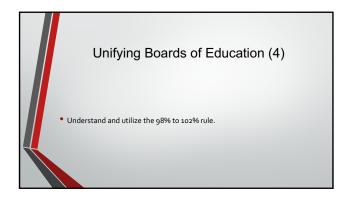
Pender's Process * Board's Role / Superintendent's Role * Selection of an array * Completion of comparability study (x z) * Scheduled meetings between the Pender Education Association Negotiating Team and the Pender Board of Education Negotiations Committee * All meetings last approximately 1 hour * As many or as few as needed * Adhere to the LB 3py timeline * Work as cooperatively and collaboratively as possible * Finalize agreement prior to February 8 * PPS's philosophy is to stay in the upper half of our array

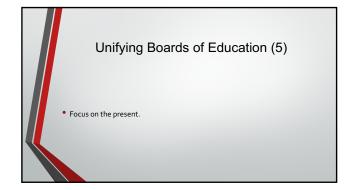


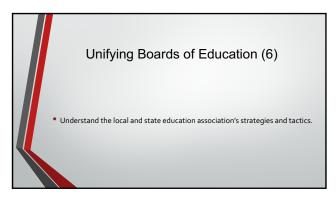
Unifying Boards of Education (2) • Start by establishing an array and a comparability study based on that array of schools.

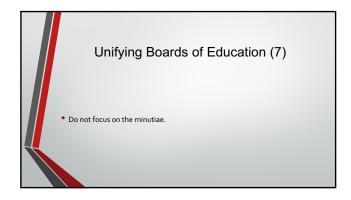


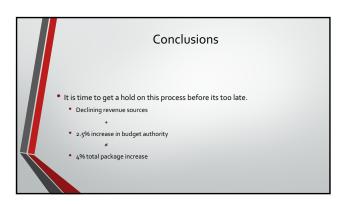
		SALARY	Other (ExtCost.NPERS, SAT, II City	EDP	TOTALS	EICA/EICM	NPERS	LTD	Annual Benefits	Grand Total	# of Days Contracted	Per Day Cost	Per Hour Cost
Certified	ETE												
Teacher #2	1.00	41,093.60	-		41,093.60	3,143.66	4,059.14	147.94	20,813.76	69,258.10	185	374.37	46
Teacher #3	1.00	60,314.80	4,890.39	8,483.84	73,689.03	5,637.21	7,278.86	265.28	20,813.76	107,684.14	200	538.42	67.
Teacher #4	1.00	42,750.60	3,000.00		45,750.60	3,499.92	4,519.15	164.70	7,381.08	61,315.46	185	331.43	41
Teacher #5	1.00	33,140.00	250.00	1,988.40	35,378.40	2,706.45	3,494.61	127.36	7,381.08	49,687.50	185	265.34	33
Teacher #6	1.00	33,140.00	-		33,140.00	2,535.21	3,273.50	119.30	7,381.08	46,449.10	185	251.08	31
Teacher #7	1.00	33,140.00	-	2,982.60	36,122.60	2,763.38	3,568.12	130.04	7,381.08	49,965.22	185	270.08	33
Teacher #8	1.00	44,739.00	-	4,556.75	49,295.75	3,771.12	4,869.34	177.46	7,381.08	65,494.76	185	354.03	44
Teacher #9	1.00	57,000.80	-	5,733.22	62,734.02	4,799.15	6,196.74	225.84	20,813.76	94,769.52	185	512.27	64
Teacher #10	1.00	60,314.80	-	_	60,314.80	4,614.08	5,957.78	217.13	20,813.76	91,917.55	185	496.85	62
Teacher #11	1.00	56,338.00	-	331.40	56,669.40	4,335.21	5,597.69	204.01	20,813.76	87,620.67	185	473.62	59
Teacher #12	1.00	51,698.40	-	4,324.77	56,623.17	4,285.77	5,533.86	201.68	7,381.08	73,425.56	185	396.89	49
Teacher #13	1.00	57,000.80	-		57,000.80	4,360.56	5,630.43	205.20	20,813.76	88,010.75	185	475.73	59.
Teacher #14	1.00	33,140.00	-		33,140.00	2,535.21	3,273.50	119.30	7,381.08	46,449.10	185	251.08	31
Teacher #15	1.00	57,000.80	-		57,000.80	4,360.56	5,630.43	205.20	20,813.76	88,010.75	185	475.73	59.
Teacher #16	1.00	49,047.20	-	2,584.92	51,632.12	3,949.86	5,100.12	185.88	20,813.76	81,681.73	185	441.52	55
Teacher #17	1.00	57,000.80	3,581.12	4,606.46	65,188.38	4,986.91	6,439.18	234.68	20,813.76	97,662.91	195	500.84	62
Teacher #18	1.00	51,698.40	-	2,982.60	54,681.00	4,183.10	5,401.28	196.85	7,381.08	71,843.31	185	388.34	48
Teacher #19	1.00	44,739.00	-	7,439.93	52,178.93	3,991.69	5,154.13	187.84	20,813.76	82,326.35	185	445.01	55
Teacher #20	1.00	44,739.00	-	7,970.17	52,709.17	4,032.25	5,206.51	189.75	20,813.76	82,951.44	185	448.39	56
Teacher #21	1.00	57,000.80	500.00		57,500.80	4,398.81	5,679.81	207.00	20,813.76	88,600.19	185	478.92	59.
Teacher #22	1.00	53,024.00	-	4,855.01	57,879.01	4,427.74	5,717.17	208.36	7,381.08	75,613.37	185	408.72	51
Teacher #23	1.00	41,093.60	-	8,086.16	49,179.76	3,762.25	4,857.88	177.05	20,813.76	78,790.70	185	425.90	53.
Teacher #24	1.00	60,314.80		-	60,314.80	4,614.08	5,957.78	217.13	15,500.64	86,604.43	185	468.13	58.
Teacher #25	1.00	60,314.80	250.00	2,286.66	62,851.46	4,808.14	6,208.34	226.27	20,813.76	94,507.96	185	513.02	64
Teacher #26	1.00	58,657.80	250.00		58,907.80	4,506.45	5,818.79	212.07	20,813.76	90,258.87	185	487.89	60
Teacher #27	1.00	54,349.60		869.93	55,219.53	4,224.29	5,454.47	198.79	20,813.76	85,910.85	185	464.38	58.
Teacher #28	1.00	54,018.20	250.00		54,268.20	4,151.52	5,360.50	195.37	7,381.08	71,356,67	185	385.71	43.
Teacher #29	1.00	57,000.80	-		57,000.80	4,360.56	5,630.43	205.20	7,381.08	74,578.07	185	403.12	50
Teacher #30	1.00	44,739.00	2,418.32		47,157.32	3,607.53	4,658.11	169.77	20,813.76	76,406.49	195	391.83	48.
Teacher #31	1.00	54,018.20	-	7,953.60	61,971.80	4,740.84	6,121.45	223.10	20,813.76	93,870.95	185	507.41	63
Teacher #32	1.00	53,024.00			53,024.00	4,056.34	5,237.60	190.89	7,381.08	69,889.91	185	377.78	47.
Teacher #33	1.00	46,396.00	250.00		46,646.00	3,568.42	4,607.60	167.93	20,813.76	75,803.70	185	409.75	51
Teacher #34	1.00	57,000.80	4,000.00		61,000.80	4,666.56	6,025.54	219.60	20,813.76	92,726.26	185	501,22	62
Teacher #35	1.00	37,116.80		6,793.70	43,910.50	3,359.15	4,337.39	158.08	20,813.76	72,578.88	185	392.32	49
Total		1,753,106,00	19,639.83		1.857.575.95	142,104,56	183,487,64	6,687,27	561,976,32	2,751,831,74		14.782.86	1,847,











Conclusions (cont.) • Every settlement has an impact on all other Nebraska districts, so taking a step out of our bubble is vital. • Teachers are not overpaid, but they are not underpaid. • Understanding the process is vital. • Having a coordinated effort could be the difference maker our districts need.

Open Discussion Questions What was your district's midpoint calculation (98% - 102% rule)? Do the presented concepts and ideas make sense? Are there other ideas needed for the state-wide conversation? What is your negotiations story? What works well in your district? What would you like to change about your process? Are you interested in having someone from NASB be a field rep for Boards of Education?

