

# Negotiations

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## We're All In This Together

September 8, 2016

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
    - 4<sup>th</sup> generation Pender area Farmer
  - Jason Dolliver
    - Superintendent, Pender Public Schools (8<sup>th</sup> year in that role with PPS)
    - Former Secondary Principal, Math Teacher, Coach

- ### Why Are They Here to Talk About Negotiations?
- While all negotiations sessions have gone relatively well in the last 8 years, there have been various sources of frustration and confusion
  - Dan's persistence
  - Area Negotiations Round Table – July 13
  - Desperation?

- ### 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 that 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 the 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 districts 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.

### Board of Education Member Perspective

- 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 2)
- 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 357 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 (1)

- Every district has its own way of working through the negotiation process. We feel there are several things that we should all do the same.

### Unifying Boards of Education (2)

- Start by establishing an array and a comparability study based on that array of schools.

### Unifying Boards of Education (3)

- Focus on total cost to district rather than the specifics such as base, benefits, extra duty, etc.



### 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?

### Thank You!

Email [jadollia@penderschools.org](mailto:jadollia@penderschools.org) if you would like a copy of this PowerPoint