

## **NEGOTIATIONS UPDATE !!!!!**

**Session #4 March 12, 2009 4:00-7:40 P.M.**

- 6 observers were in attendance including 1 Board member: Mr. Fussell.
- Fringe Benefits & the Working Conditions, the articles set aside from last session, were the two main articles discussed this session. We had **NO MOVEMENT** by the **BOARD** on these two articles & no new articles were signed.
- SCEA's team proposed compromises on the fringe benefits article in the age requirement & in the amount paid for unused sick leave at retirement.
- The Board's team showed **NO MOVEMENT** on Fringe Benefits. Apparently, the Board was split in their willingness to include a retirement incentive in this article and the Board considers it "movement" that the incentive was even included in their proposal.
- SCEA's team questions this reasoning because the Board has offered the incentive for the last two years due to the money that is has saved by offering it.
- Also, a Board that claims it wants to have the #1 system in Middle TN to attract & retain teachers surely does not think \$15 a day (far less than a non-degreed sub would be paid) is a way to accomplish that goal.
- The Board's Team objected to consideration of two new sections added to SCEA's proposal on the Working Conditions article titled Terms of Employment & Personnel Files.
- Terms of Employment addresses work expectations such as length of teacher day, bus & car duty, meetings, duty free lunch, & planning time. The Board's stand is that a salaried professional is expected to work however long it takes to meet their professional obligations.
- Personnel Files addresses maintenance of, access to, & use of personnel files. The Board's position is Personnel Files are covered in Fair Treatment although Fair Treatment does not require notification if derogatory materials are placed in your file or when your file is accessed by someone other than yourself.
- Again SCEA's team feels if the Board truly VALUES teachers it will at least consider these **NO COST** items. Teachers have expressed a strong desire to have these items in the contract to ensure fairness & equity across the county.
- **It is imperative teachers show their support for these items by attending the next session & contacting Board members. Ask them to demonstrate they truly VALUE Sumner County's teachers.**

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**The next 5 Negotiation dates are:**

**March 26<sup>th</sup> April 2<sup>nd</sup> April 16<sup>th</sup> April 23<sup>rd</sup> April 28<sup>th</sup>**

**All sessions 4:00-8:00 in the Board Meeting Room**

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