

CAPSS UPDATE NO. 6

Collaboration and Problem Solving Sessions

CAPSS teams meet for final time this year

The **Collaboration and Problem Solving Sessions (CAPSS)** teams met for the last time this year on May 16. Four subcommittees presented a status report on their work. Here are summaries of each:

The *Work Outside the Contract Day Committee* was able to develop a definition of an event and potential compensation for staff who attend more than a minimum number of events. The committee continued to experience disagreement around the number of events triggering compensation and on whether attendance at some events would be required.

The *Class Size and Case Load Committee* met only a few times. The committee has been conducting research and analyzing enrollment trends and current high school master schedules. The committee will continue to meet and start drafting potential contract language changes. The next meeting is May 29.

The *Finance Subcommittee* summarized the three

meetings held on next year's district budget. The meetings were with CEA representatives, board representatives, district administration and one community member. The focus of the first meeting was fund balance; the second was new revenues; the final was district expenditures. The CEA and board teams are going into negotiations with an understanding of the 2019-2020 budget and what funding is available for proposals that affect the district's budget.

The *Insurance Subcommittee* reported on the District's insurance renewal, including a 6.5% increase for health insurance; no change for Blue Cross Dental; and a 6.33% increase for Dental Blue Connect (Willamette). Although the committee looked at other health plans that would lower the cost of the 6.5% increase by lowering benefits, they agreed to recommend keeping the high quality benefits we have now. **REMEMBER:** All district employees are required to re-elect all of their benefits (even if they don't want to make any changes) through *HRConnection.com* during open enrollment, July 15 through August 10.

IBB MEETING

May 28, 9 AM-4 PM

Midtown Center
Open to all staff

CEA TEAM LEADERS

SCOTT TRAVERSE
BRUCE TWITCHELL

DISTRICT TEAM LEADERS

TRINA CAUDLE
CASEY MORRISROE

Interest Based Bargaining will begin on Tuesday

Interested Based Bargaining (IBB) will begin next week! The first meeting is scheduled for Tuesday, May 28, from 9 a.m. to 4 p.m. at the Midtown Center. Team members are listed below:

Board Team: Trina Caudle (Lead), Casey Morrisroe (Board Lead), Tambra Pickford (Board Alternate), Kate Orozco, Kelly Ostrom, Katie Ebner, Jeff Voeller (Alternate), Mike Nelson (Alternate)

CEA Team: Scott Traverse (Lead), Bruce Twitchell (CHS), Melissa McKenna (Skyway), Karina Selby (WMS), Mike Emory (WMS), Kayla Wearne (SLP), Sandy Midgley (LCHS), Phil Harding (IEA)

Interest Based Bargaining is a more effective, efficient and positive approach to negotiations. The IBB strategy was used successfully here last year. Both teams begin by sharing their interests, rather than declaring their proposals. The teams then work together to develop agreements that satisfy common interests and balance opposing interests.