

# CAPSS UPDATE NO. 1

## Collaboration and Problem Solving Sessions

### NEXT MEETING:

Monday, Nov. 26  
4-6 PM

District Office  
training room

Open to all staff

### CEA TEAM LEADERS

BRUCE TWITCHELL

SCOTT TRAVERSE

### DISTRICT TEAM LEADERS

TRINA CAUDLE

KATIE EBNER

## Priority topics for 2018-19

The Coeur d'Alene Education Association and District Administration met on Oct. 18 for the first meeting of the new Collaboration and Problem Solving Sessions. When the teams agreed last school year to use the Interest Based Bargaining model for contract negotiations, they also agreed to employ CAPSS this school year.

CAPSS will be used to address priorities, problems and concerns that might become contract-related. The teams will meet monthly from October to April.

In the first session, the teams agreed to address the following topics this year:

1. Work done outside of contract time
2. Building and classroom budgets
3. Class size (overcrowding) and caseloads
4. Attracting and retaining classified staff

**Discussion Points:** The group discussed a variety of issues related to these four topics, including: the high caseloads for speech-language pathologists and school psychologists; how librarians manage multiple duties and expectations with their limited time; how library aides are often pulled to substitute somewhere else in the building; the potential for raises for all staff members.

**Next steps:** A subcommittee will be formed to begin examining strategies to attract and retain classified staff. The subcommittee will include classified staff representatives, District Operations Director Jeff Voeller and members of the CEA and District negotiation teams.

## Our group norms

The CAPSS members are using the same group norms they used in the IBB negotiation sessions last spring:

- Focus on the problem, not on the person.
- Listen with care and respect.
- Be open – don't rush to judgment.
- Review minutes prior to negotiations sessions.
- Use a printed agenda prior to the next negotiations session.
- Start and end meetings on time unless mutually agreed.
- One person speaks at a time.
- Avoid side conversations.
- Use thumbs for consensus.
- Decisions will be made through unanimous consensus.