

NEGOTIATIONS PROCESS

CEA TEAM LEADERS

BRUCE TWITCHELL

SCOTT TRAVERSE

DISTRICT TEAM LEADERS

CASEY MORRISROE

TRINA CAUDLE

NEXT MEETINGS:

Thursday, April 26
9 am to 4 pm
at the District Office

Thursday, May 10
9 am to 4 pm
at the District Office

Both parties have agreed to use IBB trainer Blas Tellaria to facilitate these sessions. He will be there to deepen the parties' understanding of the use of IBB techniques in the negotiations process.

QUESTIONS?

Contact Scott Maben at (208) 771-1110 or email smaben@cdaschools.org

A NEW APPROACH

This year the Coeur d'Alene Education Association and District Administration are trying a new approach to contract negotiations called **Interest Based Bargaining**, or **IBB** for short. We are hoping this new approach will be more effective, efficient and positive for everyone involved. As part of this new process, we are beginning the discussions earlier, with a mutual goal to complete and approve a contract for the coming year by June 11.

The IBB strategy has been used successfully in other school districts in Idaho. It calls for both sides to begin by sharing their interests, rather than declaring their proposals, as was the traditional approach. The teams then work together to develop agreements that satisfy common interests and balance opposing interests. This also is known as integrative or win-win bargaining. To prepare, representatives of the Administration and CEA met in March to be trained in the IBB process, and to outline the framework for negotiations this spring.

On Tuesday the teams met to discuss a Memorandum of Understanding on using the IBB process in negotiations; jointly select proposed priority issues to be negotiated this spring; and identify additional issues to explore in a collaborative process next school year. The teams also have agreed to issue joint updates, such as this one, following the conclusion of each meeting. In addition, shortly we will share a CEA-Administration video on the benefits of the IBB strategy.

Negotiations will begin **April 26**, with a second session scheduled for **May 10**. Because IBB is a collaborative process, these will be day-long meetings starting at 9 a.m. in the District Office. As always, you are welcome to attend.

PROPOSED NEGOTIATION PRIORITIES

Salaries and benefits always are mandatory topics of negotiations. The teams also propose these priority issues for negotiations this spring:

1. Elementary teacher prep time
2. Substitute teacher shortage
3. Attracting and retaining classified employees
4. Salary matrix placement

COLLABORATION MOVING FORWARD

The Administration and CEA also have agreed to use **Collaboration and Problem Solving Sessions** (CAPSS) for the 2018-19 school year. CAPSS will be used to address priorities, problems and concerns that might become contract-related. The CAPSS team, with CEA and District representatives, will meet monthly from October to April. Here are the issues the teams jointly agreed to explore with CAPSS in 2018-19:

1. Work outside contract time
2. Class size
3. Extracurricular and co-curricular activities compensation
4. Building budgets