

Sergeant Bluff, IA  
December 5, 2011

A special board meeting of the Sergeant Bluff-Luton Board of Education was called to order by President John Baker at 6:00 p.m. with the following members present: Amiee Krogh, Dave Schaar, Dean Williams and Jenna Wilson.

President Baker welcomed the visitors and asked if anyone present wished to address the board.

Motion by Williams and seconded by Wilson to approve the agenda as printed. Ayes: All Present. Nays: None

President Baker started the meeting with some remarks concerning the negotiation process.

Supt. Earleywine discussed the relationship between the Board of Education and the SBLEA. We are not here to negotiate, but here for a discussion.

John Baker discussed finances and organizational philosophy. He discussed current and past finances, encouraging staff and community members to attend the finance committee meetings. He discussed his organizational philosophy and the need for a win-win relationship. The board and employees of the school district can work together.

Supt. Earleywine discussed past negotiations and reductions. He is hoping to see a win-win situation for both sides and everyone be able to work together.

Dean Williams discussed being a new member to the school board and how we are all on the same team during this process.

Bruce Lear discussed the past history of negotiations with Sergeant Bluff-Luton. He discussed many grievances in the past and decisions that affected bargaining. Many positive things have happened as well over the years. We need a sense of trust and the ability to talk and work together.

Ken Friedman asked that "finger pointing" be avoided. It does not create a positive setting. Dan Hunter mentioned that the public doesn't necessarily understand the process and the negative feelings that it brings about. Respecting, talking and communicating are necessary.

Bruce Lear suggested coming up with some guidelines and principals to follow.

Dean Williams suggested we be very respectful of each other. Transparency would be credible for both sides. Being honest and open and facts are facts on both sides.

Bruce Lear suggested we will not attack each other in public and a joint answer from both sides will be issued to public questions. Send updates out to the public to help diffuse problems or concerns.

Jenna Wilson suggested holding open negotiations with the public. SBLEA respectfully declined for concerns that it would create additional problems.

Bruce Lear asked that we respect the process of collective bargaining and call it collective problem solving.

Dave Schaar: Perception of the public is that the process is broken since everyone receives the same amount of money. Both sides would like to see the timeframe change, with not knowing what the legislature is going to do.

The Board Members and SBLEA came up with the following guidelines:

- Be respectful.
- Transparency (honest and openness).
- Diffusing the situation together.
- Collective bargaining is collective problem solving.

Supt. Earleywine asked if there were any concerns or suggestions with the Master Contract for fiscal year 2013. No concerns at this time.

Supt. Earleywine asked the association to look at a two year language and salary/benefits package. Brenda Zahner responded back that because of past problems with longer contracts, she is not sure it will work. It will be taken into consideration.

Supt. Earleywine asked if the SBLEA would like to meet prior to the initial proposal with some preliminary discussions with the board committee. There would be a Closed session to talk and discuss details. No negotiation would take place the first part of January.

Dave Schaar suggested a joint letter to the public with President Baker and SBLEA President Neal Utesch explaining the negotiation process.

Motion by Krogh and seconded by Wilson to adjourn. Ayes: All Present. Nays: None

Adjourn at 7:02.

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District Secretary

Date Approved: \_\_\_\_\_

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Board President

Date Approved: \_\_\_\_\_