

# Collaborative Bargaining Team (CBT)

## Minutes

April 3rd, 2018 4:30 pm -6:45pm @Kesner Board Room

### MEMBERS:

Kate Clark –SHS/HEA  
Todd Bright –SHS/HEA (absent)  
Stephen Crane –SMS/Crest  
Shelly Trojanovich –LES/ECC  
Chris Smejkal –LES/ECC  
Leslie Garrity –SEA President Representative  
William Wooddell –Principals/Admin (left at 5:30)  
David Blackburn –Superintendent/ Admin  
Nancy Jones –Classified  
Melanie Lipscomb –Classified (left at 6:00)  
Mike Aichele -Classified  
Kyle Earhart –Board  
Penny Wilkins-Board (absent)  
Cory Scheffel –SMS/Crest  
Lisa Nagle -Classified  
Rita Merrigan - Facilitator (absent)  
James Giron –Classified  
Dennis Carlson - Facilitator  
Amy Moore - Visitor, Insurance Committee  
Vicki Schehrer - Visitor, Insurance Committee  
Amy Ward - Visitor

### Minutes:

1. Check-in:
  - a. Question of the day: What did we not do over break?
2. Insurance Committee Presents
  - Getting rid of cash in lieu of benefits (recommended eventually by Insurance Consultant and Insurance Committee)
  - More options
  - Switch to CIGNA (not recommended)
  - Consider HSA, HRA, 152, other health options in the future
  - CEBT (recommended)
3. Cash in Lieu of benefits
  - CBT may make a recommendation about above (according to Kyle)
4. CBT group consensus on supporting Insurance Committee Recommendation of CEBT for health insurance in 2018-19

5. Cory presents ideas about defining Health Insurance Committee process/responsibility; tabled discussion in future meeting
6. Began conversation on Cash in Lieu: brainstormed "story"/history
7. Common message

-The CBT agreed to support Insurance Committee's recommendation to continue CEBT. CBT also, began process in discussing difficulties with Cash in Lieu of Benefits, including recent changes in PERA regulations. CBT in the future will review the design of the Insurance Committee.

8. Check-Out

#### Meeting:

April 17th 4:30-6:30

1. Check-in
2. Cash in lieu of benefits Story continue
3. Cash in lieu of benefits Interest
4. Options
5. Recommendation
6. Check-out

#### Next Meeting:

1. Check-in
2. Begin Benefit Dollars process
3. David presents numbers on classified proposal
4. Revisit idea of Insurance Committee and how it works with CBT (role, responsibility, equal representation and communication) to have clear documentation in DNA.
5. Personal leave conversation update: which days may not be used for leave; revisit how sick and personal days are paid and or stored.
6. Check-out