

**December 8, 2014  
Special Meeting  
Board of Directors  
Clarinda Community School District**

1. Call to Order
2. Roll Call
3. New Business
  - A. Initial Master Contract Proposal from Clarinda Education Association for 2015-2016
  - B. Initial Master Contract Proposal from Clarinda Board of Education for 2015-2016
4. Adjournment

Minutes

The Board of Directors of the Clarinda Community School District met in special session on Monday, December 8, 2014, 6:00 p.m., at the Board Room located in the McKinley Building, 423 East Nodaway, Clarinda, IA 51632.

**Call to Order**

President Sunderman called the special meeting to order at 6:00 p.m.

**Roll Call**

The following board members were present: President Sunderman, Fine, McComb, and Turner. Vice President Watkins was absent.

**New Business**

**Initial Master Contract Proposal from Clarinda Education Association for 2015-2016**

The Clarinda Education Association presented their initial proposal in negotiating the 2015-2016 master contract. David Carper represented the CEA as chief negotiator and spoke on behalf of the certified staff. The proposal shows a 6.09% increase, with a total cost of \$313,626.80 to be added to the current amount paid in salaries and benefits to the district's teachers. The CEA also proposed three changes to the language of the contract: 1) the carry-over of unused personal days, accumulating to four days. At the end of each year, the teachers would each indicate whether they want to be reimbursed at \$75 a day for each unused day, or carry them over. 2) A severance pay item: after 10 years of consecutive employment with the district, reimbursement shall be made at a rate of \$75 a day for each unused sick day upon resignation. After 20 consecutive years of employment, the rate shall increase to \$100 per unused sick day. 3) If Teacher Salary Supplement funds, from the State, left at the end of the year are \$3,000 or greater, the funds would be equally divided per full-time equivalency to all staff on BA Step 1 or greater.

**Initial Master Contract Proposal from Clarinda Board of Education for 2015-2016**

The Board's attorney and chief negotiator, Drew Bracken, from Ahlers Law Firm in Des Moines, presented the board's initial proposal in negotiating the 2015-2016 master contract. The board's proposal called for moving all certified staff one step on the salary schedule. The total cost would be \$61,900.16, and is considered a 1.2% increase. The Board's proposal asks for changes in the contract dealing with grieving an evaluation; language stating the salary schedule is a combined schedule, which is the sum of the general fund salary and the teacher salary supplement salary; that new teachers with prior teaching experience would be placed on step 4 through step 10, commensurate with their experience; and dropping the \$500 deductible medical plan. The Board also proposed negotiating a two-year agreement. The next negotiation session was set for February 9, 2015.

**Adjournment**

A motion was made by Turner, seconded by McComb, to adjourn the meeting at 7:08 p.m. Motion carried 4-0.

Cindy L. VanFosson  
Board Secretary