

MEET AND CONFER

FAQS

WHAT?

(M.S. 179A.03, SUBD. 10)

"...EXCHANGE OF VIEWS AND CONCERNS BETWEEN EMPLOYERS AND THEIR EMPLOYEES."

WHY?

(M.S. 179A.01)

"...MAINTAIN ORDERLY AND CONSTRUCTIVE RELATIONSHIPS."

WHO?

(M.S. 179A.07)

- ▶ Exclusive Rep (Union) – chooses representatives (may be dictated by constitution and by-laws)
- ▶ Teachers – meet and confer required by PELRA (179A)
- ▶ ESP's – meet and confer must be negotiated into the collective bargaining agreement
- ▶ District – selects or appoints its representatives

WHEN?

(M.S. 179A.08, SUBD. 2)

- ▶ Shall meet at least once every four months (3 times per year)
- ▶ State law allows the District to set the time (ground rules)

WHERE?

(M.S. 179A.08, SUBD. 2)

- ▶ District is required to provide the facilities (ground rules)

HOW?

MINNESOTA STATUTE IS SILENT ON THE PROCESS

Consider the following as part of the process:

- ▶ Ground Rules (dates, times, locations, process, etc.)
- ▶ Issue gathering process (Survey, etc.)
- ▶ Plan and share agenda prior to meeting
- ▶ Use the meeting to brainstorm possible solutions to the issues using an extensive problem solving process and keep detailed notes
- ▶ Implement proposed resolutions
- ▶ Follow-up with members

ARE THE MEETINGS OPEN TO PUBLIC?

- ▶ The meetings are not subject to the open meeting law unless a quorum of School Board members participates on the committee

MEET AND NEGOTIATE VS MEET AND CONFER

MEET AND NEGOTIATE

(M.S. 179A.03, SUBD. 11)

Terms and conditions of employment (some examples)

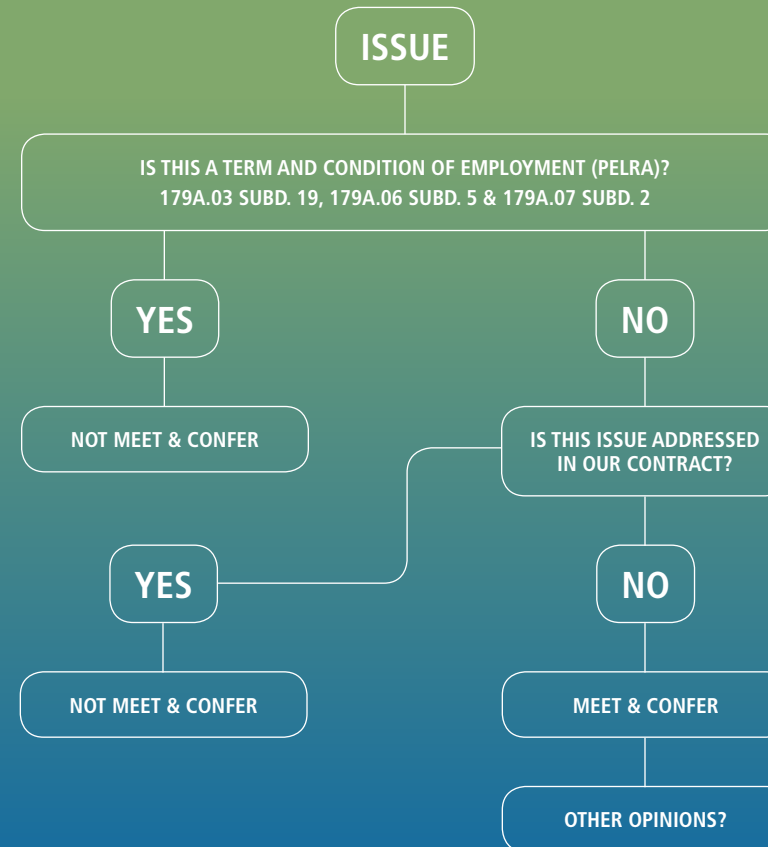
- ▶ Hours of employment
- ▶ Compensation
- ▶ Fringe Benefits
- ▶ Insurance coverage

MEET AND CONFER

(M.S. 179A.03, SUBD. 10)

Items that are not terms and conditions of employment

- ▶ School policies
- ▶ School handbooks



PARTIAL LIST OF MEET AND CONFER TOPICS (unless it is part of the master agreement)

- ▶ Field trip protocols
- ▶ Student discipline procedures
- ▶ Parent – teacher conference schedules
- ▶ School calendar
- ▶ Snow day make-up
- ▶ School safety
- ▶ Budget cuts
- ▶ Staff morale
- ▶ Class size and workload
- ▶ Assignment of student teachers
- ▶ Communication concerns between staff and administration



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