



Preparation for Negotiations

Bargaining Summit 2022
Emilee Liddiard,, Tooele Education Association
Elinda Nedreberg, Tintic Education Association



Getting to Know You

- What local and district?
- Your position?
- Your biggest challenge this year in negotiations?

Questions to be thinking about:

- What kind of relationship do you have with your superintendency? If it's a good one, how did you establish it?
- How do you put your negotiation team together?
- If you send out a survey, what have some of your best questions been?

Introductions & Our Successes

Emilee Liddiard

- Current Vice President of Tooele Education Association
- Association member for 13 years
- 4 years as Building Representative
- 5 years as Executive Board Member
- \$4,000 raise for 2022-2023
- Moved to Single Lane Salary Schedule
- \$20,000+ increase in base salary over last 5 years.

Elinda Nedreberg:

- Association member for 17 years
- Active in the Association the whole time
- Been on negotiation teams for large & small districts
- Current local president of Tintic Education Association
- 6% in 2020-21
- 5% in 2021-22
- Currently working with superintendent on a negotiated agreement

Establishing a Relationship with Superintendency

Emilee

- Monthly Liaison meetings with superintendent and other leaders
- Always answer their calls
- Build trust with confidentiality
- Be professional in meetings
- Always be friendly, no matter how bad the meeting was.
- Be patient, it takes time and intentional effort.

Elinda:

- Already had an established relationship with superintendent; he was the principal who hired me
- Our challenge was keeping things more formal and less “familiar”
- Able to work with our Business Administrator to come up with ground rules, which we will talk about later
- Often, your UniServ Director can help with this

Creation & Makeup of Negotiations Team

Emilee:

- Executive Board and Presidency
 - 4 voting members, 1 alternate
- Equal number of District Staff to Association Representatives

Elinda:

- Generally, anyone who wants to be on the team is allowed to be; executive board has priority
- Currently, it's just myself and another person
- My first year, it was just me

You have your negotiations team; now what?

1. Go over your current contract and policy manual; maybe divide it up. Look for anything that seems out of date or doesn't fit the current situation in the district.
2. Obtain an understanding of school finance and education funding in general
 - a. Terms:
 - i. Above the Line/Below the Line
 - ii. Ongoing versus one-time monies
 - iii. WPU
 - iv. Various insurance terms: HSA, HRA, Copay, High Deductible
 - v. Total Cost of Employment
 - vi. FTE
 - b. Jay Blain is an excellent resource; he holds an informational meeting with any and all locals who need him. He explains what was arrived at during the legislative session, and he can let you know where to find all of that information (State Board Web Page).

You have your negotiations team; now what?

3. Establish Ground Rules that your Superintendency agrees to:

- a. Is the negotiations process embargoed until finalized? In other words, can either party speak to the media or make the process public? What details can be revealed?
- b. How will the team handle tentative agreements? Initial the language? Create a memo of understanding?
- c. If a Tentative Agreement is reached, what happens to the agreement if we need to go to an impasse? (If your membership rejects the offer?)
- d. Do the teams want to allow sidebar conversations? (Parking Lot Negotiations)

Establish a timeline

Emilee:

- Monthly meetings with superintendent, so small issues don't become big ones.
- Survey members about non-monetary priorities.
- Business Administrator presents the numbers at a meeting for Association usually mid-April.
- Meet with executive board to establish priorities from survey.

Elinda:

- Meet with superintendent at least once a month; make him aware of concerns brought forward by members that may come up
- Work with the team right after the legislative session to create questions for surveys to gauge what negotiation priorities should be
- Send out the survey beginning of March
- Meet w/ executive board to finalize priorities based on survey results beginning of April; create a proposal & decide what the bottom line is
- Meet w/Superintendency Mid April for first negotiation
- Go back to membership with offer ASAP
- Return to district with results

Surveys

Emilee:

Tooele has discovered open ended questions can lead to more problems than solutions.

Use what feedback we have been given all year to give membership priorities to rank vs. open ended essay questions.

Ask for proposed solutions not what we need to fix.

Elinda:

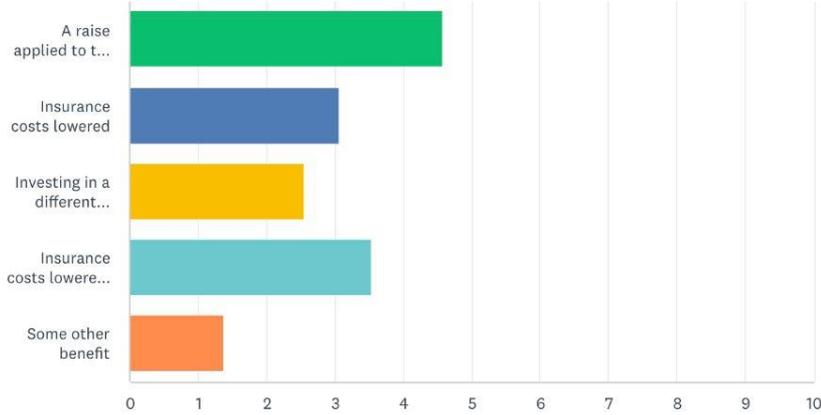
Tintic has a very short survey every year; we don't usually have too much to talk about. We will likely add a policy about elementary prep time and amend the current policy for bereavement leave this year.

Tintic School District Negotiations Priorities 2022

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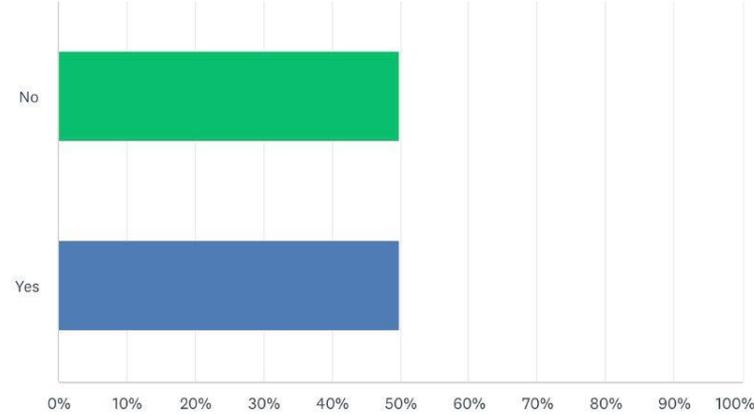
The Utah State Legislature has voted to raise the WPU to nearly 6% a...

Answered: 19 Skipped: 0



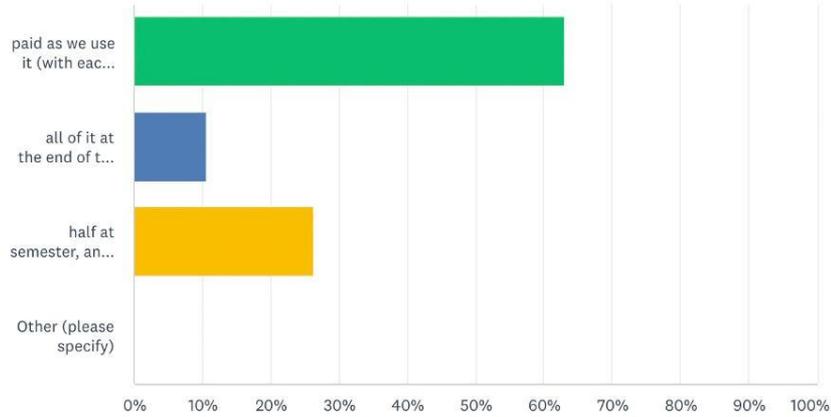
Would you like to see changes to the sick and personal leave policies? ...

Answered: 18 Skipped: 1



HB 396 would give general education and special education teachers, ...

Answered: 19 Skipped: 0



Tintic School District Negotiations Priorities 2022

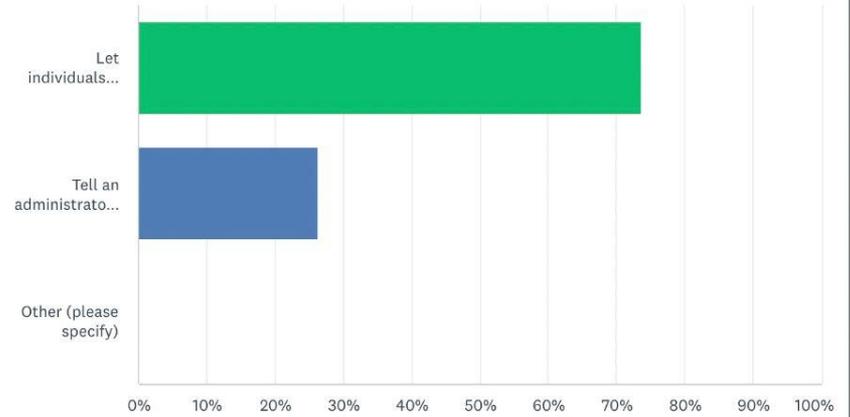


Is there anything else you thing should be brought up at negotiations?

Answered: 6 Skipped: 13

How do you think it would be best to record those hours?

Answered: 19 Skipped: 0



Tintic School District Negotiations Priorities 2022



Q2. Please rank the following in order of importance for TEA to focus on: (1-high priority, 5- low priority)

	1		2		3		4		5		Total	Score
Salary	66.02%	169	18.75%	48	8.20%	21	3.13%	8	3.91%	10	256	4.4
School Resources	8.91%	23	12.40%	32	18.99%	49	36.82%	95	22.87%	59	258	2.48
Policy	6.64%	17	7.42%	19	13.67%	35	25.00%	64	47.27%	121	256	2.01
Leave/Benefits	9.77%	25	36.33%	93	27.73%	71	14.84%	38	11.33%	29	256	3.18
Planning/Scheduling	9.38%	24	25.39%	65	31.64%	81	19.53%	50	14.06%	36	256	2.96
											Answered	258
											Skipped	2

Negotiation Methods

Traditional/ Positional Negotiations

- Parties bring positions/proposals to the table.
- Power structure is in play “who has it, and how can I get it”
- Zero sum game if neither party is willing to reach consensus
- In the end, someone “loses” and someone “wins”

Interest-based Negotiations

- Parties discuss shared interests rather than positions.
- Power structure is more equalized.
- Parties find and discuss common goals and values
- Process protects relationships
- Goal is to find a “win/win” solution

Bottom Line

Where are you willing to settle? If you go in asking for 6% and are countered 5%, is that good enough? How low is too low?

Any items the negotiations agrees to take to the table, either as a proposal or an interest, should be vetted in priority order. Think of each item as a “must-have, like to have, something to work on” and decide before you even get to the table what your definitive need(s) will be.