

**ISOA Executive Board Meeting  
December 6, 2023  
Minutes**

**Present**

Haslett Cammy Wheeler  
Ingham ISD John Wolenberg  
Ingham ISD Jason Mellema  
Ingham ISD Susan Tinney  
Lansing Nino Rodriguez  
Mason Michael Kelly  
Okemos Jayme Taylor  
Williamston Sarah Belanger

**Absent**

Dansville Mike Kapp  
East Lansing Terah Chambers  
Holt Rob Halgren  
Leslie Dominic Ambroggio  
Stockbridge Keven Numinen  
Waverly Alicia Guevara Warren  
Webberville Amy Coe

**Brad Banasik – MASB Legal Counsel and Director of Labor Relations/Policy**

Brad Banasik gave an overview of some of the changes to the Public Employees Relations Act (PERA) which go into effect February 13, 2024. (The full presentation was sent to ISOA board members).

Public Act 236 - Sharing Information – Within 30 days of hiring an employee, and every 90 days, the district shall provide to the union representatives information on each employee including such things as home address, personal phone number, personal email, wage etc. There is no opt-out for employees in the law.

Public Act 114 - Collecting Union Dues – Eliminates language that prohibits schools from collecting union dues and it becomes a mandatory subject of bargaining. There will be no legal obligation to deduct union dues, and unions cannot have a mandatory fee in bargaining agreements, but it will be a part of negotiations.

Public Act 9 – Repeals the Right to Work Language in PERA and inserts the following: “A public employer and a bargaining representative may enter into a collective bargaining agreement that requires all public employees in the bargaining unit to share equally in the financial support of the bargaining representative. This act does not, and a law or policy of a local government must not, prohibit or limit an agreement that requires public employees in the bargaining unit, as a condition of continued employment, to pay to the bargaining representative membership dues or service fees.” (Refer to Janus V AFSCME in the presentation).

Repeal of Public Act 54 – Public Act 113 – Amendment will allow employees to receive step and lane advancements on a wage schedule in the collective bargaining agreement when a contract expires – current law freezes increases until a contract is settled and prohibits retroactive increase in wage and benefit levels. This change will potentially extend contract negotiations as staff will receive increases without a contract settled.

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## Repeal of Public Acts 115 and 143 - Repeal of Prohibited Bargaining Subjects

- Teacher placement decisions and impact
- Teacher layoff and recall decisions and impact
- The development, content, and implementation of teacher evaluation systems and classroom observations and impact
- Teacher discipline and discharge decisions and impact
- Performance based compensation (merit pay) decisions – no longer obligated to have merit pay
- Ineffective teacher notices
- Decisions about intergovernmental agreements to consolidate, jointly perform, or otherwise collaborate on one or more functions or services.
- Decisions on whether to contract with a third party for noninstructional support services and the impact of the decision.

## Board Policy - The Basics

- Ensure that board members understand the basics of the bargaining process.
  - MASB CBA 107
  - MASB Labor Relations Workshop
  - Fill in the gaps:
    - The Duty to Bargain in Good Faith
    - Unfair Labor Practices
    - Direct Dealing – You must go through the union when negotiating.
    - Classification of Bargaining Subjects
    - Ratifying the Tentative Agreement
- Start with Policy!
  - Be familiar with district policies and procedures.
  - Conflict of interest at the beginning of the process – be aware of family members involved in the bargaining process.
  - Be aware of how the collective bargaining agreement impacts the budget.
  - Set goals and parameters for negotiations.
  - Meetings in closed session for strategy and negotiations – only applies when starting the bargaining process. Does not apply to individual contracts - only to recognized bargaining groups. If the district contract does not expire this June, districts will likely get an ask from the union to bargain the mandatory subjects of bargaining.
  - Voting on goals and parameters – board can vote on goals and parameters during closed session and set bargaining strategy.
  - Internal Updates – bargaining team should have check-ins with the Board.
  - How the Board can help – The Board may have to support the negotiations publicly.
    - Communicate financial data and bargaining with the community.
  - Update board policies to align with the new state laws by February 13, 2024 – Thrun and Neola have provided updates.
  - External Communications – neither party can insist on implementing a gag order for negotiations. No direct dealing – must go through the union representative.
  - Board Policies – what is in place - now is the time to revise policies.
    - Present policies as written in bargaining proposals.

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The mandatory subjects of bargaining will apply to individuals covered by the tenure act and does not apply to administrators.

- Tenure Act Change – lowered from five years to four years.

Be aware of how these changes may affect the district fund balance.

- What do you need to have as a fund balance to sustain the district.

Consider board members attending:

- MASB Labor Conference – February 2024
- MASB CBA 107 – Labor Relations Course - can be done online or in-person.

## **Superintendents' Round Table Update**

Jason Mellema, Ingham ISD Superintendent, provided an update from the November superintendent meeting:

- Administrators Concern – Office of Retirement Services (ORS) and Normal Salary Index (NSI) – Currently making its way through the court system. A new interpretation could suggest that if a non-bargaining unit staff member (superintendents, administrators, superintendent's administrative assistants) retires, their final compensation amount would be based on their salary when they first started with the district, not the salary when they retire. This could have a huge impact on retirement amounts for those staff members. This is something superintendents are aware of, and state organizations are fighting in the courts.
- Safety and Security Meeting – Superintendents and law enforcement meet on December 8 to continue talks on district safety issues.
- Data Presentations – Multiple presentations on student data for the Ingham ISD service area.
- The Early College – Presentation and discussion on creating a new Early College program. The earliest a new program would start is the Fall of 2025.

## **District Updates**

Lansing	The board is updating policies on the destruction of materials, technology, bids, and several other complex policies. Several board members attended the recent MASB conference. Bond work continues. Everett and Sexton had a successful football season.
Ingham ISD	The Wilson Talent Center Open House is on Wednesday, December 13. This is a great opportunity to see the programs and talk to the students.
Mason	The District continues to focus on many of the same issues effecting other districts. Football and soccer teams had successful seasons and the community showed great support.

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Okemos Salary review done. Currently working on updating district policies to the Thrun policies which will go into effect in July 2024. Starting the process of implementing the new water testing requirements which are required by 2025-26. Traffic safety is a huge concern lately with many accidents. The district is collaborating with the community and law enforcement to address this problem. The Scholastic Book Fair was cancelled due to DEI issues, but a private donor gave money to the district to make up for the lost funds. A Cornell teacher received an MDE Library Enhancement Grant to enhance their classroom library.

Williamston The Board discussed the PERA law changes at the last board meeting and approval will be at January meeting. A successful” Pancakes with Santa” event was sponsored by the school foundation, with all the funds raised going back to the district. The Williamson Light Parade was held and included district participation from many groups. The district musical “Elf” will have Superintendent Spina making his acting debut.

## **Upcoming Meetings**

- January – No meeting
- February 7, 2024 - Jennifer Smith, MASB Government Relations, Legislative Update
- March 6, 2024 – TBA
- May 1, 2024 - Ingham ISD Budget Update