



Westlake Board of Education

Board Notes from Monday, July 19, 2016, Special Meeting

VISION STATEMENT

The Westlake City School District will provide a dynamic, student-centered, 21st Century learning environment. Our district will be characterized by high achievement, actively engaged learners, mutual respect, shared knowledge, pursuit of new skills and capabilities, collaborative learning, willingness to take action, a team commitment to data-driven continuous improvement, and tangible results.

MISSION STATEMENT

We Educate for Excellence ... Empowering all students to achieve their educational goals, to direct their lives, and to contribute to society.

President Carol Winter: Introduced Treasurer Todd Hopkins. We have a reception on Aug. 8 at 4pm before the Board of Education work session. Reception for our incoming Superintendent Scott Goggin and Todd Hopkins. I understand our teachers association members voted overwhelmingly to support the contract our teams worked on. I want to thank our teaching staff, our entire staff, our entire community for their patience during this difficult time wrought with many emotions and challenges. We are ready to move forward.

NEW BUSINESS

1. The Board adopted a resolution to rescind Resolution #16-141 and approved a negotiated agreement between the Westlake Teachers Association and the Westlake Board of Education for the period July 1, 2015, through June 30, 2018.

- a. Incoming Superintendent Scott Goggin: The federal mediator reached out to both teams to discuss similarities and differences. We met, started talking, and started progressing. We talked about language issues we were close on and it snowballed. We were able to come to a resolution. There is a financial component. One of the biggest parts of our budget in regards to payroll is the salary grid. Index approved here for a number of years. We agreed to follow the salary grid proposed, and WTA agreed to 0% raise to the base during this contract. That was major component. Another was for folks completely stepped out was a one-time longevity payment. Health insurance savings was elimination of spousal payment and moving from plan 1 to plan 2. The message we heard through the process was stability and having good conversations about that. One of the things we did was language components where teachers received stability and management maintained managerial rights as well.
- b. Todd Hopkins: Part of the negotiations process is seeing how the financials affect the district. Tonight I ask the board to consider for your approval. I think it's a good deal for the district and the staff. 0% on base I give credit to teaching union going through and working on this contract and the one beforehand, where seeing 0% or negative increase on base for 6 years. That speaks to fiscal responsibility among both the district and staff members involved in process and living through this process.
- c. Goggin: Thank Patrick McMorrow and WTA team. Very impressed in a time of potential strike, the dialogue was constructive, open, respectful and you don't always find that in a high pressure situation. Also thank board members for their support in bringing this to a resolution. Finally, our community, I wanted to apologize for putting you through this. This is something that is good for Westlake Schools and community and puts us in a position to move forward. We look forward to doing that.
- d. John Finucane: Thanked Scott and Todd for getting this done in a short period of time. Once you get the right people in the room and you have the right people in mind (the students), kudos.
- e. Joe Kraft: When this is behind us, I would love the opportunity to have a conversation with you, Mr. McMorrow. It wasn't an easy path, but it got us to where we are today. Thanks to all involved who worked for Westlake Schools and our students.
- f. Barb Leszynski: I'm glad it's over. I know there are hurt feelings on both sides, but looking forward to moving forward.
- g. Dr. Robert Stoll: I wanted to show the community, board, WTA and staff how important this is. Typical of negotiations, somewhere you meet in the middle. It took a long time, there were lots of emotions involved, but it's important it's done and we can move forward and focus on educating students.
- h. Winter: I'm thrilled with the details of where we are with this agreement. It was such a challenging road to get here, but it was worth it. This is an incredible place to live in, work in and raise a family. Teachers impact our kids every day. Conversations were productive and laid the foundation to move forward. Thank the negotiating teams, board colleagues. I believe from looking at the agreement, it is fair. It's a fair agreement to our taxpayers, community, teaching staff and students. We'll be able to

start our school year in a strong position. Important to move past those hurt feelings. We are looking for ways to bring our school community together. This helps us to control our costs, but helps us to get back to the most important thing - our students.

NEXT REGULAR MEETING: The next meeting of the Board is Monday, July 25, 6pm, at Parkside.

For more detailed information on these items, visit

<http://beta.westlake.k12.oh.us/boe/meetingschedule/default.aspx>