MINUTES OF THE SPECIAL MEETING OF THE BOARD OF TRUSTEES NEGOTIATING TEAM held at the District Office, 240 S 11th Street, St. Maries, ID 83861 on Wednesday, May 20, 2015, at 4:00 p.m.

TRUSTEES PRESENT: Chair Margaret Gannon and Trustee Donny Masterson

TRUSTEES ABSENT:

STAFF PRESENT: Business Manager Danette Cordell and Board Clerk Karen Robinson

OTHERS PRESENT: St. Maries Education Association Negotiators - Michael Noyes and Cynthia Willard

Phil Harding, Region I Director, Idaho Education Association

Larise Bailey, Kristin Burns, Kathleen Davis, Bryan McMannis, Jenifer Miller, and Megan Sindt

Agenda Item I – Open Session:

The meeting was called to order at 4:03 p.m., at the District Office, 240 S 11th Street, St. Maries, Idaho, by Chair Margaret Gannon.

St. Maries Education Association (SMEA) Representatives Cynthia Willard and Michael Noyes represented SMEA.

St. Maries Joint District No. 41 (District 41) Board Chair Margaret Gannon and Trustee Donny Masterson represented the District. Business Manager Danette Cordell participated to provide information, and Board Clerk Karen Robinson took the minutes for the meeting.

Chair Gannon announced that she would be stepping down from the District’s Negotiating Team, and that Trustee Jody Hendrickx, who is the Alternate on the District’s Negotiating Team, will replace her for the remainder of the 2015-2016 Negotiations. Chair Gannon led a discussion as to how to present a draft of the Negotiations Agreement to encompass proposals made by both sides. The consensus was that the document would be drafted in sections for review.

SMEA Representative Cynthia Willard opened discussions related to SMEA’s proposal of April 30, 2015 to clarify items on the proposal.

- Article II – RECOGNITION – SMEA stated their desire to table this Article for further review.
- Article VIII – RESTRICTION OF RIGHT TO STRIKE – SMEA stated their desire to table this Article for further review. The District presented a copy of Idaho Code Section 44-2005 – Agreements in Violation, and Actions to Induce Such Agreements, Declared Illegal.
- Article X – LEGAL DISPUTES – SMEA and the District stated their desire to table this Article for further review.
• Article XVI – LEAVE – The District presented proposed changes to Policy No. 402.19 – Sick Leave Bank for Certified Personnel that were reviewed by the parties. SMEA requested additional time to review the proposed changes. Current Board Policy 402.17 – Sick Leave Days for Certified Personnel and Board Policy 401.27 – Family and Medical Leave Act (FMLA) that were amended by the Board of Trustees on May 13, 2015 were reviewed.

• ARTICLE XX – SALARY PAYMENT – Discussion ensued about payroll pay date to have the Article amended to reflect that if the 20th of the month falls on a Saturday or Sunday, or if Monday is a legal holiday, then said payroll payment to be made on the Friday prior to the week-end. Additionally, discussion was held related to employee draws on their paycheck. Additionally, SMEA came with a proposal related to this Article, which read:
  o The Leadership Premium Committee shall be composed of two (2) administrators, a certified teacher from each building (Middle School, High School, & UpRiver, two from the Heyburn Elementary building. At least one of these teachers will be an SMEA member. A copy of the proposal will be filed with the records of the meeting.

• Article XXI – SALARY SCHEDULE AND GENERAL PROVISIONS – The parties discussed the Salary Schedule, with SMEA indicating that it is their preference that additional dollars due to teachers as a result of new State Legislation be distributed equally among the certificated staff. Additional discussion was held related to employee insurance benefits and premium increases. Mrs. Cordell answered general questions about the budgeting process.

• Article XXIV – TRAVEL – SMEA stated their desire to table this Article for further review.

• XXIX – BACKGROUND CHECKS – SMEA stated their desire to table this Article for further review.

Mrs. Cordell presented the response to Cynthia Willard’s Public Records Request. Discussion ensued related to extra responsibilities compensated by additional payments for coaching and advisor salaries. SMEA Negotiator Michal Noyes indicated that the information would be reviewed by SMEA, with the possibility that an additional Public Records Request would be advanced by SMEA.

The next negotiation’s meeting was set for Thursday, May 28, 2015 at 4:00 p.m., at the District Office.

There being no further business for which the meeting was called, the meeting adjourned at 5:37 p.m., Wednesday, May 20, 2015.

/s/ MARGARET R. GANNON
Margaret R. Gannon, Board Chair

/s/ KAREN M. ROBINSON
Karen M. Robinson, Board Clerk