MINUTES OF THE SPECIAL MEETING OF THE BOARD OF TRUSTEES held at the District Office, 240 S. 11th Street, St. Maries, ID 83861 on Wednesday, June 18, 2014, at 3:00 p.m.

TRUSTEES PRESENT: Chair Margaret Gannon, and Trustees Jody Hendrickx, Donny Masterson, and Archie McGregor III (via electronic telephone transmission)

TRUSTEES ABSENT: Vice-Chair Christine Ashmead

STAFF PRESENT: Superintendent Joseph Kren, Business Manager Danette Cordell, and Board Clerk Karen Robinson

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

Audience Members – Kathleen Davis and Megan Sindt (for 4:00 p.m. Negotiations Session)

The meeting was called to order at 3:02 p.m., at the District Office, 240 S. 11th Street, St. Maries, Idaho, by Chair Margaret Gannon.

Chair Gannon welcomed the meeting attendees, including Trustee Archie McGregor who had joined the meeting via electronic telephone transmission).

Agenda Item I: A motion was made by Trustee Masterson and seconded by Trustee McGregor that pursuant to Idaho Code Section 67-2343, the Board of Trustees approves the Agenda for the meeting. The motion unanimously carried.

Agenda Item II: Chair Gannon declared it was necessary to go into executive session to discuss personnel and negotiations pursuant to Idaho Code Section 67-2345(a) and Idaho Code Section 67-2345(c).

Trustee Masterson moved that the Board, pursuant to Idaho Code Section 67-2345(a) and (c) convene in executive session to:

(a) To consider hiring a public officer, employee, staff member or individual agent, wherein the respective qualities of individuals are to be evaluated in order to fill a particular vacancy or need. This paragraph does not apply to filling a vacancy in an elective office or deliberations about staffing needs in general;

(c) To conduct deliberations concerning labor negotiations or to acquire an interest in real property which is not owned by a public agency;

Further, that following executive session, the Board will convene in public session for conducting further business or for adjournment.

Trustee Hendrickx seconded the motion, and the roll call vote for the motion was:
Chair Margaret Gannon          Aye
Vice-Chair Christine Ashmead   Absent
Trustee Jody Hendrickx         Aye
Trustee Donny Masterson        Aye
Trustee Archie McGregor III   Aye

The motion unanimously carried, and the meeting convened in executive session at 3:03 p.m.

Persons present were Chair Margaret Gannon, Trustees Jody Hendrickx, Donny Masterson, and Archie McGregor III (via electronic telephone transmission), Superintendent Joseph Kren, and Board Clerk Karen Robinson.

Discussion was held related to personnel.

Discussion was held regarding negotiations.

There being no further business requiring executive session, the meeting reconvened in open session at 3:16 p.m.

Agenda Item III:
Chair Gannon called for a Motion to come out of Executive Session. Trustee McGregor moved that the Board come out of Executive Session, with a second by Trustee Hendrickx. The motion unanimously carried.

A motion was made by Trustee Hendrickx, with a second by Trustee Masterson, to approve the following employment hires and resignation:

EMPLOYMENT:
- Russell Boyd Paradis - St. Maries High School Spanish Teacher
- Nicole Rae Goucher, UpRiver Elementary School Special Education Teacher/Elementary Teacher
- Holly Suzanne Holly – Heyburn Elementary School Long-Term Substitute

RESIGNATION:
- Holly Suzanne Holly - Full-time St. Maries Middle School Special Education Instructional Assistant

Chair Gannon called for discussion and none was forthcoming. The motion unanimously carried.

Trustees Hendrickx and McGregor were excused at 3:18 p.m.

Chair Gannon and Trustee Masterson recessed until the 4:00 Open Session was commenced for negotiations with the St. Maries Education Association.

Agenda Item V – Open Session Negotiations:
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The meeting was called to order at 4:01 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.

SMEA opened discussions and shared a document entitled “2014 Negotiations between SMEA and School Board”, a copy of which is attached hereto and incorporated herein by reference. The June 18, 2014 notation thereof reflects:

1. SMEA is submitting our proposed Negotiation Agreements between the Board of Trustees and St. Maries Education Association as per the Board’s request on June 3, 2014.
2. SMEA agrees with the 1% increase to our salary base as adopted by the Board during the June 2 Budget Hearing meeting.
3. SMEA agrees with the Board’s decision to make no change to employee benefits coverage as adopted by the Board during the June 2 Budget Hearing

SMEA indicated that while prior Negotiated Agreements were eliminated by the Idaho State Legislature, when those laws were repealed, it is SMEA’s belief that the Negotiated Agreements can be reinstated to include those items over and above salary and benefits. SMEA has prepared an updated Negotiated Agreement based on the Agreement that was in place prior to the Legislature’s actions related to Negotiated Agreements.

Chair Gannon indicated that there seems to be some confusion among the attendees as to how to go forth with preparing the 2014-2015 Negotiated Agreement, and which is the last Negotiated Agreement that was in place. The last one the District has record of is the 2011-2012 Negotiated Agreement, which was after the Legislature originally repealed Negotiated Agreements.

Discussion was held amongst the parties as to how to proceed.

Mary Orr, St. Maries Gazette Record Reporter, joined the meeting at 4:15 p.m.

Further discussion was held related to how best to proceed with the 2014-2015 Negotiated Agreement in view that SMEA wants to bring forth all of the terms in the prior Negotiated Agreements covering the 40-plus years that SMEA has been in existence. Discussion was held related to the necessary time commitment that would be required to review the document that SMEA proposed as the 2014-2015 Negotiated Agreement.

SMEA requested to caucus at 4:28 p.m., and the caucus concluded at 4:59 p.m.

SMEA opened discussions and advised that they will accept the 1% increase to certificated salaries and no changes to the benefits package as outlined at the June 2 Board meeting for adoption of the 2014-2015 Budget.
Further discussion continued related to return of the prior Negotiated Agreements and how best to proceed based on the present time constraints.

The Board Negotiating team indicated that “leaves” are also part of the benefits, so they want to include those articles as well.

Discussion was held regarding finishing the 2014-2015 Negotiated Agreement with the salary, insurance, and leaves addressed. Further discussion was held relating to commencing discussions for the 2015-2016 Negotiated Agreement starting August 20 and continuing throughout the 2014-2015 school year.

Discussion was held related to the need for SMEA to re-certify its membership representation for the 2015-2015 negotiations process.

Following further discussion related to the 2014-2015 Negotiated Agreement, the District Team will develop draft wording that will address salary and benefits (including leaves) for submission to the SMEA Negotiating Team by Monday, June 23.

Discussion was held regarding insurance benefits. It was confirmed that the District will pay for qualifying employees’ insurance benefits and 50% of the District’s share of qualifying dependent coverage.

The next negotiations’ meeting was scheduled for August 20, 2014, at 4:00 p.m., at the District Office.

Agenda Item VI – Executive Session:

No executive session was called for nor commenced.

There being no further business for which the meeting was called, the meeting adjourned at 5:25 p.m., Wednesday, June 18, 2014.

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

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