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 Tuesday, June 3, 2014, at 4:00 p.m.

TRUSTEES PRESENT: Chair Margret Gannon and Trustee Donny Masterson

TRUSTEES ABSENT: Vice-Chair Christine Ashmead and Trustees Jody Hendrickx and Archie McGregor III

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

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

Audience Member – Kathleen Davis

Agenda Item I – Open Session:

The meeting was called to order at 4:04 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 opened discussions and shared that at the June 2, 2014 Budget Hearing, the Board of Trustees adopted the 2014-2015 Budget that addressed salary and benefits for the 2014-2015 school year.

Chair Gannon distributed current Policies that cover some of the personnel matters associated with leaves.

SMEA opened discussion 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 3, 2014 notation thereon reflects:

- June 3, 2014 – SMEA would like to bring back the Negotiation Agreements between the Board of Trustees and St. Maries Education Association as amended by the current SMEA/Board teams during the 2014/2015 year. During the 2014/2015 school year, SMEA and the Board teams will meet (two representatives each) to identify problematic, irrelevant or outdated language in the Negotiation Agreements.

The SMEA Negotiators indicated that the St. Maries Education Association met on June 2 and reviewed the process that took place at the May 29, 2014 negotiations meeting wherein the two
negotiating teams had begun identifying areas to be considered for inclusion in the new Negotiations Agreement. SMEA does not believe that there is sufficient time prior to July 1 to identify all of the areas that SMEA would like to be considered for inclusion in the 2014-2015 Negotiations Agreement based on SMEA’s goal of bringing back the 2009-2010 Negotiated Agreements, some of which language they believe is negotiable even though it does not deal with salary and benefits.

Discussion between the teams continued in an effort to clarify the intent of SMEA in that they would like to review and address each item of the 2009-2010 Negotiated Agreements in their effort to bring the same back. They want one document that addresses employment relationships so that their members can go to that document for guidance rather than searching through Idaho law and District policy.

Chair Gannon called for the District team to caucus, which commenced at 4:24 p.m., and ended at 4:44 p.m.

Chair Gannon indicated that with the adoption of the 2014-2015 Budget, certificated salary and benefits have been addressed by the Board, and one option might be to move forward throughout the next year to develop the Negotiations Agreement for 2015-2016.

SMEA indicated there are other items they want to discuss, including that the St. Maries Education Association is the only negotiating unit for the 2014-2015 school year, and the Negotiated Agreement should reflect that.

The parties attempted to reach a resolution as to how to create a draft 2014-2015 Negotiated Agreement. The District negotiating team believes that there is no Negotiated Agreement in place and that the prior efforts by the two negotiating teams had been to develop the 2014-2015 Negotiated Agreement, while considering language from the 2009-2010 Negotiated Agreements that could be included by mutual agreement.

SMEA called for a caucus at 5:13 p.m., and the caucus ended at 5:27 p.m.

SMEA indicated that it is their goal is to have a Negotiated Agreement in place for the 2014-2015 school year and that SMEA does not believe that negotiations are over and the 1% increase to the certificated salary base and insurance coverage are still items to be discussed. SMEA also believes that with the laws that have been sunset, that the Negotiated Agreements would be brought back as a living document.

Both teams agreed that there needs to be clarification as to whether they are revising the former Negotiated Agreements or creating a new Negotiated Agreement. The District team asked SMEA to submit proposed wording at the next Negotiations Meeting that they would consider agreeing to by July 1. The District Team will develop draft wording that will address salary, benefits, and leaves for submission at the next Negotiations meeting.

The next negotiations’ meeting was scheduled for Wednesday, June 18, at 4:00 p.m., at the District Office.
Agenda Item II – 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 5:43 p.m., Tuesday, June 3, 2014.

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

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