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 Monday, July 20, 2015, at 4:00 p.m.

TRUSTEES PRESENT: Board Chair Donny Masterson and Trustee Jody Hendrickx

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

Kathleen Davis

Agenda Item I – Open Session:

The meeting was called to order at 4:02 p.m., at the District Office, 240 S 11th Street, St. Maries, Idaho, by Board Chair Masterson.

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

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

St. Maries Joint School District No. 41 opened negotiations.

Chair Masterson opened negotiations. He advised that the District had just received on July 20, approximately one hour prior to the meeting, information from Delta Dental as to a change in the proposed dental plan which would result in a savings on the premiums for the majority of the District’s employees. As the result of that potential change, the District could experience an approximate overall $5,000 annual premium reduction for that Plan. Because of that potential savings, Chair Masterson informed SMEA that the potential savings has been re-calculated into the District financial proposal regarding salaries and benefits. The District delivered its new Proposal to SMEA at 4:06 p.m. A copy is attached to the Minutes of the meeting.

Chair Masterson delivered the copy of the Negotiated Agreement marked “FOR CLARIFICATION PURPOSES ONLY”. The document was an attempt by the District to track the discussions held between SMEA and the District over the past year.

For clarification purposes, the parties discussed the following:

- Article VII – Mediation
- Article XVIII – SMEA President Released Time.
- Article XXI – Salary Schedule and General Provisions
SMEA committed to reviewing those Articles, and shared their appreciation for the District’s efforts on the document.

SMEA delivered its Proposal #8 to the District at 4:11 p.m., relating to salaries and benefits. A copy is attached to the Minutes of the meeting.

Discussion was held regarding salaries and benefits. Business Manager Danette Cordell responded to SMEA’s questions related to finances, calculations, and the Excel spreadsheets issued by the Idaho State Department of Education specific to the District’s funding calculations, federal forestry dollars, plant facilities funding/dollars.

Discussion was also held regarding the Career Ladder that was established by the Idaho State Legislature related to additional funding for Idaho’s teachers. It was the consensus of both parties to see what happens in the next year across the State as to the Career Ladder implementation.

The District team asked to caucus at 4:30 p.m. The caucus ended at 5:13 p.m.

Chair Masterson advised that the District has attempted to maximize every dollar available to it in its consideration of dollars available for the proposal related to salaries and benefits previously offered to SMEA. Further discussion was held related to State funding and other potential sources of funding, and Mrs. Cordell clarified SMEA’s questions.

Chair Masterson presented the District’s Counter Proposal that was dated July 20, 2015 5:10 p.m. A copy is attached to the Minutes of the meeting.

SMEA indicated that they did not have a counteroffer to salaries and benefits ready to submit at that time.

SMEA indicated that there is some additional clarification that needs to be made related to Article XXI – Salary Schedule and General Provisions, as to Paragraphs 4 and 5 set out in the 2009-2010 Negotiated Agreement. Review was made of Paragraph 6 of the referenced 2009-2010 Agreement, with consensus that the March 1 date should change to May 1 for teachers to notify the District of their intent to move on the salary schedule.

SMEA delivered their Proposal #9 Extra Curricular Salary Schedule (Article #21 Item #8) 7/20/2015 at 5:34 p.m. A copy is attached to the Minutes of the meeting. Discussion was held related to SMEA’s proposal, including financial dollars tied thereto.

SMEA advised that Paragraph 9 related to Driver’s Training Instructor should no longer be referenced. It was noted that there was no Proposal relative to this matter.

SMEA advised that it is their desire that Paragraph 11 of the 2009-2010 Agreement be replaced with the language contained in their Proposal submitted May 20, 2015 related to Leadership Premium Committee.
It was the consensus of the parties to further discuss the matter at the next Negotiations meeting, with SMEA to submit a proposal related to the same.

Discussion was held related to Paragraph 12 – Insurance of the 2009-2010 Negotiated Agreement. The District will present a Proposal relative to the same at the next negotiations meeting.

The next negotiation’s meeting was set for July 22, 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 5:52 p.m., Monday, July 20, 2015.

/s/ DONNY MASTERSON  
Donny Masterson, Trustee

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