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 Thursday, May 24, 2018 at 4:00 p.m.

TRUSTEES PRESENT: Board Chair Jody Hendrickx and Trustee Peter Dirlam

TRUSTEES ABSENT: Devon Barta, Sandy Kennelly, and Mark Reynolds

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

OTHERS PRESENT: St. Maries Education Association Negotiators – Monique Huddleston and Jenifer Miller

Kathleen Davis

Agenda Item I – Open Session:

The meeting was called to order on Thursday, May 24, 2018, at 4:03 p.m., at the District Office, 240 S 11th Street, St. Maries, Idaho, by Chair Hendrickx.

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

Monique Huddleston and Jenifer Miller represented St. Maries Education Association (SMEA).

Chair Hendrickx distributed a DRAFT copy of the May 15, 2018 Negotiations Minutes to SMEA at 4:03 p.m., for their review. SMEA reviewed the same and confirmed they had no necessary corrections or additions. A copy will be filed with the meeting’s records.

The District handed out its Proposal C-2 at 4:05 p.m., related to Article XVI – Salary Schedule and General Provisions. The original will be filed with the meeting’s records.

Discussion ensued regarding Proposal C-2. Business Manager Cordell reviewed the revised proposed 2018-2019 Certified Salary Schedule which the District developed based upon SMEA’s request to spread the State dollars across the proposed Salary Schedule to bring the percentage of increases more equal for the District’s teachers, while following the State’s Career Ladder as closely as possible. Proposal C-2 provides that all rungs of the proposed 2018-2019 Salary Schedule will receive a minimum 4.25% increase if their credits fall within the Bachelor’s category with downward movement. Additionally, certified staff placed in L6 and having a Masters plus 36 credits or ES degree shall be paid an additional education allowance of $600.00. Mrs. Cordell responded to SMEA’s questions related to different scenarios that might be considered for the 2018-2019 Salary Schedule, placement of the majority of teachers on the proposed Schedule, and efforts to continue levelling out the Schedule during the next few years. Some rows of the Schedule will be phased out as the District continues to align itself with the State Department of Education’s Career Ladder and subsequent funding. Mrs. Cordell also explained how federal dollars are calculated and distributed for Gifted and Talented, Title Programs, and Special Education Programs as the same relate to certified and classified salaries.
Federal dollars do not cover all of the employment costs associated with those referenced programs so the District’s General Fund is used to supplement the same. For informational purposes, Mrs. Cordell distributed a comparison of the 2017-2018 Salary Schedule with the proposed 2018-2019 Salary Schedule.

Chair Hendrickx led a discussion related to SMEA’s request that a Robotics Assistant Coach to be added to Column B of Extra-Co-Curricular/Activity Coaching/Advisor Salary Schedule. Mrs. Cordell confirmed that the District has paid one stipend for serving as an advisor for Clubs such as Business Professionals of America or Drama. If a program has two advisors to split the program duties, the one stipend is then shared between those two advisors based on administrator recommendation.

SMEA handed out its Proposal 2 at 4:19 p.m., related to Article XVI – Salary Schedule and General Provisions and related to their proposal to add an additional longevity enhancement each year until the next level is reached as follows:

a. +15 years = $750  
b. +20 years = $1,000  
c. +25 years = $1,250  
d. +30 years = $1,500

SMEA shared their rational tied to Proposal 2 as far as staff being rewarded for staying with the District in addition to veteran teachers serving as mentors to new teachers. The original will be filed with the meeting’s records.

The District requested to caucus at 4:24 p.m., and exited the meeting site.

SMEA remained in the meeting site to caucus.

The District returned to the meeting site at 4:41 p.m., and the teams continued negotiations.

SMEA indicated that after further review, they are willing to approve the District’s Proposal C-2 for Salaries and Benefits if the District also approves SMEA’s Proposal 2 which addresses the additional longevity enhancement.

Chair Hendrickx advised that SMEA’s proposed additional longevity enhancement would cost the District approximately $29,000, and that the District would be willing to adjust its Proposal C-2 to reduce the proposed 4.25% salary increases and take into consideration a longevity enhancement. Mrs. Cordell advised that the District’s Proposal C-2 will require the District to budget additional dollars to salaries and benefits over and above what the State Department of Education provides. Discussion ensued regarding the salaries and benefits funding received from the State, the District’s general fund balance, etc. Mrs. Cordell advised that the District developed its proposed 2018-2019 Salary Schedule based on the anticipated salaries and benefits apportionment funding expected to be distributed to the District by the State Department of Education which requires approximately $200,000 additional from the General Fund. SMEA reaffirmed their desire for the District to consider implementing a longevity stipend. Chair Hendrickx advised that the District is developing its 2018-2019 Budget, with the vision of
looking at many over-all District needs, including implementing full-day kindergarten, which, if approved, would not generate additional dollars to the District.

SMEA requested to caucus at 4:52 p.m., and the SMEA team exited the meeting site.

The District remained in the meeting site to caucus.

SMEA returned to the meeting site at 4:59 p.m., and the teams continued negotiations.

SMEA indicated that they are willing to accept the District’s Proposal C-2 related to Article XVI – Salary Schedule and General Provisions as presented. SMEA indicated that they are committed to the students of the District and as such, they support the full-day kindergarten budget proposal and are willing to forgo their Longevity Enhancement Proposal for the 2018-2019 school year. All parties signed the District’s Proposal C-2 as filed with the meeting’s record.

SMEA advised that they wanted to share their thoughts regarding the substitute teacher coverage and the tracking system that was developed by SMEA and approved by the Board for the 2017-2018 school year. SMEA acknowledged that there has been significant improvement in how substitutes are placed in the District to cover absent certified and classified members with as little disruption as possible to the overall school schedules. SMEA would like to continue with the efforts that were implemented last year to improve the process. Building Administrators are much more aware of the substitute scheduling situation, and SMEA requested that Building Administrators and the Superintendent continue to closely monitor the substitute scheduling in each building next year, with certified staff continuing to input information in the tracking system. SMEA believes that each building handles the individual staff substitute tracking differently, and if possible, would like the District’s schools to look at the inconsistencies that may be taking places amongst the schools. Chair Hendrickx committed to visiting with Superintendent Holthaus to share SMEA’s desire to continue monitoring substitute teacher coverage for the 2018-2019 school year and to share SMEA’s request for consistent substitute form tracking across the District’s buildings.

The parties addressed the timeline for the District to develop and distributed the DRAFT Negotiated Agreement for submission to SMEA for their review and ratification. SMEA committed to moving the DRAFT Negotiated Agreement to its membership in a timely manner.

No additional Negotiations meeting was scheduled.

There being no further business for which the meeting was called, the meeting adjourned at 5:18 p.m., Thursday, May 24, 2018.

/s/ JODY HENDRICKX
Jody Hendrickx, Board Chair

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