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, May 13, 2019 at 3:30 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, Board Clerk Karen Robinson, Kathleen Davis, Jacqueline Johnson, and Vicki McMaster

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

Agenda Item I – Open Session:

The meeting was called to order on Monday, May 13, 2019, at 3:42 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.

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

District 41 distributed DRAFT minutes from the April 29, 2019 Negotiations meeting at 3:45 p.m., for SMEA’s review.

SMEA responded to the District’s Proposal A with SMEA’s written response to Proposal A which was received at 3:47 p.m., on May 13, 2019. The original will be filed with the meeting’s records.

The District responded to SMEA’s Proposal 1 with the District’s written response to Proposal 1 which received at 3:49 p.m., on May 13, 2019. The original will be filed with the meeting’s records.

The parties discussed the following wording which was included in SMEA’s response to the District’s Proposal A:

In addition, St. Maries Education Association further proposes that discussion will not be limited to Articles listed above, but shall include other items which will be mutually agreed upon by both St. Maries Jt. School District No. 41 and St. Maries Education Association. (Idaho Code 33-1275)
Discussion was also held regarding certified staff coverage for certified teachers who “cover within” when certified staff members are absent for a portion of the day. SMEA indicated that they are attempting to gather information as to how often this type of “cover within” is implemented in the different school buildings, and will provide such follow-up information.

SMEA presented their Proposal 2 at 3:55 p.m. which includes their proposal to add an additional Article as follows:

Beginning of SMEA Proposal 2:  ARTICLE XVIII – Work Day

1. The work day for professional employees shall be 30 min prior to school start and 30 min after end. Included in the work day is a continuous, duty-free lunch period which shall not be less than 25 minutes. Upon mutual agreement between the building administrator and the teacher, the work times may be adjusted to meet student needs as long as the required work hours are met and teachers are available while students are in attendance. A certified regular professional employee who volunteers twenty (20) minutes for lunch duty per week will receive one (1) additional personal leave day per contract year.

Rationale:  
Currently teachers are not consistently provided lunch period throughout the district. This practice does not promote staff retention and morale. Furthermore, providing this break is in the best interest of our students, and this is in the best interest of the District.

2. One-half (.5) day each academic quarter will be given for teachers to work in their classrooms. This time will be used to analyze assessment data, prepare for report cards and/or parent teacher conferences or other work which facilitates instruction aligned with district initiative and building goals.

Rationale:  Currently teachers are not consistently provided the work time necessary to properly prepare for these responsibilities. This opportunity will promote staff retention and morale. Furthermore, providing this time is in the best interest of our students, their families, and the District.

These items are negotiable under Idaho Statute: 33.1275. End of SMEA Proposal 2.

The original of SMEA’s Proposal 2 will be filed with the meeting’s records.
Discussion was held regarding the practice of lunch coverage at Heyburn Elementary School, St. Maries Middle School, and St. Maries High School. The District will respond to SMEA’s Proposal 2 at the next negotiation’s meeting.

The next negotiations meeting was set for Tuesday, May 28, 2019 at 3:30 p.m.

There being no further business for which the meeting was called, the meeting adjourned at 4:01 p.m., Monday, May 13, 2019.

/s/ JODY HENDRICKX  
Jody Hendrickx, Board Chair

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