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, June 10, 2019 at 12:00 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, Board Clerk Karen Robinson, Kathleen Davis, Koreena Stowell, Jacqueline Johnson, and Vicky 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, June 10, 2019, at 12:05 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 June 4, 2019 Negotiations meeting at 12:06 p.m., for SMEA’s review. A copy will be filed with the meetings records.

At 12:08 p.m., the District handed out Proposal A submitted on April 29, 2019 and SMEA’s response thereto submitted on May 13, 2019 for combination and clarification. After review, all parties signed tentative agreement to the same. The original will be filed with the meeting’s records.

At 12:10 p.m., the District handed out its SECOND response to SMEA’s Proposal 2 received May 13, 2019. SMEA’s Proposal 2 addresses SMEA’s request for an Article related to “Work Day.” The original will be filed with the meeting’s records.

Upon receipt of the District’s response to SMEA’s Proposal 2, SMEA requested to caucus at 12:11 p.m., and they exited the meeting room. SMEA’s negotiators returned to the meeting room at 12:20 p.m.

Discussion was held regarding the District’s response to SMEA’s Proposal 2 in that if a certified staff member gives up their lunch time for lunch duty, that they could leave at the end of the day when the students exit the building. SMEA’s negotiators stated that it is their position that they
do not believe certified staff members would take advantage of that accommodation as the teachers still need to correct papers and plan and organize for the next day. SMEA’s goal is to address teachers who work the entire school day with no break and their desire to have duty-free lunch in all District schools. SMEA will present their response to the District’s response to their “Proposal #2 Work Day” at the next negotiations meeting.

SMEA also requested that clarification be made regarding their portion of Proposal 2, paragraph 2 for:

“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.”

SMEA advanced that it is their intent that the three school calendar days of November 11, 2019, January 20, 2019, and June 12, 2020 are each designated as “Teacher Work Day.” SMEA advised that they believe a better designation of those days would be as “Teacher Work Days in the Classroom” which would be in the best interests of students and families. SMEA will present their response to the District’s response to the referenced Proposal at the next negotiations meeting.

At 12:29 p.m., District #41 distributed its response for Substitute Pay Proposal #3 from SMEA. Chair Hendrickx led discussion that with only 19 certified staff utilizing the approved Substitute Tracker Form, there is not sufficient data to address the issue. SMEA indicated that while it is unfortunate that certified staff do not take the time to complete the Sub Tracker Form, they believe that there are many more instances when this occurs. SMEA believes that each school building across the District handles staff absences and completion of staff absence reports in a non-uniform manner, which creates a staff morale issue. It is SMEA’s desire to address this in the Negotiated Agreement so that it does not have to be revisited each year. Chair Hendrickx committed to researching the matter further to see if some type of District-wide consistency could be developed while recognizing the uniqueness of each school building. SMEA suggested working with Building Administrators for their input on substitute teacher coverage as well. SMEA will present their response to the District’s response to SMEA’s Substitute Pay Proposal #3 at the next negotiations meeting.

SMEA indicated that they had nothing additional to submit at the current time.

At 12:36 p.m., the District distributed its Proposal B related to Article XVI Salary Schedule and general Provisions.

Business Manager Cordell reviewed Proposal B and the effect that the same would have on the District’s certified staff salary schedule. Mrs. Cordell advised that the District’s student enrollment has been declining, and Proposal B was developed in part to recognize loss of staff funding from the State Department of Education through attrition for some designated positions to address declining enrollment. A brief discussion was held regarding recently-adopted Idaho
Code which mandates starting salaries to be $42,500 which is nearly impossible for the majority of Idaho School Districts. Mrs. Cordell reviewed the proposed 2019-2020 Certified Salary Schedule for movement for current staff members which was developed with the proposal that the District would maintain the current medical/dental/vision/life insurance plans for next year. Mrs. Cordell further cautioned that if SMEA wants to propose a different salary schedule, then the District would need to consider any additional salary schedule proposals with potential changes to the current medical/dental/vision/life insurance plans to compensate for the insurance rate increases.

At 12:42 p.m., the District provided SMEA with a “Medical Plan Analysis” as provided by The Murray Group, the District’s insurance representative. SMEA will visit with their membership about insurance options.

Mrs. Cordell shared that in the development of Proposal B, the District is utilizing every single available dollar on the certified salary schedule. The District encouraged SMEA to bring forth any ideas to the Negotiating table for consideration and exploration.

Chair Hendrickx also invited SMEA and the audience members to follow the “Teacher Pipeline” sub-committee meetings which are part of the Governor’s Task Force.

A brief discussion was held regarding Article VIII Restriction on Right to Strike and clarification of majority in that is it a simple majority or a 2/3 majority. SMEA indicated that they would review that during the 2020-2021 negotiations sessions.

The next negotiations meeting was set for June 19, 2019 at 12:00 p.m.

There being no further business for which the meeting was called, the meeting adjourned at 1:03 p.m., Monday, June 10, 2019.

/s/ JODY HENDRICKX
Jody Hendrickx, Board Chair

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