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 Wednesday, May 6, 2020 at 4:00 p.m.

TRUSTEES PRESENT:  Board Chair Jody Hendrickx and Trustee Peter Dirlam

TRUSTEES ABSENT:  Sandy Kennelly, Mark Reynolds, and Jody Terrell

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

OTHERS PRESENT:  St. Maries Education Association Negotiators – Monique Huddleston and Jacqueline Johnson

                  Kathleen Davis and Jenifer Miller

Agenda Item I – Open Session:

The meeting was called to order on May 6, 2020, 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. Chair Hendrickx advised that Vice-Chair Sandy Kennelly will serve as the District’s alternate negotiator. Business Manager Danette Cordell participated to provide information, and Board Clerk Karen Robinson took the minutes for the meeting.

St. Maries Education Association advised that Monique Huddleston and Jacqueline Johnson will represent St. Maries Education Association (SMEA) during negotiations. Kathleen Davis will serve as the alternate for SMEA.

Chair Hendrickx requested the verification of membership from St. Maries Education Association (SMEA). SMEA presented the statement at 4:05 p.m. confirming 50% + 1 Verification Form as completed by Debora O. Evans on May 1, 2020. The original will be filed with the meeting’s records.

The District advanced the following proposed negotiations protocol at 4:06 p.m., including:

- Both sides have the ability to caucus
- Meeting length will be set to a maximum of 1.50 hours, unless both parties agree to a longer session
- Meeting dates and times will be posted as is normally done with District Board meetings
- Information requests and communication requests from SMEA to District 41 will be channeled through the Board Clerk by SMEA
- Information requests and communication requests from District 41 will be initiated by Chair Hendrickx through the Board Clerk to SMEA
- Use of District e-mail accounts will be protected
- Parties will negotiate in good faith
• Press Releases related to Negotiations will be mutually agreed upon between the parties prior to release
• The District and SMEA will each present their Proposals in writing, with the responding team submitting a written response to the same at the next scheduled Negotiations meeting
• SMEA will numerically number their proposals, i.e., Proposal 1, Proposal 2, etc.
• The District will alphabetically number their proposals, i.e., Proposal A, Proposal B, etc.
• The Agenda for each meeting will proceed as follows:
  o The District will present the DRAFT Minutes to SMEA from the prior negotiations meeting for clarification. This is pursuant to paragraph 3 of Article V- Negotiating Procedure
  o SMEA will respond to the District’s proposals which were submitted at the prior meeting, followed by discussion
  o The District will respond to the SMEA’s proposals which were submitted at the prior meeting, followed by discussion
  o SMEA will present their Proposals, followed by discussion
  o The District will present their Proposals, followed by discussion
• The next meeting date will be set at the conclusion of each meeting

SMEA submitted their Proposed Negotiations Protocols 2020-2021 at 4:10 p.m., which were the same as the Protocols advanced by the District, and included the following verbiage:

In addition, should the impact of COVID-19 interfere with ongoing negotiation sessions, SMEA proposes that these discussions continue via video conference or through the utilization of other technology while maintaining compliance with Idaho Statute and Idaho Opening Meeting Laws.

Both sides acknowledged and agreed to the additional Protocol verbiage related to COVID-19. The original will be filed with the meeting’s Minutes.

SMEA indicated that they had no proposals to submit at the meeting.

The District presented its Proposal A at 4:11 p.m., which addressed proposed Negotiated Agreement Articles to move forward with no changes, to clarify, and to negotiate for the 2020-2021 school year. The original will be filed with the meeting’s records.

SMEA will respond to Proposal A at the next Negotiations meeting.

SMEA inquired about the District’s current insurance plan and if the District had information to share regarding insurance. Mrs. Cordell advised that preliminary information indicates that there will be an 8.67% increase to insurance costs for the District’s employees, which equates to about a $100,000 increase to insurance premiums. Mrs. Cordell further indicated that the District’s insurance agent is reviewing insurance options and the insurance agent will be available to present that information to the negotiations teams to explain in detail various options which the District and SMEA could consider for the 2020-2021 school year. Mrs. Cordell further advised
that the District has received preliminary information from the State Department of Education
that there will be a five percent (5%) holdback during the 2020-2021 school year, but it is not
clear what those holdbacks will look like. Official information has not yet been released by the
State Department of Education.

It was the consensus of the parties to move forward with insurance gathering information so that
the same could be presented by the District’s insurance agent at the next negotiations meeting.
Additionally, it is anticipated that the SDE will release its 2020-2021 school funding information
within the next two weeks.

The next negotiations meeting was tentatively set for Wednesday, May 20, 2020 at 4:00 p.m.

There being no further business for which the meeting was called, the meeting adjourned at 4:20
p.m., Wednesday, May 6, 2020.

/s/ JODY HENDRICKX
Jody Hendrickx, Board Chair

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