MINUTES OF THE SPECIAL MEETING OF THE BOARD OF TRUSTEES NEGOTIATING TEAM held at the District Office, 240 South 11th Street, St. Maries, ID 83861 on Tuesday, July 7, 2020 at 5:00 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, Board Clerk Karen Robinson, and Administrative Assistant Stacia Dorman, David Atchison, Larise Bailey, Teresa Benda, Kristin Burns, Sharon Cox, Kathleen Davis, Faithann Ebert, Sabrina Ferris, Hannah Herzog, Vicky McMaster, Koreena Stowell, and Tonya Vonk

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

Agenda Item I – Open Session:

The meeting was called to order on July 7, 2020, at 5:05 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 members Monique Huddleston and Jacqueline Johnson represented St. Maries Education Association (SMEA) during negotiations.

District 41 distributed DRAFT minutes from the July 1, 2020 Negotiations meeting at 5:05 p.m., for SMEA’s review. SMEA reviewed said minutes and approved the same. A copy will be filed with the meeting’s records.

The District advised that following the July 7, 2020 Negotiations meeting, SMEA contacted the District and advised that they did not want to follow through with their request to allow meeting participation and comments by SMEA members during the July 7, 2020 Board meeting. Accordingly, provisions were not made for the same.

At 5:10 p.m., SMEA advised that they would accept the District’s Response to SMEA’s Proposal 4 related to certified sick leave. The parties signed off on the same. A copy will be filed with the meeting’s records.

At 5:11 p.m., SMEA submitted their Proposal 5 in Response to District Proposal C which was submitted on July 1. SMEA reviewed Proposal 5 and advised the document reflected the District’s Proposal C verbiage, with green font being verbiage advanced by the District and
yellow font representing SMEA’s proposed verbiage revisions or new additions advanced by SMEA. The District reviewed SMEA Proposal 5.

SMEA clarified that on page 6 of Proposal 5, Article XVII Employee Insurance, the third paragraph should read: “The school District’s medical insurance plans will be as follows, with eligible certified employees choosing between Option 1 or Option 2”, and continuing on with the two Options as listed.

Business Manager Cordell requested clarification regarding the following proposed language as the same appears in SMEA’s Proposal 5, page 2, which read as follows:

“There will be deferred vertical salary schedule movement for 2020-2021 year. This year of non-movement will be reviewed during the 2021-2022 negotiations, and shall be restored when the state salary apportionment increases, at which time certified staff will be placed in the cell which reflects individual professional status and years of experience.”

Discussion ensued related to the referenced proposed language advanced by SMEA and the District’s position that it has no control over the State appropriation and how funding may or may not be restored for vertical salary movement. SMEA advised that it is their goal that certified employees not be penalized with lack of movement on the salary schedule for future years. Following discussion, SMEA indicated they would review the proposed language further.

SMEA advanced the following wording that was listed as paragraph 5, page 3 – Advanced Professional Rung:

5. Advanced Professional Rung
Leadership: Advanced Professional certified instructional, or pupil service staff person shall be considered to have demonstrated professional leadership if she/he meets any of the following criteria:

a. Serves on a state, district, or building commission, task force or other committee providing guidance at the state, district, department, program, or school building level
b. Is the recipient of a leadership premium as provided under Idaho Code 331004(1)
c. Holds a current Master Educator Premium, or National Board Certification (re: Idaho Code 33-1004)
d. Documents providing mentoring, collegial support professional development to staff

SMEA shared their rationale related to the above language related to Advanced Professional Rung. SMEA set forth their position that it is their belief the same is a negotiable item as it
affects certified teacher salary and can be negotiated if both sides agree to negotiate the same. A copy of SMEA’s Proposal 5 will be filed with the meeting’s records.

The District requested to caucus at 5:22 p.m., and Chair Hendrickx, Trustee Dirlam, Business Manager Cordell, Board Clerk Robinson, and Administration Assistant Dorman exited the room and returned to negotiations at 5:50 p.m.

At 5:51 p.m., the District submitted proposed language to address proposed vertical salary movement as follows:

“There will be no vertical salary schedule movement for the 2020-2021 school year. This one year of non-movement will be reviewed each year and will be restored when sufficient State salary apportionment is received to support the movement.”

Discussion ensued related to the proposed modified language. Chair Hendrickx advised that the District routinely passes all State appropriations to teachers that are tied to salaries and benefits.

SMEA reviewed the proposed language, and discussion ensued related to State apportionment and funding.

Chair Hendrickx led a discussion related to SMEA’s proposed language related to Advanced Professional Rung, with each side presenting their position regarding the same.

Discussion ensued regarding SMEA’s proposed language for Item 6, page 3 related to school activities and the 2020-2021 Extra/Co-Curricular Coaching/Advisor Salary Schedule.

SMEA requested to caucus at 6:01 p.m. Chair Hendrickx, Trustee Dirlam, Danette Cordell, Karen Robinson, and Stacia Dorman exited the meeting room at 6:01 p.m., and returned to negotiations at 6:17 p.m.

Discussion ensued related to SMEA’s proposed wording “deferred vertical salary schedule movement. Following discussion, tentative agreement was reached on the language at 6:20 p.m., and the parties marked the changes in SMEA Proposal 5 and signed off on the same. The approved language will read: “There will be deferred vertical salary schedule movement for 2020-2021 year. This year of non-movement will be reviewed during the 2021-2022 negotiations.

Discussion returned to the proposed Advanced Professional Rung language advanced by SMEA’s Proposal 5, page 3. Following discussion, Chair Hendrickx committed the District to developing a District guidance document that will set forth directives related to activities that would support certified staff regarding Advanced Professional Rung activities. At 6:27 p.m., both sides agreed to the removal of paragraph 5 in SMEA’s Proposal 5 related to Advanced Professional Rung.
Discussion ensued related to Article XVII – Employee Insurance located on page 6 of SMEA’s Proposal 5. At 6:28 p.m., both sides approved and initialed the modified language.

At 6:28 p.m., SMEA submitted a Proposed Article XVIII – Reopening of School During Covid-19. Discussion ensued and SMEA advised that they had been working on the proposed Article related to school reopening at the same time that the Superintendent had sent an e-mail related to the development of a committee to work on the District’s reopening plan. SMEA indicated that in light of the District’s plan to form a committee related to the same, SMEA accepts the District’s plan for forming the referenced school reopening committee with building and staff representation on the committee. SMEA’s proposed Article XVIII – Reopening of School During Covid-19 will not be advanced.

Monique Huddleston, on behalf of SMEA expressed their support and thanks to the District’s paraprofessionals for their services to teachers and students.

Discussion ensued related to preparation of the preliminary draft of the 2020-2021 Negotiations Agreement.

A follow-up negotiation’s meeting was not scheduled.

There being no further business for which the meeting was called, the meeting adjourned at 6:35 p.m., Tuesday, July 7, 2020.

/s/ JODY HENDRICKX
Jody Hendrickx, Board Chair

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