

NEGOTIATION MINUTES
APRIL 2, 2019
TROY ELEMENTARY SCHOOL

District Members: James Fry, Negotiator; Brad Malm, Superintendent; Theresa Priebe, Clerk; (Wendy Fredrickson absent)
TEA Members: Alison Bohman, Negotiator; Crystal Tibbals

The meeting began at 4:30 p.m.

James Fry stated shall we, I know last year we kinda agreed like an hour at a time and then if we need to go beyond the time, we would; otherwise we'll just cut off.

Alison Bohman stated I like that idea.

James Fry stated perfect.

Crystal Tibbals stated definitely.

James Fry stated and then if you would like, we could exchange our ideas.

Alison Bohman stated okay. We can do that.

James Fry stated and what we will tell you is that we did not bring a list.

Alison Bohman stated okay.

James Fry stated because we discussed some stuff in the previous meetings with the Association Leave and Emergency Leave that we would like to enact into policy with the Board. But other than that, this is kinda where we're at. Let's see what you got.

Alison Bohman stated well, you will notice my list looks very familiar. It's exactly what we've talked about in the meetings. The first one, letter (a), being movement on the schedule; (b) continue that discussion about how are we going to catch up to the other school districts. Try to reach some type of agreement, you know, to get us closer to be competitive with their salary schedules. Uh, I know we started that discussion but there's, I know there's a lot more to discuss in that area; and then like you said, that Emergency Leave policy is exactly, I think I typed up from Brad's.

Brad Malm stated uh-huh.

Alison Bohman stated Association Leave the same thing; and then that Advisorship Stipend—raising that from \$25/hour to \$30; and the only new one on here, and this came about after our last meeting, is any teacher that would be receiving the Master Educator Premium through the State of Idaho, that has to flow through the District. So, it would be given to the District and we just wanted to make sure, like if we got our stuff turned in on June 30th, that money went to the District some time in the Fall, we wanted to make sure that it's given out to employees within a timely manner. I think on here I put within 30 days. Basically, so that it's not held until the end of the year. If that makes sense. It should just kinda flow through money. Yup, that's pretty much it.

James Fry stated okay.

Alison Bohman stated I did make another copy. (Proposed salary schedule) This is what I handed out at the meeting. This would be implementing the \$35,800 for the base salary, which at that time it was the state minimum. Obviously now the state minimum is changing to \$38,500, which is great for beginning teachers. We love it. Then the following year, going up to \$40,000, so there might be some discussion there as well. And then the ones I highlighted, the three, which just would be the ones now going to be below the state minimum on this schedule. You know, if you look at our

Brad Malm asked if this was our current schedule.

Alison Bohman stated no.

Brad Malm asked if it was a proposed schedule.

Alison Bohman stated this would be the 14.5% increase.

Brad Malm stated okay.

Alison Bohman stated changing that minimum to \$35,800.

James Fry asked this would be based on number (b), right?

Alison Bohman stated yes, exactly. And I do know in some reading that the State did, has agreed, to a 3.4% increase for teacher salaries through the career ladder.

Brad Malm stated right.

James Fry stated so, do we want to meet, talk a little bit, or do we, since Wendy's not here, do we want to just

Brad Malm asked exchange lists and call it good?

James Fry stated and then set up another meeting, so that we have time

Alison Bohman stated sure.

James Fry finished stating meet as a whole group?

Alison Bohman stated yeah.

James Fry asked that okay?

Brad Malm stated I'm fine.

James Fry stated so why don't we just, if you're all good, set another meeting time.

Alison Bohman stated sure.

James Fry stated that'll give us some time to get with Wendy and bring her up to speed.

Alison Bohman stated definitely. I just want to make sure too, the letter (b), we are very open to discussions and ideas and how are we going to do this. We want to find a way to make it work for everyone.

Crystal Tibbals stated the number is just a little intimidating when you see it. This isn't what we expect right now, just that continued discussions.

Next tentative meeting is scheduled for Thursday, April 11, 2019 at 4:00 p.m.

Meeting adjourned at 4:38 p.m.


District Negotiator


TEA Negotiator