

NEGOTIATION MINUTES  
MAY 17, 2018  
TROY ELEMENTARY SCHOOL

District Members: James Fry, Negotiator; Dana Hoskins; Brad Malm, Supt.; Theresa Priebe, Clerk  
TEA Members: Alison Bohman, Negotiator; Crystal Tibbals

James Fry called the meeting to order at 5:30 p.m. and everyone introduced themselves around the table.

Minutes from the April 25, 2018 meeting were approved and signed.

James Fry stated just a reminder that we'll keep the meeting within an hour tonight.

Alison Bohman stated okay.

James Fry stated first, before we even get started though, the Board as a whole wants to say we appreciate you guys a lot because...especially when you look at these scores, you cannot argue with what you guys have done and I was probably one of your hardest critics when scores were low, but what can you say? We are double in some categories over what the State is. If you look at the one chart, we're the only public school with a lot of charter schools. I think Nezperce is in one of the categories. So, thank you! Thank you guys for working hard and pass that on to your group. We do appreciate it. So, do you have any questions for us?

Alison Bohman stated I just wanted to talk briefly about this. Was this the old one that was in our Agreement at one point?

Brad Malm stated that it was. And then we messaged it a little bit. We made some tweaks, right? Didn't make any changes to it. I think it was pretty much verbatim.

Alison Bohman stated I think parts of it are fine. However, in looking through it, parts don't quite follow the whole collective bargaining process and the law. So, I just made some little notes. I think that #1—keeping the code in there. That's fine. #2 – these numbers don't necessarily correspond with your 1, 2, and 3. But if you look through, a lot of it is just rewording, kinda what was there. Some of it is pretty much the same. I don't know if you want to take a minute to look through there. You know, I guess the 3-1 stood out to us, needing signatures. In the bargaining law, yes, we will produce the annual 50% plus 1, but the signatures aren't part of that. And then the other one is submitting the written proposal 5 days before negotiations.

Brad Malm asked where are you looking at this?

Alison Bohman stated 3-2. Oh, on yours. I'm sorry. On the one that you guys gave us.

James Fry stated I think I have a copy of that too.

Alison Bohman stated so, submitting the written proposal 5 days ahead of time. Really those are suppose to be submitted at the table.

Brad Malm stated yes, I know that is old language.

Alison Bohman stated right. The more I read it, I said gosh that looks familiar.

Brad Malm asked where are the signatures?

Alison Bohman stated right here that I have underlined. And then the other thing that stood out...

Brad Malm stated now this, this is new legislation. 3-1. That just passed the legislature this year.

James Fry stated so, it will go into effect in July, correct?

Brad Malm stated yes. I pretty much copied that verbatim from that, but I can double check.

Alison Bohman stated and I can double check on that too. The other thing that kinda stood out to us was your 3-3. What we can negotiate. Working conditions was not part of that and that's always been in there before. So, but there's length of day or prep time. Things like that.

Brad Malm stated okay.

Alison Bohman stated anyway, those were kind of some of our ideas and then also some of the dates. In ours, I think we put the March date also. Yes, #4 of ours, it says agree to open negotiations no later than the second week of March, which goes along with what yours has as well. But, sorry, I'm skipping around. On yours, dispute resolution 7-1, it says as of May 1<sup>st</sup> if a dispute exists concerning unresolved items. We were a bit concerned about that date because if we're still negotiating, what does that mean? Does that mean stop, impasse, mediation, you know, when maybe we're still making progress? And then #9 on yours, it's just restating the code—seems to be fine. And then striking out the cash in lieu. I mean, I really think we agree with that. That just has to be done and we understand the reason behind that.

James Fry stated so why don't we just take a little bit of time. Can we just take 15 minutes? We'll go look at this stuff here and see if there's anything that...and we can look for that or maybe we can find that Idaho Code even while we're there. The legislation of it and if that has anything.

Alison Bohman stated sure and requiring of the signatures.

James Fry stated and discuss this stuff real quick and then come back if that works.

Alison Bohman stated sure.

Brad Malm stated did you guys have any thoughts about #3?

James Fry stated oh yeah.

Alison Bohman stated so, #3, I just want to clarify, make sure I understand. Basically it means that, if we did something—if we caught a mistake, we did something wrong...

Brad Malm stated if there was something illegal on either one of our parts, I think you just eluded to something illegal. So, if that happened to get in, we can take it out.

Alison Bohman stated right. Yes, yes that sounds fine.

Brad Malm stated okay. Great.

James Fry stated give us 15 minutes. Let's go 20 just to give us a little bit more.

Dana Hoskins stated we can come back sooner.

James Fry stated okay.

Alison Bohman stated sure.

Teams recessed at 5:37 p.m.

Teams returned to the table at 6:13 p.m.

James Fry stated so we went and looked over what you had put in. The signatures—we're okay with removing that from 3-1.

Alison Bohman stated okay.

James Fry stated the 5 days. The only reason, I guess me personally, would like to have it before because then I can come with, I guess, information and move the process along quicker. But, we're okay with bringing it right to the table as well. That's fine.

Alison Bohman stated okay.

James Fry stated working conditions. We're fine with having that word in there.

Alison Bohman stated okay.

James Fry stated and then we would like to move 7-1 to June 15<sup>th</sup> on both of those where there's two May 1<sup>st</sup>. So, go June 15<sup>th</sup> and June 15<sup>th</sup>.

Alison Bohman stated I think that would probably give us time after the levy.

James Fry stated yes, we figured we had to have the final contracts signed by July 1<sup>st</sup>. That still give us a little bit of time and in between to work through if we had some....

Alison Bohman stated sure.

James Fry stated so, let's talk about Bereavement Leave.

Alison Bohman state okay.

James Fry stated we're still having issues defining that. So, what we would like to do is have a discussion throughout the year in some of our meetings and whatnot.

Alison Bohman stated sure.

James Fry stated and then move that into Policy and Procedure if we come to an agreement on what that would look like as far as that goes. But right now, we're trying to figure it out. We agree with you, a fire is an emergency, but we're not sure....

Alison Bohman stated exactly how to word it.

James Fry stated right. And tighten it up a little bit, I guess, so that we're not letting things get out of control too and with some definitions in place.

Crystal Tibbals stated we had that same conversation today. That there would have to be some words put in there so that it wasn't being taken advantage of. You know, we don't want it to be like "well, I want to go on vacation and I need five extra days, so let's go into this".

James Fry stated so we would just like to be able to work through that process maybe throughout this year and try to refine that a little bit.

Alison Bohman stated okay.

James Fry stated Association Leave. We agree that we want all staff to have the opportunity to get trained and stuff. But, we would like to address that in Policy as well because we don't negotiate for non-classified.

Alison Bohman stated classified.

James Fry stated sorry, classified. So, we would like to just make that a policy where it's actually defined in there. So, do you want to take another break or do you want to keep going?

Alison Bohman stated I think we can keep going and discuss that other two items on the list.

James Fry stated okay. So, I want to go back up to where we talk about that "we will agree so long as the following changes". So, we were talking about I think we did agree to—we will agree to insert the 2018-2019 Procedural Agreement with the changes we've talked about. Is that correct?

Alison Bohman stated well we will have to, we will have to go back and talk about all of this first before we agree to anything.

James Fry stated okay. We did agree on the cash in lieu—striking that, correct?

Alison Bohman stated yes.

James Fry stated okay. And then we also agreed to the 2018-19 legal language below the signatures.

Alison Bohman stated yes.

James Fry stated so do you want time to discuss the #1 or do you need to take that back to your group.

Alison Bohman stated no, I would just like to discuss the (A) and (B) on our list—the movement on the salary schedule and the 3% on the base.

James Fry stated okay. Could we take 5 minutes?

Alison Bohman stated yes.

Teams recessed at 6:19 p.m.

Teams returned to the table at 6:23 p.m.

James Fry stated so, before we talk salaries, can I get a clarification on the Procedural Agreement?

Alison Bohman stated yes.

James Fry stated it is my understanding that we agreed with everything you wanted changed.

Alison Bohman stated I think so. That is just what we were talking about. So, we can agree on that.

James Fry stated we can agree on the fact that we agree.

Alison Bohman stated yes. We can agree that we agree.

James Fry stated and I will just clarify here for the record that signatures come out of 3-1?

Alison Bohman stated yes.

James Fry stated working conditions. The words working conditions will be added into 3-3?

Alison Bohman stated yes.

Crystal Tibbals stated to Alison Bohman you crossed off a lot there, just make sure we're all in agreement.

Alison Bohman stated to Crystal Tibbals that was the 5 days.

Crystal Tibbals stated to Alison Bohman no, but I meant the one above. He just said to take out signatures. We're taking out the whole sentence.

Alison Bohman read to Crystal Tibbals the signatures presented must be current.....

James Fry stated you said that it will follow law.

Alison Bohman stated right. Yes.

James Fry stated I mean, it says every year the TEA will provide verification of their representative status of 50% plus 1 bargaining unit employees in accordance with the law.

Alison Bohman stated yes.

James Fry stated we're fine with that. And then we agree to go to June 15<sup>th</sup> and change those dates. So, are we in agreement then the Procedural Agreement will be added in?

Alison Bohman state yes. We agree.

James Fry stated so, Association Leave. I just want to clarify to move that, to looking at it in Policy and Procedure because it's a non-negotiated item.

Alison Bohman stated yes.

James Fry stated okay. So, now that we are at that point, we will talk about salaries. We do agree to move salary on the steps and lanes and we also will agree to the 3% salary increase.

Alison Bohman stated okay.

James Fry stated we do appreciate everything you have done. Like we said the scores—how do you argue with that?

Dana Hoskins stated good job guys.

Alison Bohman stated thank you!

James Fry stated so, I think, unless I'm mistaken, we are complete with negotiations.

Alison Bohman stated I think we are in agreement.

James Fry state we are in agreement.

Dana Hoskins whispered you just need to ratify.

Alison Bohman stated yes, we will ratify. So, we will get the official document from Theresa, right?

Theresa Priebe stated yes.

The meeting adjourned at 6:26 p.m.

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James Fry \_\_\_\_\_ Date

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Alison Bohman \_\_\_\_\_ Date