

NEGOTIATION MINUTES
APRIL 11, 2019
TROY ELEMENTARY SCHOOL

District Members: James Fry, Negotiator; Wendy Fredrickson, Brad Malm, Superintendent; Theresa Priebe, Clerk

TEA Members: Alison Bohman, Negotiator; Crystal Tibbals

The meeting began at 4:07 p.m.

James Fry stated first I want to just note that it's not recorded for the reinstatement of the 2018-19 Master Agreement for 2019-20. So, it's not in those notes at all. So, I just wanted to make you aware of that.

Alison Bohman stated thank you.

Crystal Tibbals stated I did not notice that.

Alison Bohman stated I did not either.

Crystal Tibbals stated good catch.

James Fry stated I'm going to jump to (b).

Alison Bohman stated okay.

James Fry stated as Crystal said that it is a shocking number. So, what we would like to do is to just take 15 minutes and if you could come back with maybe someplace we can start instead of 14.5%, if you could give us a starting point of negotiations, we would appreciate that.

Alison Bohman stated, so do you have a counter for us?

James Fry stated no, we'd kinda like to see what you have to say. We were kinda shocked with the 14.5 increase. So, we would just like to give a little bit of time to..so we may come back with something we would like to start at. I think we could do that pretty easily, but we would like to have you come back with a number as well so we can start somewhere.

Alison Bohman stated so, I would like to hear your number first if that's okay and then we can go from there.

James Fry state we don't have a number right now so we'll still need to take that 10-15 minutes to discuss as a group and see where we're at.

Alison Bohman stated sure.

James Fry stated you okay with that.

Alison Bohman stated yes.

James Fry stated okay, let's go ahead and take that time.

Teams went to caucus at 4:09 p.m.

Teams returned to the table at 4:24 p.m.

James Fry stated if you're okay with it, I'm going to jump to (c) and (d) first.

Alison Bohman stated okay.

James Fry stated since we don't negotiate policy stuff, that we agreed that we're going to go before the Board and get that into policy. We would like a little bit of a definition on the Advisorship Stipend because it says concerts. So can you just define who this relates to?

Alison Bohman stated so, yeah, it would be the teachers attending like, elementary teachers, for us it would be elementary concerts and then for high school, I think mainly it would be after school things like setting up for dances, cleaning up for dances, decorating for dances—anything that takes place outside of the school day. Does that clarify?

James Fry stated so, I just want to make sure. So, grade school will be teachers who are attending the concerts like the spring concert or the Christmas concerts. And then set up for dances.

Alison Bohman stated right. So any duties that takes place outside of the school day.

James Fry stated and then the State of Idaho Master Educator premium money. As we discussed, that will be as money comes in, the money will go out.

Alison Bohman stated okay.

James Fry stated it won't be one of those where we, I think by law, we have to send it out actually. So, it will be in the next pay cycle or whatever.

There was a pause.

James Fry stated and then, so we can bump back up to (b).

Alison Bohman state okay.

James Fry stated you had stated in the previous discussion we had that the State has agreed to a 3.4 increase for teacher salaries. Is your number somewhere close to that 3.4?

Alison Bohman stated no. Because if we plan to catch up with other school districts we can't just take what the State is giving us because what's happened in the past is the State has allocated money for teacher salaries and there were quite a few years that we did not get that and other school district did. Um, therefore, we are significantly lower than most of the other—well, I think I gave you the salary schedules of the other region school districts and in the communication meetings we had talked about. Okay, so one way we could kinda fix this is if we look at a 3-year plan. Now, obviously, we can't negotiate for 3 years. But, if we looked at a 3-year plan—5% the first year; 5% the second year; and, 4% the third year, then that would get us caught up assuming that none of the other districts got raises at

all, they stayed where they are and that's not going to happen. If the State is allocating a 3.4% this year, chances are we don't know this, but most likely the other school districts will get at least a 3.4. So, in order then for this plan to work we would have to have, we would need the 5% plus the additional 3.4%. So, like a 8.4%. If we're ever really going to catch up. Does that make sense?

James Fry stated take a look at this (handout given to Alison Bohman). We did some, we had Theresa do some numbers for us.

Alison Bohman stated okay.

James Fry stated and when you look at number of days taught, we are the lowest and if you look at the other districts numbers, there's a difference there too that you have to take into account.

Alison Bohman stated and I agree with the days but we have to look at the minutes of the days. Our days are longer than the other school districts by at least 13 minutes. We added 7 minutes and then an additional 6 minutes. So, I think if we're going to compare apples to apples, we would probably need to actually break it down to instructional hours or minutes to other school districts.

Brad Malm stated we're talking about teacher hours, not instructional hours. So, you're here 8 hours, right? You're here 8 hours. Correct?

Alison Bohman stated yes, we're here 8 hours.

Brad Malm stated right. So it wouldn't be necessarily instructional hours. It would be—these are teacher work days. These are, I can't remember how many student days we have, but this is the total teacher work days. Based on an 8 hour day, these are how many days people work. Now, they may teach a little bit more during the day or a little bit less during the day, I'm not sure of that, but it's based on teacher work days. Does that make sense?

Alison Bohman stated yes.

James Fry stated I think the other thing that really concerns us at this point and should be concerning hopefully to you as well, we don't know what the funding formula is going to be. They haven't come out with that yet. And this new funding formula—it's all over the board. We may do really well or we may have losses too. So, with that in place, since we don't know what that is, it should be a concern for all of us.

Alison Bohman stated with that in mind then, we should actually wait to negotiate until that's done. I mean, if that's the hold up.

Brad Malm stated pardon me for interrupting, but the funding formula won't be done this year. It's not going to get out of the legislature. What they're going to do is have a bill introduced that's going to define the different funding mechanisms—free & reduced, at-risk students—those kinds of things and then they're going to ask the district to provide accountability where the money is being used and being spent. So, as far as the funding formula being passed this year, the last email I got was it's dead.

Alison Bohman stated so then that won't affect the school year 19-20.

Brad Malm stated it won't affect this year at all.

Alison Bohman stated right.

Brad Malm stated but potentially it could affect future years because if you've done any looking at the funding formula, you know the way they're doing it, there's winners and loser within every district, within the districts. So far, except for one model, beta model, that I received, we were under \$7000. The rest of the models I received, we were in the black. But still, at the end of the day when they finally produce the funding formula, unless the State wants to put more money into it and we know that's probably not going to happen, uh, there's going to be people who are going to benefit and there's people who are not going to benefit. So, we can't predict that. We don't know what's going to happen. So to agree to, you know, certain amount of money when we don't know what's going to happen in the future, I think it would be irresponsible of the District.

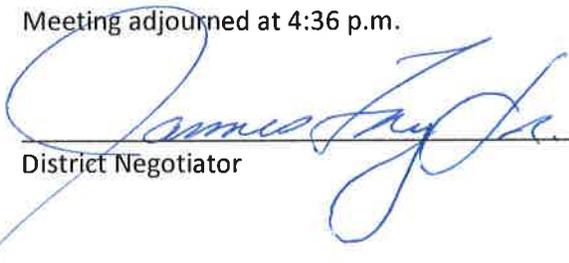
James Fry stated so you're looking at, you're talking about a 8% is what you feel to get to that point where you're caught up I guess. We budgeted, I'll just tell you, we budgeting for 3.5 and movement on the steps and lanes and that's probably where we're going to hold pretty tight to.

Alison Bohman stated okay. At this point we cannot agree to that. So, you said movements on the salary schedule. So, I think probably then, if you're firm on that number we will probably need to plan another meeting to discuss and plan.

Negotiators looked at scheduling the next meeting.

Next tentative meeting scheduled for Monday, April 22, 2019 at 4:00 p.m.

Meeting adjourned at 4:36 p.m.


District Negotiator


TEA Negotiator