



West Ada

SCHOOL DISTRICT

West Ada Education Association-West Ada School District Joint Negotiations

Date: March 20, 2017

Scribe: Cheri Newbold

Members Present: Dave Roberts, Mandy White, Debbie Arstein, Travis Gray, Eric Thies, Karly Bryant, Kelli Furey, Kurt Dorn, William Suggs,

Members Absent: Michelle Sanders

Observers: Luke Franklin, Kendra Wisenbaker, Phil Neuhoff

Meeting began at 4:30

Established Norms

1. Listen to all ideas and all ideas are heard
2. Nothing personal, assume best intentions
3. Ask clarifying questions
4. Send minutes to team within 2 business days following the meeting; team responds within 2 business days, unless no corrections are needed; Cheri to send draft minutes to all district users.
5. Start and end on time (4:30-6:30) (wrap up 10 minutes prior)
6. Joint agenda created by Debbie Arstein and Kelli Furey
7. Respect the person speaking; one person speaking at a time.

Determined meeting schedule

- April 12, 2017
- April 18, 2017
- April 26, 2017
- May 2, 2017
- May 11, 2017

Discussed protocols for Collaborative Traditional Bargaining

- Discussed phases of CTB:
 - Non-economic issues with high potential for cooperation
 - Non-economic issues with low potential for cooperation
 - Economic issues
- Discussed that a caucus is OK for both groups.
- Tentative agreements will be a goal with both parties agreeing.

Reviewed JFAC Appropriation for 2017-2018

- JFAC consolidated several individual funding line items.
- The Discretionary factor is now segregated as Discretionary and Healthcare Costs.
- Health insurance: the District spent \$18 million a year.

Reviewed Support Unit Projections for 2017-2018

- Support units are calculated for all the grade levels and, in large part, drive our funding.
- Enrollment growth is preliminarily projected at 700 students.

Reviewed FTE Projections for 2017-2018

- A support unit is essentially a class room; FTE (Full Time Equivalent) is essentially an employee
- FTE - we are 77 short from what we qualify for compared to what we hire
- Dave will send a spread sheet to show where he added and deleted people according to projected retirement or attrition
- Dave reviewed placement of current staff, plus a projected increase of 46 FTE for 2017-18

Reviewed Certified Salary Projections for 2017-2018

- Dave presented a 2017-18 salary schedule based upon the Career Ladder for Residency Rungs 1-3 and Professional Rungs 1-10, deleted old Legacy rung 1 and moved all Legacy rungs back one step. The new Legacy Rung 6 is a 3.75% increase over the 2016-17 rung before the BA+24 and Masters allocation increases.
- State allocation for funding is not the same as the district salary schedule
 - West Ada must calculate an average salary for the State funding model which is then applied against our qualifying FTE

Discussed the General Fund budget projections

- Debbie will bring this information to the April 12 meeting

Agenda items for next meeting

- General Fund budget
- Health Insurance budget and potential Professional Development stipend
- August 18th floating day
- Work Calendar
- Scott Stuart the additions of coaches

The meeting adjourned at 6:30 p.m.