



# West Ada

## SCHOOL DISTRICT

### **West Ada Education Association-West Ada School District Joint Negotiations**

Date: April 18, 2017

Scribe: Cheri Newbold

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

Observers: Luke Franklin, Kendra Wisenbaker, Trustee Rene Ozuna, Chairman Phil Neuhoff, Robert Zumbrun, Tim Smith, Jessica Stone, Sally Mitchell, and Peggy Sewell

Meeting began at 4:30 p.m.

#### **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.

#### **Approval of Minutes from meeting on April 12, 2017**

- Minutes amended: Correction under item #3 relating to the Supplemental Salary Schedule to state: Late request from the drama advisors after the budget was presented for an increase to 26% for the advisor and a 9% increase for the assistant advisor.
- Motion was made by Debbie Arstein and seconded by Karly Bryant to approve the amended minutes from April 12, 2017. The vote was unanimous.

#### **Association Participation on District Committees**

- Insurance (Karly Bryant): Would like to review available options for all benefit packages to compare costs and coverages.
- Budget (Eric Thies): Understood the process but would like to see the budgeting for other funds.
- Instructional Calendar (Kelli Furey): The process was rushed and she felt like all levels needed to be represented (High School, Middle School and Elementary).
- Kelli suggested to add an alternative teacher to the Ambassadors Committee.
- Ambassadors (Eric Thies): Teachers' issues still needed to be addressed and wanted more of the entire group interacting. Eric stated the committee is a step in the right direction. Norms needed to be established and were established at the last meeting. This group had to build a trust relationship.

- Discussed increased communication from these committees to all staff for next year. Report out to the entire District is vital for feedback. Karly presented the group with a Proposed Addition to Article XI Section E., see below. The team will consider this change and discuss further at the next meeting. Karly will make some revisions and bring this back to the table April 26, 2017.

Originally proposed language prior to discussion:

Proposed Addition to Article XI Section E. (Changes are in bold text)

E. The Association shall have the authority to designate **representatives** for attendance on the committees/groups concerning, but not limited to, the following: **Ambassadors**, Benefits, Budgeting, and Calendar. The District will make every effort to schedule meetings before or after **contract hours**, or with respect to substitute allocation procedures (four-hour block).

1. **Initial committee/group meeting times will be set and communicated with at least ten (10) business days' notice.**
2. **Representatives on the Benefits committee will meet to assist District in making decisions directly regarding benefits plans as well as discuss their monetary impact.**
3. All three levels (elementary, middle, and high school) will have Association representation on the Calendar committee.

#### Supplemental Salary Schedule protocol

- Mandy will investigate with Scott Stuart what the current process is for review of the Supplemental Salary Schedule and report back at the next meeting.
- It was discussed that evaluating the entire supplemental salary schedule has been a discussion for the last 3 years. It was agreed to have a committee look at this system during the 2017-18 school year.

#### First proposal of a salary schedule by the District

- Discussion Points by WASD
  - Largest increase in salaries for teachers in years
  - 100% of what the State provides for salaries goes to teachers
  - District covers shortfall using discretionary funds
  - Board Policy regarding Fund Balance requires a 9% of General Fund budget as a balance
  - The District Fund balance is currently \$12 million and 9% would require a balance of \$18 million
- Discussion Points by WAEA
  - Priorities should be given to teachers' salaries over increasing the fund balance
  - Concerns over teacher retention and the ability to hire new teachers
  - Expressed concerns over the class sizes and the previous loss of a prep period
  - Indicated while we have a deficit budget, we are not deficit spending
  - The District has previously balanced the budget on the backs of teachers

Caucus for 5:47 p.m. returned 6:06 p.m.

- Discussion Points by WAEA
  - Previous year's 22.6 % of discretionary funds were used to supplement teacher salaries
  - Would like to budget for the same 22.6% of discretionary funds to go to teachers
  - Reducing the deficit budget is not a priority because we are not deficit spending
  - Teachers are the most important asset of our District
  
- Discussion Points by WASD
  - In the last three years teacher have seen the biggest increase in salaries in the District's history.
  - We have not balanced the budget on the backs of teachers; classified and admin have not seen the level of increase that teachers' have seen over the last several years.
  - The District can't always depend on supplemental levies to subsidize educational costs.

**Building the agenda for April 26, 2017**

- Update on the Supplemental Salary Schedule Committee and protocol.
- Revisit suggested change to Article XI to expand language on committees.
- Discuss compensation for sub coverage when filled by current WASD employees.
- Continue discussions regarding salary schedule.

Motion to adjourn meeting by Dave Roberts, seconded by Karly Bryant and it was unanimous to adjourn.  
Meeting at 6:23 p.m.