



West Ada

SCHOOL DISTRICT

West Ada Education Association-West Ada School District Joint Negotiations

Date: April 26, 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: Kendra Wisenbaker, Trustee Rene Ozuna, Trustee Ed Klopfenstein, Robert Zumbrun, Jessica Stone, and David Tjaden

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 18, 2017

- Minutes amended: Correction under District Committees to add another bullet and move the item (Kellie suggested to add an alternative teacher to the Ambassadors Committee) to that bullet point.
- Motion was made by Eric Thies and seconded by Mandy White to approve the amended minutes from April 18, 2017. The vote was unanimous.

Update on the Supplemental Salary Schedule Committee and protocol

- Monthly meetings are held with Activities Directors and Scott Stuart
- Karly Bryant presented Proposed Addition to Article II as follows:

WAEA Proposed Addition to Article II: Supplemental Salary Schedule

In order to form a deliberate and consistent process to analyze the needs, costs, and options for those programs and positions referenced in the Supplemental Salary Schedule, a committee will be formed in school year 2017-2018. The committee will consist of representatives from the Activities Directors, the Association, and middle and high school activities personnel in order to gain diverse perspectives at the extracurricular and co-curricular levels.

Revisit suggested change to Article XI to expand language on committees

- Karly Bryant presented change to Article XI and provided edits as suggested and agreed upon by the team

WAEA Proposed Addition to Article XI Section E, edited after meeting dated 18 April

E. The Association shall have the authority to designate representatives for attendance on the committees/groups concerning, but not limited to, the following: Ambassadors, Budgeting, Calendar, and Insurance. 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 Insurance 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.
4. Notes from committee meetings will be reported out to District employees at all levels if appropriate.

Discuss compensation for sub coverage when filled by current WASD employees

- Sub coverage has been problematic this year
- Paying teachers to cover classes is an option
- Absent Management has been an issue this year
- We need to have a 3-1 ratio sub to certified staff
- Master calendar for events and trainings that are going on District wide so days are not overbooked and the need for subs becomes a problem.
- Discussion of ideas: Permanent subs assigned to buildings, increase sub pay, difficult to find subs to cover advanced classes which decrease instructional time
- Karly Bryant proposed Addition to Article I as follows:

WAEA Proposed Addition to Article I

If administration requests the certified employee cover a class other than their own, or supervise students other than those regularly assigned to the employee, the employee will be compensated based on the hourly rate of pay for the employee's contract.

- Dave Roberts will provide sub information to the team next meeting

Continue discussions regarding salary schedule

- Discussion Points by WAEA
 - Disagree with this is all WASD can do; this is what you choose to do
 - Different priorities, and different judgement calls; WASD judgement is not good, where do we shift the funds?
 - Retain teachers and attract new teachers is a priority

- Concerns with the number of teachers leaving
- Would like to discuss the following:
 - Professional Development Stipend not reliant on health savings
 - Changes to the longevity stipends
 - Stipends for continuing education beyond a Masters
- Discussion Points by WASD
 - We have to stabilize fund balance
 - Board Policy 801.80 requires the District to have a balanced budget
 - Bond rating has dropped due to the fund balance decrease, we want to increase our fund balance to get a better rating (thus potentially reducing our interest rate) when we go to the voters for another Bond election
 - Next year's projection is a 2% increase in health care cost
 - Morale in the District is positive
 - Highest package offered to teachers in West Ada history
 - WASD is proposing a weighted average increase of 6.53%, which does not include the longevity stipend
 - The Team can be creative with how we fill the cells with \$ amounts
 - Our contract days are less than other Districts so dollar for dollar ratio is different

Caucus for 5:59 p.m. returned 6:23 p.m.

- Discussion Points by WAEA
 - Disappointed with the lack of a collaborative effort and unwillingness to negotiate salary package
 - WASD not willing to look at higher numbers
- Discussion Points by WASD
 - Frustration from last year and the number game, therefore we began by presenting the maximum amount the District has to offer teachers
 - WASD came to the table with a fair and solid number of 6.53% increase for teachers
 - Again this is the biggest increase in West Ada History for teachers

Building the agenda for April 26, 2017

1. Approval of minutes from meeting on April 26, 2017.
2. Discuss changes to Article II – Supplemental Salary Schedule
3. Discuss changes to Article XI (E) – Association Rights
4. Discuss changes to Article XII and Policy 401.16 – Certificated Personnel Problem Solving Mechanism
5. Discuss 2017-18 Negotiation Schedule
6. Continue discussion on 2017-18 Article I - Salary Schedule

Motion to adjourn meeting by Mandy White, seconded by Debbie Arstein and it was unanimous to adjourn. Meeting at 6:33 p.m.