



West Ada

SCHOOL DISTRICT

West Ada Education Association-West Ada School District Joint Negotiations

Date: May 4, 2018

Scribe: Cheri Newbold

Members Present: Dave Roberts, Jonathan Gillen, Jason Leforgee, Kelli Furey, Kurt Dorn, Karly Bryant, Michelle Sanders, and John Pattis

Members Absent: Mandy White and Misty Sterk

Observers: Luke Franklin, Eric Thies, Kendra Wisenbaker, Trustee Steve Smylie, Robert Zumbrun, James Ore, Lynda Robbins, Heather McDonald, Shawna Schneiderman, and Greg Felton

Meeting began at 5:00

Established Norms

1. Ready Golf (Be on time and be prepared)
2. Problem Solving/Assume Best Intentions
3. No Sabotage collective support decisions once made
4. Stay focused
5. Joint agenda created by Jonathan Gillen and Karly Bryant

Determined Meeting Scheduled (start time 5:00- 7:00 p.m)

- May 10, 2018
- May 15, 2018
- May 17, 2018

WASD Interest

- Salaries
- Supplemental salaries
- Athletic trainers
- Middle school activities coordinator prep time or stipend amounts
- Occupational therapist and Physical Therapists

WAEA Interest

1. **Work Day Language**
 - a. Limit the number of mandatory staff meeting to no more than 1 hour every two weeks
 - b. Pay equal to hourly rate for any required/requested work beyond contract work
 - c. No more duties for certified staff

- d. Additional Prep time for Elementary and Middle Schools
2. **Professional Responsibilities**
 - a. Report card issues/grade book issues
 - b. Support from administration in student disciplinary action
 - c. Autonomy in decisions about final grades in class
3. **Teacher Work Time**
 - a. No Duties for Certified staff
 - b. Equitable class sizes/workloads
 - c. A teacher work day at the end of each grading period, without professional development
4. **Monetary Issues**
 - a. Salary Schedule
 - i. Everyone moves a step
 - ii. Increase for those remaining in Legacy 6
 - b. Savings from Health Benefits/Professional Development Stipend
 - c. Supplementary Salary Schedule
 - d. Contingency Language which requires any unexpected funds (due to growth, for example) to be allocated to teachers
 - e. Pay for Duty
 - f. Professional Development Stipend (Independent of the Health Benefits)

Budget Overview for School Year 2018-2019

- Salary and benefits
- Transportation increase because the cost of routes, fuel cost, transportation to Star Middle School and the replacement of buses
- Star Middle School addition
- Technology gave us some savings
- Career ladder funded by the State
- Placeholder of 3% in administration and classified salary increase.

Salary Cost

- FTE 35 new, nine of which go to Star Middle for pupil service staff required for the opening of a new building
- Dave Roberts presented numbers

WASD Total Dollars Available

- Dave gave WAEA the dollar amount of 6,107,982 to work with
- The WAEA would determine how to distribute this money

Caucus for 20 minutes and returned at 6:20p.m

WAEA Clarification

- Where does the money come to pay the Physical Therapists and Occupational Therapists?
- Professional Development money is currently coming out of our benefits savings.

WASD Response

- This comes from a different account code, so it just requires the shifting of money from one area to another.
- The Professional Development stipend has come from the savings in expected medical insurance increases in the past years.

WAEA Response

- We accept the target amount offered

Budget for health insurance

- The District had a fantastic year
- Self-insured option requires extensive administration including a reserve, separate trust account, a Board of Trustees (not our Board) to oversee, and would require staff resources.
- Under a Minimum Premium option, we do not have to build up a reserve.
- The rates to insure families and spouses has been adjusted to help employees
- West Ada has had conversation with Boise School District on the way they allocated the reserves

Building the agenda for May 10, 2018

- Supplemental salary schedule update - Jason Warr
- Athletic Training Committee recommendation - Jason Warr
- Middle school Activities Directors -Jason Warr
- Ideas on Salaries
- Discussion on hourly pay

Meeting adjourned at 6:52p.m.