



West Ada

SCHOOL DISTRICT

West Ada Education Association-West Ada School District Joint Negotiations

Date: May 10, 2018
Scribe: Cheri Newbold

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

Observers: Eric Thies, Shawna Schneiderman, Carmi Scheller, and Heather McDonald

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

Approval of Minutes from meeting on May 3, 2018

- Motion was made by Michelle Sanders and seconded by Karly Bryant to approve the minutes from May 3, 2018. The vote was unanimous.

Supplemental Salary Schedule/ Activities Director Jason Warr

- Committee of High School and Middle School coaches and advisors
- Why we pay what we pay
- The committee created a weighted system/scoring model
- Points were awarded according to: Risk factor, preparation for facilities, prep time for scoring, size of staff, number of students and days worked were just a few of the categories.
- This system will establish consistency throughout the District
- Some of the sports received an increase and some received a slight decrease.
- Jason noted that if the category received a decrease this WOULD NOT happen until the next person is hired for that position. There would be no decrease in pay.

Middle School Activities Director/ Activities Director Jason Warr

- The pay is less at the middle school level
Responsibility has increased as the job has evolved:
 1. Responsible for maintaining the Web sites
 2. Determines if the student is academically eligible
 3. Facility rental agreements
 4. Busing
 5. Training, forms and fees paperwork and many other responsibilities
- Recommendation for the Middle School Athletic Directors would be to request an additional 45 minutes in the day to plan and prepare

Athletic Training/ Activities Director Jason Warr

- Must have additional certification and must be sponsored by a physician
- Established a job description and an evaluation
- Proposed to move to an extended day contract
- Athletic trainers will not be allowed more than 75 extended days
- Proposed cost of this change is \$20,000.

Proposed 2018-2019 salary schedule presentation/by WAEA

- Presented proposed compensation package
 - Salary schedule included: increase for all rungs of the career ladder
 - Supplemental proposed salary increases
 - Professional development stipend calculated as 1% of the lowest teacher salary, \$358/FTE
 - Trainers would receive a proposed 20, 000 and Middle School Athletic Directors would receive a proposed prep period

Blue Time Card

- Five hundred thousand dollars in hourly pay
- Dave Roberts presented the hourly rate sheet. The information needs to be updated and a committee needs to be formed for next year to look at the information and clean up the sheet.
- WASD proposed a 10% increase overall for this category

Caucus for 15 minutes and returned at 6:36p.m

WAEA concerns and clarification

- Noon duties is this mandatory at all middle schools if so WAEA proposed an hourly pay increase to \$23.50
- Agreed the proposed increase of 10% to hourly pay in the blue time card discussion items
- Class size agreement, WASD will pull power school numbers for class size information and provide information at the next scheduled meeting

WASD Clarification

- Tentatively agreed to 2018-2019 salary schedule proposed by WAEA
- WASD indicated that discussion have begun regarding OT/PT services and the need to have these individuals become an employee of West Ada School District

WAEA Clarification

- Asked where the funds would come from for this change of OT/PT employees

WASD Response

- This comes from a different account code, so it just requires the shifting of money from one area to another.

Building the agenda for May 15, 2018

- Noon duty issues
- Class size discussion
- Contract Language
- Professional Prep time
- Non-instructional days
- Extra duties for certified staff

Meeting adjourned at 7:13p.m.