



West Ada

SCHOOL DISTRICT

West Ada Education Association-West Ada School District Joint Negotiations

Date: May 15, 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, Luke Franklin, Angela Angel, Heather McDonald, and Alex Simpson

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 10, 2018

- Motion was made by John Pattis and seconded by Michelle Sanders to approve the minutes from May 10, 2018. The vote was unanimous.

Class Size/ WAEA

- Class size will be set based on safety requirements for each curriculum
- Optimize student outcomes and achievement
- Class size equitable among teachers with same type of curriculum taught
- Respect the workload of teachers

Class Size/WASD Response

- Addition of FTE and reduce the salary schedule
- Elective courses with low numbers of students look at the most efficient way to schedule these classes throughout the District
- This is a conversation to try to balance classes at the High School level
- Adding Aides to classrooms would this help or be more work
- WASD must follow policy

Noon Duty/WAEA

- Certified staff will have a duty-free lunch
- Certified staff may choose to work noon duty and will be compensated at \$25.00 per hour in time increments no smaller than 30 minutes

Extra Duties for Certified Staff/WAEA

- Extra duties for full time certified employees will not exceed fifteen-minute block of time per day or a total of seventy-five minutes per week.
- These duties include before school, recess, after school, and bus duty

- School duties are different school to school

WASD Response

- Pay needs to be in alignment with other duties in the building WASD offered a pay of \$12.00
- Extra duties are managed by building principals and some of the schools do not have the staff
- Size of the school playground plays an important part of how many should be on the duty

Contract Wording/WAEA

- Proposed change to Article X, Section C: However, any suggested alterations of a final course grade cannot be made without the consent of the teacher of record

Professional Preparation Time/WAEA

- Proposed addition under Article I: Full time certified employees will be provided a minimal total of eight hours of professional preparation time over the course of the last two days of each semester in order to finalize the concluding semester and prepare for the upcoming semester

Workdays-Calendar Review/WAEA

- Proposed Addition to Article – Extra Meetings
- School or department-wide staff meeting, and committee meeting (excluding Profession Learning Community meetings shall be limited to no more than one (1) hour every two (2) weeks.

MOU/WAEA

- Additional Revenue: If the district experiences growth larger the 650 students the district will pay 100% of the additional money allocated from the state to salaries to district staff through the hiring of additional teacher or pay an additional stipend in May 2019

Caucus for 15 minutes and returned at 6:46p.m

WASD Response

- Noon duties pay to align with other duties both WASD and WAEA agreed on an increase to \$13.75
- Professional Preparation Time must be discussed in the calendar committee with the state reporting certain hours have to be maintained. Renaissance High School and Idaho Fine Arts are close on instructional hours.
- Extra Duties for Certified Staff must be a school by school discussion and the Regional Directors will clarify that with the building principals. WASD has a policy that covers this information
- MOU for additional students WASD will continue with the current practices
- Language regarding Article X, Section C; WASD and WAEA agreed the wording would be conversation with the teacher, principal and region director
- Extra Meetings is a building decision and is a discussion that needs to happen in the Ambassadors committee.
- Workday-Calendar Review both WASD and WAEA agreed to work on Policy 401.60, Work Day

Sharing of insurance renewal savings/WAEA

- WAEA would like to maintain the sharing of savings of the medical insurance renewal similar to the past and pay it out to certified staff

WASD Response

- We discussed that we still have a deficit budget and need to use any and all savings to make sure that we end up in a break even or better situation
- Discussed that in the past these monies were used for the professional development stipend and we have solved that issue for 2018-19.
- WASD is willing to absorb any increase in the January 2019 medical insurance renewal and leave the employee contribution at \$25 per month for the 2018-19 school year

Caucus for 10 minutes and returned at 7:10 p.m.

WAEA Response

- If the WASD is willing to cover the cost if there is an increase in the medical insurance renewal, then WAEA agrees to the WASD proposal.

Final Summary

- All items presented for negotiations for the 2018-19 school year have been discussed and agreed upon by both parties. The team created a concluding agreement document identifying all of the agreements and this document was signed by all team members.
- WASD will present the concluding agreement to the board of trustees at the May 22, 2018 board meeting
- WAEA will present the concluding agreement to the members on or before May 25, 2018 for ratification
- WASD will do everything possible to have contracts for 2018-19 emailed to certified staff on or before May 31, 2018 before the staff leaves for the summer.

Meeting adjourned at 7:24p.m.