



# West Ada

## SCHOOL DISTRICT

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

Date: May 1, 2019

Scribe: Cheri Newbold

Members Present: Dave Roberts, Jonathan Gillen, Jason Leforgee, Mandy White, Michelle Farrell, Eric Thies, Karly Bryant, Kristen Fields, and John Pattis

Members Absent: Kelli Furey and Kurt Dorn

Observers: Heather McDonald, James Orr, and Rob Zumbrun

Meeting began at 4:47

#### **Established Norms**

1. Service First, seek to understand, and then be understood
2. Community Seek and value alternate points of view, allow yourself to be vulnerable and be aware of the vulnerability of others
3. Growth be willing to challenge yourself and others, respectfully
4. Results focus your eyes, mind, and heart on what you are trying to accomplish
5. Joy Find joy and pride in how far you have come and in the work we have yet to do
6. Joint agenda created by Jonathan Gillen and Karly Bryant

#### **Setting goals**

Negotiations time frame teacher have a contract in hand before end of year  
Start negotiations earlier start conversation March 15 first meeting  
December ask for the request from the Board to collect card count  
January start collecting the cards from teachers

#### **Determined Meeting Scheduled (start time 4:45- 6:45 p.m)**

- May 8, 2019

#### **WAEA**

- Professional Development Stipend Increase from \$358 to \$385 annually
- WAsD no issues with this

#### **WAEA**

- Proposed two addition days to the 2019-2020 school calendar which would increase contract from 185 days to 187 days
- Two days would be non-student contact days

- Four early release days currently used for PLC collaboration would be now be full non-student contact days and be dedicated to PLC and HRS work

#### **WASD**

- Additional contract days would cost 1.2 million
- Would need to discuss sharing the cost of the additional days

#### **WAEA**

- Possibility of sharing the cost of the days would be considered if teachers could have some role in how the days are used

#### **Salary Schedule**

#### **WAEA**

- Eric Theis presented the proposed schedule for 185 days and 187 days
- Condensing the salary schedule to 20 cells
- Percentage of increase 3.8%
- Supplemental salary no changes
- Staci Low contacted CTE teacher by e-mail on April 11<sup>th</sup> about potential changes to CTE stipends

#### **WASD**

- Impact of the funding formula

#### **Budget for health insurance**

#### **WAEA**

- Clarified information about Flores calculation
- Insurance benefits
- Prorating medical insurance for employees from 0.5 to 0.74 FTE

#### **WASD**

- Compared with surrounding Districts West Ada has great Insurance Plan
- Employees contribute \$25.00
- The increase projected in insurance benefits over two years is about 7%
- Projected increase of \$10.00 over two years
- First year insurance would be \$30.00, second year and \$35.00
- WASD wants to protect this plan
- Employees and the spouse of employees pay the same amount

#### **WAEA**

- Duty free lunch
- Would like to discuss this further at the next meeting when full WAEA is present

**WASD**

- Has not had any complaints
- Need to determine what schools are having problems with this

**WAEA**

- Stipend for Overcrowded Elementary
- Teachers have the option to be paid a stipend or receive the assistance of an overcrowded aid
- Calculated at \$205 per student per pay period

**WASD**

- Liked the idea
- Concerns on the management and logistics
- Would like to figure out a process for the next meeting discussion

**WAEA**

- Preps and compensation for those teachers
- Over two preps teacher receives a leadership stipend

**WASD**

- Negative impact for elementary teachers
- Could promote more teachers traveling
- Elimination of classes and programs could happen because of the cost of stipends paid out

Michelle Farrell made a motion to adjourn Karly Bryant seconded all agreed

Time of meeting adjournment 6:47 p.m.