

WEA Negotiations Date: 5/16/23

Meeting Notes

Attendance

Board: Todd Howard, Molly McGee, Amy Lynn

WEA: Patrick Richardson, Katie Bauer, Amber Wood

Public: Nicole Farkas, Kate Lund, Jared Young, Krystin Zingler, Ed Chilgren, Tina Brackbush

(5:04) Start of Meeting: Agreed Upon Ground Rules for Negotiations

- Keep meeting to 1.5 hours
- Teams may caucus for 20 minutes
- Negotiations will adjourn if a team doesn't return from a caucus
- WEA will keep summary notes that will be approved by both parties prior to starting to the next meeting.

(5:05) Set Next Negotiation Meeting: Wednesday, May 24, 2023 @ 5:00 WJSH Library

(5:07) Past History of Negotiations present by Todd Howard

- Read through Negotiation Points presented by the District from past negotiations.
- Copies of the past negotiation points were copied and passed out to attendees.
- Important points were pointed out and discussed by Todd Howard with the negotiations team that may affect this year's negotiations/past negotiations

WEA-Katie Stated there was no questions at this time but may at a later date

Significant Budget Items stated by District

Career Ladder

- Career Ladder is the stated funding mechanism for the state of Idaho. It is not a salary schedule.
- Minimum state salary for 22-23 is \$40,762 and will increase to \$41,118.
- 23-24 requires districts to pay a minimum Residency (R) [\$41,118] and Professional (P) [\$43,990] career ladder rungs.
- Career Ladder funding formula is based on FTE (not actual employee numbers)
- New monies generated by Career Ladder increases/requirements:
\$6359 x 29FTE=\$184K

Enrollment vs. ADA Funding

- Enrollment funding has been extended to finish out the 22-23 school year.
- 23-24 funding will revert back to ADA.
- ADA averages 90% of enrollment (over last 4 years)

- Decrease due to change will cost approximately \$200K

Health Insurance

- ISBT Statewide School Plan (Blue Cross) [increases are based on current enrollment]
 - Blue Cross Medical: 6.9% increase [\$54,983]
 - PPO Dental: 0% change
 - Willamette: 3.75% increase [\$1250]
 - Vision: 0% change
 - EAP: 0% change
 - Total benefit increased under current offerings: \$56,233

JFAC Budget Items (winners and losers)

- Classified/Administrative Salary Based Apportionment (+34.7%)
- Employer Benefit Obligation Classified/Administration (+30.6%)
- Career Ladder funding (+12.9%)
- Career Ladder Benefit Obligation (+26.4%)
- SDFS (+7.5%)
- School Facility/Maintenance Match (+14.5%)
- Technology (+37.7%)
- State Health Insurance (+10.9%)
- State Discretionary (+20.4%)
- IT Staffing (-100%)
- Mastery Based Education (-100%)
- Advanced Opportunities (-18.1%)

ESSER/COVID Funds

- Funds will be available through December 2024
- SHES restroom project
- Additional staffing (7th/8th teacher, sped teacher, full time subs, nurse, SHES secretary, paraprofessionals)

Other

- When there is an increase to the salary schedule base it also increases the total of the supplementary salary schedule.
- There are 26 certificated employees that are currently paid more on the salary schedule than the district is reimbursed for from the career ladder funding formula. (-\$129K)

(5:08)WEA Proposal is presented by Katie Bauer to Todd Howard, Molly McGee, Amy Lynn and other WEA representatives.

-Proposal 1:

- 1.1: Clarity of the language- Removal of some of the unnecessary titles (District and School Level Administrators only instead)
- 1.2: Definition of Teams that will be part of the negotiations team
- 1.3: Add in Ratification Clarity with Wording

- Molly asked if next board meeting needed to be added to ratification wording.
 - WEA stated they feel it does but not sure on wording
- Todd asked if we are adding to Next Regular meeting
- WEA stated yes
- Molly suggested “at next regular scheduled board meeting for which the agenda can still be modified
- Ed suggested additional wording as well
- Molly asked if signatures would then be moved to 1.4 instead of 1.3
 - WEA stated Yes it would be moved to cause 1.4

(5:19) Board has agreed upon changes made in Proposal 1

-Proposal 2: Grievance

- 2.2: add federal law or Idaho code
 - Amy brought up what if Board does not have the policy
 - WEA gave an example of Idaho Code to help
 - Amy came back with another example
 - WEA asked if Idaho Code overrides Board Policy
 - Todd stated that it is advised that Board Policy match but it does not necessarily have to
 - WEA suggested when not in conflict of board policy when it comes to Idaho Code
 - Amy stated she would feel better
 - WEA suggested we come back to it after looking into it more
- 2.3: The grievant may view the file upon request
- 2.4, Level 4: add 1 (panel member) and change final vote to (then render its decision)
 - Molly suggested new wording for panel member “1 person mutually agreed upon by the School Board and Association”

(5:36) Board as agreed upon 2.3 and 2.4 Level 4 changes in Proposal 2 (2.2 will be discussed again at a later meeting)

-Proposal 3:

- 3.2: Family Medical Leave
 1. Each employee of the District, whose leave qualifies under the federal Family Medical Leave Act, shall be entitled to up to 12 weeks of unpaid family leave.
- 3.3: Sick Leave
 1. Each certificated employee shall be entitled to one (1) day of sick leave with full pay for each month of service. Sick leave shall be calculated by the day, or percentage thereof, as defined in his or her individual employment contract.
 2. “Sick Leave” means a leave of absence, with pay, for a sickness suffered by his or her immediate family.

3. Accumulated sick leave from another Idaho School District may be transferred to this District as provided by Idaho Code 33-1217
 4. Employees may accrue unused sick leave. Upon retirement, an employee's accumulated unused sick leave must be reported by the District to the public employee.
- 3.4: Sick Leave Bank
 1. Purpose: The purpose of the Sick Leave Bank shall be to provide certified employees who qualify for membership in the Bank with additional sick leave days when needed to recover from personal illnesses which cause absence from work and loss of accumulated sick leave. The Bank shall be used as a reserve for lost time due to long term illnesses, (more than ten (10) consecutive work days) or personal injury, excluding industrial accidents or non-elective surgery.
 2. Administration: The Sick Leave Bank shall be administered by the Sick Leave Bank Committee in conformance to the regulations set forth in this agreement. The Sick Leave Committee shall be composed of one (1) member appointed by the Board and four (4) Association members appointed by the official bargaining unit.
 3. Eligibility for Membership: Membership in the Sick Leave Bank shall extend to any certificated employee of School District No. 393 employed by September 10th for the current school year. Any individual not contracted by September 10th will not be eligible for the current year. Such membership shall not be extended to the Superintendent.
 4. Membership: Employees who donate one (1) day of accumulated sick leave to the Sick Leave Bank prior to September 10th of the current school year: shall be members of the Bank and eligible for its services. All employees who have contributed to the Bank shall remain members of the Bank for the duration of their employment as certified employees of the school district.
 5. Donation: Donation to the Sick Leave Bank shall conform to the following regulations:
 - a) Initially, each Sick Leave Bank member may donate a maximum of two (2) days of accumulated personal sick leave per year until the maximum capacity of the Bank has been reached. After that time, Sick Leave Bank members may donate one (1) day of accumulated personal sick leave per school year at anytime during the school year prior to June 1st, unless the Bank has reached its maximum capacity; and
 - b) Days donated to the Bank shall be non-refundable to the donor as accumulated personal sick leave in the event of loss of Bank membership or separation from the District.
 6. Maximum Capacity: The Sick Leave Bank shall accumulate unused Bank days from year to year, to a maximum capacity of two hundred twenty (220) days.
 7. Maximum Withdrawal: The maximum number of days that shall be available for withdrawal for employee use in one (1) year shall not exceed the Bank's maximum capacity, as defined in item 6, Maximum Capacity.
 8. Employee Use of Sick Leave Bank: Members of the Sick Leave Bank shall conform to the following regulations when requesting use of Sick Leave Bank days:
 - a) The employee, or member of the Sick Leave Bank Committee when the employee is physically incapable, shall secure written evidence from the School District's Business Office that he/she has used all of his/her accumulated personal sick leave days and personal leave days, if available. The employee shall lose two (2) days of salary, calculated at

their daily rate of pay. Meeting these conditions makes the employee eligible to apply for use of the Sick Leave Bank days.

b) The employee, or member of the Sick Leave Committee when the employee is physically incapable, shall secure written proof of illness adequate to protect the district against malingering or false claims of illness as provided by Idaho Code § 33-1216, § 33-1217 and § 33-1218.

c) The employee, or member of the Sick Leave Bank Committee when the employee is physically incapable, shall present to the Sick Leave Bank Committee a request in writing for use of Sick Leave Bank days. This request shall indicate the number of days desired and shall be accompanied by the above two (2) statements.

d) The Sick Leave Bank Committee shall consider the application for use of the Sick Leave Bank days and shall approve or disapprove the request, in full or in part, within three (3) working days of receipt of items a, b and c. The employee shall be notified by the District office within three (3) work days after the Sick Leave Bank Committee's decision.

- 3.5: Sick Leave Donation

1. Any certificated employee may donate up to two (2) days of his/her personal accumulated sick leave days or personal leave days per year to any other employee who has exhausted his/her accumulated sick leave days. This leave will be for death or serious illness in the immediate family.

2. All donations will be voluntary, and no employee will be required to make a donation under this provision. This donation is limited to twenty (20) days per employee/recipient per year. The donating employee shall designate who will be the recipient of the donation.

- 3.6: Bereavement

1. Certificated personnel shall be eligible for bereavement leave for death in the immediate family. "Immediate family" shall mean spouse, children, brother, sister, mother, father, grandparents, grandchildren, or in-laws, same members of the spouse's family, parent, sibling, and grandparents. The Superintendent shall have the authority to give bereavement leave for up to five (5) days. Bereavement of greater than five days must be approved by the Board. Such leave shall not exceed ten (10) days.

- 3.7: Jury Duty

1. Any employee called for jury duty shall submit a copy of the initial notification letter to their immediate supervisor. All employees serving on jury duty shall receive paid leave from the District. In return, the employee shall submit all compensation paid by the Court to the District.

-Molly suggested it suggest say refer to the board policy number instead of written out

-WEA stated they would like to be part of a decision

-Amy talked about jury duty money and if the district still receives the money

-WEA stated the agreed upon contract should be able to last at least a year with agreed upon policies. WEA also stated the personal leave in Board Policy does not match what is in Contract at the moment.

(5:49) Caucus Time by District Board

(5:54) Board came back with Proposal saying that they are ok with board policy number reference in but not shortened board policies in the contract. Board would be ok with a WEA member part of the Board Policy Committee.

-WEA stated this helps us to be better protected and in other district contracts. This is especially true since board policy can change easily. This was something that was one time in our contract until we lost the Master Contract years ago. Things can easily be taken away without input from the union or staff. Again this helps to ensure that we are protracted and heard.

-WEA asked who is on the Board Policy Committee

-Todd stated that they are community members, board members, and a couple of teachers from the different schools.

(5:58) Caucus Time by WEA

(6:14) WEA came back with Proposal that Board Policy would be in the contract word for word for these specific policies. This would ensure they would not change for that year.

-Board came back with tabling this proposal until they can look into more information including what other districts have in their contracts regarding this information.

(6:17) WEA and Board have agreed to Table Proposal 3

-Proposal 4: Extending Article 4 to 5 clauses consolidating benefits and compensation. Adding Article 5 Terms of Employment

- 5.3 Professional Development Committee

1. A professional development committee, consisting of administrators, and employees, will recommend the priorities for professional development in the district. At least one Association member will be included in this committee.

-Board stated that this is discussed in other committee's

-WEA stated that Teachers may not feel like they have a say in their Professional Development

-Board member stated that she agrees with this and that teachers should have a say in what they are learning.

(6:26) Caucus Time by Board

(6:36) Board came back with a proposal that these things are already discussed in other committees and that there is money that is not being used for professional development in the buildings. WEA/teachers can make this committee on our own without asking the Board.

-WEA stated that there is a lack of communication regarding these funds and professional development.

-Board stated that they do not see an issue with making this committee but that it does not need to be in the contract as other committees are not in the contract.

-WEA stated that they worry that it will not be a priority for administration and pushed aside.

-WEA asked how often PD opportunities come up on these other committees.

-Board states that there is some wording that may need to be changed (including 2 associations members including one from each building and at least 1 board meeting)

-Board asked about Teacher Manual

-Todd stated that there is no official one

-Board stated that many of our issues brought up could be addressed inside of a Teacher Manual

-WEA stated that Professional Development is something that has been brought to attention for many years with no outcome.

-Todd brought up money that has not been used for the last several years inside the buildings.

-WEA pointed out that we are coming out of covid where we were unable to go to in-person conferences and professional development opportunities.

-WEA brought up again that this is something that is consistently brought up by the teachers in the area that they are dissatisfied with.

(6:53) Board and WEA agree to Table Proposal 4 until next meeting.

(6:54) Meeting adjourned

WEA Negotiations Date: 5/24/23

Meeting Notes

Attendance

Board: Todd Howard, Molly McGee, Amy Lynn

WEA: Patrick Richardson, Katie Bauer, Amber Wood

Public: Tina Brackebusch, Nicole Farkas, Katie Lund

(5:00) Start of Meeting: Agreed Upon Ground Rules for Negotiations

- Keep meeting to 1.5 hours
- Teams may caucus for 20 minutes
- Negotiations will adjourn if a team doesn't return from a caucus
- WEA will keep summary notes that will be approved by both parties prior to starting to the next meeting.

(5:01) Review and Accept May 16, 2023 meeting minutes

- Accepted by all parties

(5:03) Set Next Negotiation Meeting: Wednesday, May31st at 6pm at the WJSH Library

(5:04) WEA Proposal is presented by Katie Bauer to Todd Howard, Molly McGee, Amy Lynn and other WEA representatives.

-Proposal 2 (2.2) Grievance Wording:

-Grievance by certified employee.....including the terms of this agreement or existing Board Policy, Federal Law, or Idaho Code.

-WEA stated it would be beneficial for the board to help keep things out from being lawsuits and instead just bring a grievance. Things can be brought to their principal or a grievance instead through the legal side of things with a lawsuit

(5:05) Board asked to continue to Table 2.2

(5:06) Board response to proposal 3 Leave:

-(3.3, 3.4, 3.5, 3.6) Things had to be written exactly as they are written in the board policy for the year. Leave out the Family Leave Act and Jury Duty as they are federal laws.

(5:08) WEA asked to Caucus to discuss board's response

(5:19) WEA response Proposal 3 Leave:

-Agreed to Board response regarding 3.3, 3.4, 3.5, 3.6 with exact wording from board policy and to leave out Family Leave Act

-Board stated that these policies can no longer be in board policy if in our agreement due to conflicts that may occur.

-WEA we would like to look at Jury Duty law wording more to ensure that we still receive our daily rate and we give the district our \$15/\$50. Information gathered shows that this is not something that is required in Idaho. This could cause a financial burden on some individuals.

(5:25) Board agrees to putting Jury Duty into the Contract.

(5:25) WEA continued with their next Proposal

-Proposal 4 Professional Development Committee

-WEA is willing to drop this proposal under the advisement of the board to find alternative ways to communicate our professional development needs

-Proposal 5 Association Rights

6.1 Association Communications

1. The Association shall have the right to use the internal school email, intra-district mail, phones, and faculty mailboxes to communicate with members of the bargaining unit about Association business, as well as the right to use school facilities to conduct Association meetings.

6.2 Official Association Meetings

1. The Board shall not require any teacher to make up time spent in attending regularly scheduled official meetings of the state teachers association as provided by Idaho Code §33-513.

-WEA will add that WEA Union will pay for substitute teachers but the District will pay teachers their daily rate.

6.3 Professional Development Presentation

1. The Association shall have the privilege to distribute information to new employees at a district professional development day before students arrive. The Association representative(s) shall arrange a time and place with the administration.

(5:30) Board has accepted Proposal 5 with the correct Idaho Code

-Proposal 6 Terms of Employment

-5.1 Term of Contract

1. The term of the contract for employees covered by this Agreement shall be one hundred ninety (190) days and shall include the following:

- 1 district led professional development day before students arrive
- 2 additional preparation days prior to the student school year
- 1 certified preparation day at the end the 1st, 2nd and 3rd quarter
- 1 certified preparation day at the end of the student school year
- 6 holidays: Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Memorial Day, and Independence Day

-5.2 Teacher Work Day

1. All required meetings shall be scheduled during the employee's regular workday. This includes staff meetings and regularly scheduled professional learning community activities. When necessary, substitutes shall be provided for teachers to attend IEP meetings during the instructional day if they cannot be scheduled during the contract day. Parent conferences and open houses are an exception to this rule. Special staff meetings may be called by the building administrator if the issue cannot wait until the next scheduled staff meeting. If the staff meeting exceeds the preset length of time, compensatory time shall be scheduled within the next work week.

2. Parent conference time shall be compensated with a non-workday. For example, two (2) nights of evening conferences shall be compensated with one non-workday.
3. Significant alterations to the work day schedule of a building shall require a two-thirds (2/3) vote of the entire teaching staff.

(5:40) Board asked to Caucus

(6:00) Board response to Proposal

-5.1

-Board asked what 2 additional preparation days included

-WEA stated that they are just 3 days total

-Board suggested changing of the wording

-WEA agreed to add training/preparation days

-Board is worried about seat time regarding preparation days (3 less days)

-WEA stated that we need additional time to calculate seat time including how the new PD days are going to affect that time.

-Board stated that half days count as full days for seat time

-5.2

- (1)Board breaks down the fact that it is a give or take with sometimes the district wants you to stay later due to a meeting but other times you may want to leave early because of an appointment and it doesn't count against you.

-(2) Board is fine with this section being included.

-(3) Board is concerned about how this may ever happen and that big changes normally are already discussed.

(6:09) WEA asks to Caucus

(6:27) WEA response

- WEA asks to Table 5.1 regrading seat time regarding extra preparation time days for 1st, 2nd, and 3rd quarter until more information can be gathered.

- WEA agrees to take out 5.2:1 and 5.2:3

-WEA agrees that this is a give and take for everyone.

-WEA stated that with good leadership that 5.2:3 is not needed. Just for the administration to keep this in mind.

-Board Suggest new title for 5.2 is Parent Conference Compensation

(6:32) WEA asked if the Board had a salary proposal as we do not have one completed on our end as we wait for some additional information.

-Board stated they had hoped that we had one that they could take home and look over until next meeting.

-WEA and Board decided that even though some information may not necessarily be back in time for next meeting time we will keep the meeting date. If needed the meeting will be rescheduled.

(6:34) Meeting Adjourned

WEA Negotiations Date: 5/31/23

Meeting Notes

Attendance

Board: Todd Howard, Molly McGee, Amy Lynn

WEA: Patrick Richardson, Katie Bauer, Amber Wood

Public: Tina Brackebusch, Katie Lund, Jared Young, Denise Cobden (WEA Representative), Tina Brackbusch, Nicole Farkas

(6:00) Start of Meeting: Agreed Upon Ground Rules for Negotiations

- Keep meeting to 1.5 hours
- Teams may caucus for 20 minutes
- Negotiations will adjourn if a team doesn't return from a caucus
- WEA will keep summary notes that will be approved by both parties prior to starting to the next meeting.

(6:01) Review and Accept May 24, 2023 meeting minutes

- Accepted by all parties

(6:02) Set Next Negotiation Meeting: Wednesday, June 7th @ 5pm in the WJr/SrHS

WEA introduced themselves (we may have missed doing that in the past.)

(6:03) WEA Proposal is presented by Katie Bauer to Todd Howard, Molly McGee, Amy Lynn and other WEA representatives.

-Proposal 2 Grievance

- What is the status of 2.2?
 - Board asked if we could take out Idaho Code and leave Federal? Board has asked if we can continue to table 2.2
 - WEA agreed to table 2.2

-Proposal 3 Leave

- Articles 3.2, 3.3, 3.4, 3.5, 3.6
 - 3.6.2 Slightly different from board policy regarding jury duty
 - 2.All employees serving on jury duty shall receive paid leave from the District. In return, the employee shall submit all compensation paid by the Court to the District.
 - WEA pointed out the difference in wording from board policy

Board accepts proposal 3 with wording change stated above.

-Proposal 5 Association

-Articles 6.1, 6.2, 6.3

-Idaho Code : *It shall not contract to require any teacher to make up time spent in attending any meeting called by the state board of education or by the state superintendent of public instruction; nor while attending regularly scheduled official meetings of the state teachers association.*

Board accepts proposal 5

-Proposal 6 Terms of Employment

-Article 5.1, 5.2

-Regarding 5.1: Calculated seat time would still be 19.8 hours over the 990 therefore the seniors would still meet their time requirements.

-WEA talked about how high school does not have a full day like Silver Hills to grade and complete report cards. There are waivers that could be filled out if needed if we had an emergency closer (snow days, etc.)

-Board stated that the reason why Silver Hills gets extra days is because of standard based.

-WEA pointed out that the additional grading that has to be done at the high school level including several page essays, senior projects, etc. which can take at least 9 hours or more for 1 class.

(6:13) Board asked to Caucus

(6:21) Board counters with the High School may have the full day off on at the 2nd quarter

-WEA will come back to that offer after presenting further proposals.

-Proposal 7 Salary and Benefits

-WEA moved Salary and Benefits into one article instead of two articles.

- 4.1 Medical, Dental, Vision and Life Insurance

1. The District will pay the cost of the premium for the employee at \$1,054.00 This will include the full premium for medical, dental, life, and vision insurance for each certified employee who is eligible. To be eligible, an employee must be on regular contract for no less than twenty-eight (28) hours per week.
2. Insurance carriers and plans for the package will be mutually agreed upon by the District and the Association through the negotiations process.

-This will cover the increased cost of insurance (PPO Medical Renewal-\$1,001.40, Blue Cross Dental-\$41.85, VSP Vision-\$7.15, Group Life-\$3.60)

-4.2 Benefit Pool

1. Employees covered by a spouse's group insurance shall receive a benefit of \$425 per month in lieu of insurance coverage. Spouse's insurance must meet the Affordable Care Act "affordability" and "minimum value" standards. Employees receiving said benefit must provide proof of insurance to the District by August 1st of the contract year. Employees hired after August 1st have thirty (30) days to provide proof of other insurance coverage.

- A 10% raise to the base salary= about \$3,300 a cell
- An increase of about \$250,000
- Todd asked if our calculations including the base minimum.
- WEA stated that it does.

-Proposal 8 Extra-Curricular Salary

(6:29) Board asked to Caucus

(6:51) Board counters stating we do not get the amount that covers all and we want to make sure that we are able to increase classified pay as well.

- 5.5% increase to last years base
- \$42,983 would be the new Wallace School District minimum

(6:57) WEA asked to Caucus

(7:11) WEA has asked for the expected amount from the state for classified and the amount from the state for certified. State wide 145 million was approved for certified salaries and 96 million was approved to increase classified salaries.

- Todd states 190,000 for FTE 30 for certified and unsure for classified
- WEA states that we need additional time and asked to adjourn the meeting at this time.

(7:14) Meeting is adjourned.

WEA Negotiations Date: 6/7/23

Meeting Notes

Attendance

Board: Todd Howard, Molly McGee, Amy Lynn

WEA: Patrick Richardson, Katie Bauer, Amber Wood

Public: Tina Brackebusch, Katie Lund, Heather Heidt, Jared Young, Nicole Farkas, Denise Cobden (WEA Representative)

(5:02) Start of Meeting: Agreed Upon Ground Rules for Negotiations

- Keep meeting to 1.5 hours
- Teams may caucus for 20 minutes
- Negotiations will adjourn if a team doesn't return from a caucus
- WEA will keep summary notes that will be approved by both parties prior to starting to the next meeting.

(5:03) Review and Accept May 31, 2023 meeting minutes

- Accepted by all parties

(5:05) Set Next Negotiation Meeting: Monday, June 12th, 2023 4:00pm at WJSH Library

(5:05) WEA Proposal is presented by Katie Bauer to Todd Howard, Molly McGee, Amy Lynn and other WEA representatives.

Board has accepted Proposal 2 including 2.2

Proposal 7:

-WEA asked to correct the amount due to an error in our calculations to \$200,002. Kellogg and CD'A are both getting the full amount (\$6,359 added to each cell). This amount in Kellogg equals to about a 13% increase.

WEA also accepts Board proposal for teacher work days at the high school (Full Day for Report Cards for 2nd Quarter)

Proposal 8: Extra-Curricular Salary

Proposal 9: Unanticipated Funds:

-If the board were to get more money based on FTE then we would have the right to come back to negotiations.

-Board asked if we got less would we be allowed to come back to negotiations then? Also, we already have more teachers than we are allotted. How many would need to go up before we reopened negotiations.

-WEA broke down the table that was presented to the board

- Board stated that the way it is written is not clear
- WEA stated we can relook at the wording to make it more clear.

(5:14) Board has asked to caucus

(5:32) Board proposed a 7% increase and \$2,256 one time bonus. As a board they have to think about classifieds and administrators. Every year we have to dip into the general fund to help cover costs which dwindles this fund each time. We have to know that we have funding each year especially since it is getting harder to pass levies with new legislation.

- WEA clarified the unanticipated funds.
- Board stated that the time frame is so close to new negotiations that we should discuss it at the new negotiations.
- WEA asked about the other articles in proposal 4 and if the board accepted them

Board has accepted articles 4.1, 4.2, 4.4 and 4.5 in Proposal 7

(5:40) WEA asked to caucus

(6:01) WEA counters with a quote and that bonus does not necessarily add a raise to the salary. Therefore, we counter with 9.5 to the base which equals to \$199,000 of new money. Every new year we negotiate based on what the state gives us and we may adjustments based on that amount.

(6:04) Board has asked to caucus

(6:18) Board counters with 8.5 to the base and raises the Wallace minimum to \$44,205. Reject proposal 9 due to the timeline of when we get these funds. Board's thought is that if the other steps are getting a 8.5 raise then the lower level steps should also get a raise.

(6:23) Meeting adjourned

WEA Negotiations Date: 6/12/23

Meeting Notes

Attendance

Board: Todd Howard, Molly McGee, Amy Lynn

WEA: Patrick Richardson, Katie Bauer, Amber Wood

Public: Jared Young, Denise Cobden (WEA Representative)

(4:00) Start of Meeting: Agreed Upon Ground Rules for Negotiations

- Keep meeting to 1.5 hours
- Teams may caucus for 20 minutes
- Negotiations will adjourn if a team doesn't return from a caucus
- WEA will keep summary notes that will be approved by both parties prior to starting to the next meeting.

(4:03) Review and Accept June 7th, 2023 meeting minutes:

- Accepted by all parties

(4:04) Set Next Negotiation Meeting: Monday, June 19th, 2023 @ 4pm in the WJSH

(4:05) WEA Proposal is presented by Katie Bauer to Todd Howard, Molly McGee, Amy Lynn and other WEA representatives

- WEA thanked the board for coming up with different ideas that included all employees instead of just the employees out of the false base area. We are proposing a 9% increase to the base and the Wallace Minimum to \$44,431 and taking Proposal 9 off.

(4:08) Board asked to caucus

(4:31) Board has agreed to settle at 9% and Wallace Minimum to \$44,431 and that we recognize that what the teachers do are important. We do want to make note that depending on funding next year if it doesn't go well then we may need to stay at this amount. Other North Idaho schools are not doing as much as and we want to stay competitive.

- WEA will bring these to their members and take a vote to ratify and will send it to the board for the next meeting.

