

NEGOTIATION MINUTES

June 17, 2020

To hear the complete discussion of the negotiations meeting of June 17, 2020, please refer to the audio recording link on the MHS D Webpage ([Negotiations Page Link](#)).

BOARD/DISTRICT PRESENT: Eric Abrego – Board Chair, Ralph Binion – Board Vice-Chair, Amy White – District Counsel, Albert Longhurst – Director of Student Services, Levi Vick – Business Manager

MHEA PRESENT: Amanda Dickinson – 7th grade Life Science Teacher, Denise Weis – 4th Grade Teacher - North, David Tjaden – IEA

OTHERS PRESENT: Elena Tullman, Katrina Smith, Samantha Belau

MINUTES: Sharon Whitman

NEGOTIATIONS STARTED: 6:05 p.m.

These negotiation minutes are a synopsis of the conversations of the negotiation meeting. The negotiation meeting was recorded and has been posted, within a reasonable amount of time after the meeting, on the school district website under Departments, School Board, Master Agreement & Negotiations, or scroll down on the homepage.

When referencing the Board, the term “Board” or “District” will be used. When referencing the Mountain Home Education Association, the term “MHEA” or “Association” will be used. Negotiations is between the School Board, including their appointees, and the MHEA, and not with District Administration.

Where the term “master agreement” is used, the true name of the document is Collective Bargaining Agreement (CBA) and may be used in place of it.

For additional information, please contact either the MHEA (Amanda Dickinson) or the Board appointee (Albert Longhurst).

1. Agenda – the agenda was handed out.
2. Review Minutes
 - The minutes of June 10 were reviewed, and corrections were made.
3. District Proposals/Supposals
 - Amy – handed out a draft copy of the CBA to be considered Board Counter Officers Articles 1-5, Exhibit A, and Exhibit B, and shared the recommended changes. She added that all the one-year dates were changed to June 30, 2021. Everything highlighted in yellow were 1-year clauses in which the expiration dates need to be changed; no date changes were made to the 2-year clauses. Language was added to Article 2.2 – Contract Year to be COVID specific.
 - District Prop Article 1 – Agreements
 - ~ Amy – added disclaimer language to Article 1.5 – Time Period Certificated Professional Teachers Are To Be At School, to address the COVID situation, and

should the pandemic affect the 20-21 school year, the time for teachers to be in the “classroom” will need to be discussed.

1.5 TIME PERIOD CERTIFICATED PROFESSIONAL TEACHERS ARE TO BE AT SCHOOL

At each school building, a Certificated Professional Teacher is expected to be at the school thirty (30) minutes before the first class of the day begins until thirty (30) minutes after the class day ends.

An exception to the above standard is for weekly Collaboration Days whereas the scheduled collaborative activity takes place before the first class of the day and Certificated Professional Teachers are expected to be present and participate in such activity.

The Certificated Professional Teacher’s workday shall include a minimum thirty (30) minutes continuous duty-free lunch period each day.

**In individual and unique isolated situations, and upon approval of the Building Principal, an employees’ time at work schedule (before, during, or after class) may be adjusted.

*** The Parties to this Agreement recognize the uncertainties of the educational setting associated with COVID-19. If the educational program for the District during the 2020-2021 school year necessitates a changes in this clause, other than a short-term change in educational activities, the Board will notify the Association of a need to re-open negotiations to discuss this clause.

Expires: June 30, 2021 June 30, 2020

- District Prop Article 2 – Compensation
 - ~ Amy – the language remained the same except for Article 2.2 – Contract Year in which she added COVID specific language to address the Federal CARES Act specific to training, and it could affect the two (2) teacher workdays at the beginning of the year.

2.2 CONTRACT YEAR

Each Certificated Professional Teacher's Standard Teacher Contract shall be based upon a 189-day school year. Two (2) days of the calendar at the beginning of the school year will be designated as employee work days. ~~No mandatory professional development or staff meeting will occur on these two days.~~ While it is the goal of the District that the employees have the time and opportunity to prepare for the school year, it is recognized that pursuant to the CARES Act specific training sessions relating to COVID-19 issues will be required and will need to occur during periods of time during these two (2) work days.

Certificated Professional Teachers new to the District in the fall of 2020 2019 shall have one additional day of duty associated with an orientation program. Such day will not be part of their base Standard Teacher Contract, but will be compensated to the Certificated Professional Teacher at their daily rate of pay.

Expires: June 30, 2021 June 30, 2020

- * Amanda – questioned that some training could happen on the two teacher workdays.
- * Amy – You have the two teacher workdays, but it needs to be understood that specific training pursuant to the CARES Act, CARES Act COVID specific training, might have to occur on part of those workdays.
- * Amanda – asked with the stricken language of no mandatory professional development or meetings means that we have to negotiate that back into the language next year?
- * Amy – we would need to negotiate the entire paragraph because the COVID references would need to come out.

- ~ Amy – reviewed the District Supposal of Article 2.4 – Certificated Employee Personal Leave to change the leave management systems and the date. She explained that this was a supposal and not a proposal because of MHEA Prop #2 – Securing Substitutes. The MHEA would like the Administrators or District to be responsible for securing subs for teachers. Amy said that if the District agrees to be responsible for substitutes, then the leave policy would have to be changed dictating when leave would be allowed to be taken.

2.4 CERTIFICATED EMPLOYEE PERSONAL LEAVE

Certificated Personal Leave shall be for purposes as determined necessary by the Certificated Professional Teacher.

All requests for Certificated Professional Leave shall be submitted, if possible, at least five (5) calendar days in advance through the use of the District's Frontline Absence Management AESOP Program and Skyward Program. It is understood that from time to time circumstances arise that will not permit a five (5) calendar day notice period to allow for an Administrative Supervisor to approve a Certificated Personal Leave request. It is also understood that from time to time an Administrative Supervisor may not be able to approve every Certificated Professional Teacher's request for Certificated Personal Leave due to a shortage of available substitute teachers.

As of the commencement of the ~~2020-2021~~ 2019-2020 school year,

1. Certificated Professional Teachers who have worked for the District for ten (10) years or less shall receive three (3) days of Certificated Personal Leave, which may be accumulated to a maximum of six (6) days of accumulated Certificated Professional Leave.
2. Certificated Professional Teachers who worked for the District eleven (11) to twenty (20) years shall receive four (4) days of Certificated Personal Leave, which may be accumulated to a maximum of eight (8) days.
3. Certificated Professional Teachers who worked for the District more than twenty (20) years shall receive five (5) days of Certificated Personal Leave, which may be

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accumulated to a maximum of ten (10) days.

If Certificated Professional Employee does not fulfill his or her contract length, the District will deduct for used Certificated Personal Leave days on a pro-rated basis: one day per three months of employment, or major portion thereof.

Prior to the commencement of the employment year, Certificated Personal Leave exceeding the maximum allowed accumulation shall be purchased by the District from the Certificated Professional Teacher at the rate of eighty (\$80.00) dollars per day.

Expires: ~~June 30, 2021~~ June 30, 2020

- ~ Amy – reviewed District Proposal Article 2.5 – Certificated Professional Leave, and the change of the leave management system now in use.

2.5 CERTIFICATED EMPLOYEE PROFESSIONAL LEAVE

A Certificated Professional Employee seeking to take Certificated Professional Leave shall make application using the District's Skyward Program and **Frontline Absence Management AESOP** Program.

Certificated Professional Leave shall be used by a Certificated Professional Employee to advance their general professional instructional skills. Alternatively, such shall be educationally related to the Certificated Professional Employee's area or areas of certification, or for the advancement, or attainment, or a new area of certification by such employee.

Certificated Professional Leave shall not be utilized to attend events or meetings sponsored by local, state, or national Education Associations, except for those events or meetings that meet the above-stated Certificated Professional Leave purposes and are open to all Certificated Professional Employees regardless of affiliation membership without additional fees.

Professional Development funds will be allocated to each building's Professional Development Committee on an equitable basis, to be granted, based upon criteria adopted by the Building Professional Development Committee. The monies will be used by that Building Certificated Staff for individual professional development activities. Notwithstanding the above limitation of use of Professional Leave, it shall be at the discretion of each respective building's Professional Development Committee as to whether or not they wish to allocate Professional Development Leave for individuals to attend the IEA Delegate Assembly.

Each Building will establish a Professional Development Committee, which is representative of Certificated Staff and may include the Building Administrator.

The Building Professional Development Committee will be in charge of reviewing applications and allotting the building's allocation of Professional Development funds for Certificated Professional Development Leave Days.

Expires: **June 30, 2021 June 30, 2020**

• District Prop Article 3 – Teaching Environment

- ~ Amy – reviewed the added language of District Proposal of Article 3.2 – Leave Without Pay, and that fulltime teachers must provide a notification to the District of their intention of returning to the District no later than March 1; failure to do such would result in the teacher not being automatically returned to the District. It doesn't mean that it's not possible to return. The Board and District need to make the decisions of staffing and positions, so the March 1 deadline gives them the time to decided and matches the date in Article 3.1 – Job Sharing.

3.2 LEAVE WITHOUT PAY

Each Full-Time Certificated Professional Teacher may be granted a Leave of Absence Without Pay pursuant to the following:

1. Leave of Absence Without Pay may be requested by a Full-Time Certificated Teacher, in writing.
2. The request shall state the reason for making such an application.
3. A Leave of Absence may be granted by the Board of Trustees for:
 - a. An extended illness, as documented by a physician's statement;
 - b. Professional Improvement in the field of education, as documented by transcripts and professional papers;
 - c. Child rearing;
 - d. Other reasons of an appropriate and/or personal nature.
4. Granting of the Leave of Absence Without Pay is also dependent upon the availability of a qualified substitute employee and Board approval.

The length of a Leave of Absence Without Pay shall not exceed one (1) year. **If leave is granted and the Full-Time Certificated Professional Teacher wishes to return to the District, they shall provide the District Office with notification of such intention to**

return no later than March 1 of the year of leave. Failure to provide notification by such timeline will result in the teacher not being automatically returned to the District.

However, upon application to the Board and the determination of special circumstances by the Board, up to a one (1) year extension may be granted.

Expires: **June 30, 2021 June 30, 2020**

- ~ Amy – explained that Articles 3.3 and 3.4 – Prep Times, and that Amanda made it clear that teachers wouldn’t agree to changes in their prep periods, so no changes were made. Understand that even though you will get your prep time, it may not look the same.
 - * David – prep time references workday, where is the workday covered?
 - * Amy – Article 1.5 addresses workday.
- District Prop Article 4 – Collaboration
 - ~ Amy – reviewed District Prop Article 4.1 – District/Association Educational Collaboration. She said that some of the changes relate to the MHEA Proposals of the last meeting. Language was added to bullet #5 of, “...and modifications, from time to time associated with the Career Ladder.” The State is changing the Career Ladder, and it would be part of the collaboration component. Bullet #6 was added in response to the MHEA Prop #3 – Classroom Discipline, and if you recall we were discussing having building discipline working groups (collaborations) that include the Association and Administration; keeping it building appropriate for the different buildings.

4.1 DISTRICT/ASSOCIATION EDUCATIONAL COLLABORATION

The District and the Association shall collaborate together to provide educational opportunities to the District’s Certificated Teachers regarding the following issues:

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1. Suicidal Ideation Reporting Obligation
2. Abuse, Abandonment, and/or Neglect Reporting Obligation
3. The Code of Ethics for Idaho Professional Educators
4. Bullying/Cyber-Bullying, Harassment, and Intimidation – Statutes, District Policy, and the Administrative Procedure Act
5. Implementation of District’s Salary Schedule and modifications, from time to time associated with the Career Ladder.
6. Building Discipline Working Groups – In buildings where the Association and Administration deem appropriate, individual Building Working Groups shall periodically meet during the course of the school year to review building student discipline concerns and issues.
7. Any other areas mutually identified

In addition to the matters addressed above, the District, for the 2020-2021 2019-2020 school year seeks to commence an Annual Policy, Code of Ethics, and Athletic/Activity Policy Review. While the District recognizes this activity will take a small period of time from each certificated employee, the purpose of such is to provide certificated employees with direction and guidance to assist in the performance of job duties and responsibilities. The Board will direct the District’s Administration to prepare an annual policy and procedure review list for the staff. The annual policy review may be divided into employee groups so as to identify the policies and procedures for review that will be most beneficial to each employee group.

The District’s Administration shall advise employees of the identification of policies and procedures for review and will forward a link to staff with directions for completing the review. All certificated employees will be required to sign off on the annual policy review verifying that they have read and are aware of the policies and procedures in their respective employee groups.

Expires: June 30, 2021 ~~June 30, 2020~~

- ~ Amy – reviewed District Prop Article 4.3 – District Evaluations/Career Ladder Education Team. This is in response to MHEA Prop #4 – Evaluations of Teachers; our prop complies with the IDAPA regulations in which the MHEA Prop #4 language didn’t. This should get us to a place where the intent to get the policy rewritten and the education occurs. It is the District’s recognition that the Career Ladder will continue to evolve during 2020-2021 associated with the creation of the Advanced Professional Status. She added language referencing the Advanced Professional rung on the Career Ladder and committees needed to be created to review the changes that have been implemented and how it impacts the District’s Evaluation Tool. The committee’s report needs to include input from the certificated professional teaching educators.

4.3 **DISTRICT EVALUATIONS/CAREER LADDER EDUCATION TEAM**

The Board and the Certificated Professional Teachers recognize the importance of the Evaluation Program at the District and its impact upon the quality of education provided to the District's students and the ability to improve the instructional quality of the Certificated Professional Employees of the District. Likewise, the Board and Certificated Professional Teachers recognize the importance of the Evaluation Program in light of the state's new Career Ladder funding and continued modifications to the Career Ladder Reimbursement Statute.

The Board and the Certificated Professional Teachers of the District recognize that there have been substantial changes to the State's mandates regarding teacher evaluations in the past three years and that such will may continue to evolve during the 2020-2021 2019-2020 school year with the State Board of Education's development/amendment of the Rules to be included in the Idaho Administrative Procedure Act addressing evaluations and the impact of the Career Ladder for school district salary apportionment associated with the creation

of Advanced Professional Status.

The parties to this Agreement likewise agree and understand that there are financial limitations and personnel limitations that impact upon an evaluation program and thus the Board wishes to have the most effective program that serves the various purposes of the Evaluation Program.

Due to the creation of a new Advanced Professional rung to the Career Ladder, Upon the issuance of new/amended State Board Rules relating to Evaluations and the Career Ladder a committee shall be created to review the changes that have been implemented and how such impacts upon the District's Evaluation Tool. This committee's report, which shall include input from Certificated Professional Teaching Educators will be one of the "opportunities for input" sought out by the Board if the Board seeks to amend or review the District's policies for teacher performance evaluations pursuant to IDAPA 08.02.02.120.

Expires: June 30, 2021 June 30, 2020

- * David – referencing some stricken language in paragraph 3, stated that the word evaluation needed to be unstricken.
- District Prop Article 5 – Acceptance
 - ~ Amy – explained that Article 5 was just the acceptance language and nothing other the dates changed.

5.1 **ACCEPTANCE**

This Agreement is made and entered into this _____ day of June 2020 June 2019, by and between the Board of Trustees of the Mountain School District and the Mountain Home Education Association.

This Agreement shall be binding upon the parties and the parties warrant and represent that ratification has occurred by the respective entities.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals as follows:

For the Board of Trustees

Chairman

For the Association

President

Expires: June 30, 2021 June 30, 2020

- District Prop Exhibit A – 2020-21 Certified Salary Schedule
 - ~ Amy – reviewed the District Prop Exhibit A – Salary Schedule that includes the changes to RP1, 2, 3 that are all at \$40,000 to meet the State mandated minimum and the District didn’t freeze those salaries even though the State is freezing salaries. She continued to review the rest of the salary schedule.

EXHIBIT A

CERTIFIED SALARY SCHEDULE – 2020-2021 2019-2020

<u>2020-2021 Certified Career Ladder Salary Schedule</u>	
Career Ladder Placement	Salary
RP1	\$ 40,000
RP2	\$ 40,000
RP3	\$ 40,000
P1	\$ 42,500
P2	\$ 44,375
P3	\$ 46,250
P4	\$ 48,125
P5	\$ 50,000
BA6 (BA + 24 REQUIRED)	\$ 52,000
BA7 (BA + 24 REQUIRED)	\$ 54,000
BA8 (BA + 24 REQUIRED)	\$ 57,000
MA9 (MA REQUIRED)	\$ 58,580
MA10 (MA REQUIRED)	\$ 61,750

- * David – asked about the changes to all the placements after P5.
 - * Levi – those were changed to make it easier for teachers to understand what the requirements are for those placements.
- District Prop Exhibit B – 2020-21 Coaches/Extracurricular Stipends
 - ~ Amy – informed everyone that Exhibit B – Stipends, didn’t change other than the dates.

EXHIBIT B

COACHES/EXTRACURRICULAR STIPEND SCHEDULE – 2020-2021 2019-2020

Mountain Home School District #193										
Coaches Stipends										
Fiscal Year 2020 - 2021										
Years of Experience	Grade									
	A	B	C	D	E	F	G	H	I	J
1	1,270	1,397	1,524	1,777	2,031	2,285	2,539	2,793	3,047	3,555
2	1,308	1,438	1,569	1,831	2,092	2,354	2,615	2,877	3,138	3,662
3	1,347	1,482	1,616	1,886	2,155	2,424	2,694	2,963	3,233	3,771
4	1,387	1,526	1,665	1,942	2,220	2,497	2,776	3,052	3,330	3,885
5	1,429	1,572	1,715	2,001	2,286	2,572	2,858	3,144	3,429	4,001
6	1,472	1,619	1,766	2,061	2,355	2,649	2,944	3,238	3,532	4,111
7	1,516	1,668	1,819	2,122	2,420	2,729	3,032	3,335	3,638	4,243
8	1,561	1,718	1,874	2,186	2,498	2,811	3,125	3,435	3,747	4,372
9	1,608	1,769	1,930	2,252	2,573	2,895	3,217	3,538	3,860	4,563
10	1,657	1,822	1,988	2,319	2,650	2,982	3,315	3,644	3,976	4,638
11	1,706	1,877	2,047	2,389	2,730	3,071	3,412	3,754	4,095	4,777
12	1,757	1,933	2,109	2,460	2,812	3,163	3,515	3,866	4,218	4,911
13	1,810	1,991	2,172	2,534	2,896	3,258	3,620	3,982	4,344	5,068
14	1,864	2,051	2,237	2,610	2,983	3,356	3,729	4,102	4,475	5,220
15	1,920	2,112	2,304	2,698	3,073	3,457	3,841	4,225	4,609	5,377
16	1,978	2,176	2,374	2,789	3,165	3,560	3,958	4,352	4,747	5,538
17	2,037	2,241	2,445	2,852	3,260	3,667	4,075	4,482	4,890	5,705
18	2,180	2,398	2,616	3,052	3,488	3,924	4,360	4,796	5,232	6,164

Column	Assignment	Column	Assignment	Column	Assignment
A	9-12 Asst Marching Band	E	9-12 Marching Band/Choral	H	9-12 Band Director
A	Yearbook Advisor	E	9-12 Asst Tennis	H	9-12 Choral Director
B	JH & HMS Band	F	9-12 Asst Baseball	I	9-12 Asst Basketball
B	JH & HMS Choral Director	F	9-12 Asst Softball	I	9-12 Head X Country
B	7-8 Asst Basketball	F	9-12 Asst X Country	I	9-12 Head Tennis
B	7-8 Asst Football	F	9-12 Asst Soccer	I	9-12 Head Baseball
B	7-8 Asst Track	F	9-12 Asst Cheerleader	I	9-12 Head Softball
B	7-8 Asst Volleyball	F	9-12 Asst Track	I	9-12 Asst Football
B	7-8 Asst Wrestling	F	9-12 Asst Volleyball	I	9-12 Head Soccer
B	JH Asst X Country	F	9-12 Asst Wrestling	I	9-12 Head Track
C	7-8 Head X Country	F	Asst Speech/Debate	I	9-12 Head Wrestling
D	7-8 Head Basketball	G	9-12 Drama	J	9-12 Head Cheerleader
D	7-8 Head Football	G	Flag Corps	J	9-12 Head Basketball
D	7-8 Head Track	G	9-12 Speech/Debate *	J	9-12 Head Volleyball
D	7-8 Head Volleyball			J	9-12 Head Football
D	7-8 Head Wrestling				

* Stipend paid per semester

Receive 1 (one) year credit for every 2 (two) years of experience outside of District
Assistant coach moving to head coach: receive 1 (one) year for every 2 (two) years experience as an assistant coach
All experience must be activity specific
Coaches at the 7-8 level moving to 9-12 level receive 1 (one) year for every 2 (two) years experience at the 7-8 level

- * David – stated that there were no changes.
- * Amy – replied, there were no changes.

4. Board’s Response to the Association’s Proposals 1-8 (Swim Coach was a last-minute proposal)

- MHEA Prop #1 – Military Spouse Claus

- ~ Amy – said the Board researched this and there has only been one problem in all this time and that was in 2007. The teacher signed the contract the first week of August knowing that they received orders to move. She was told when she signed the contract that she would have to honor the contract. MHAFB leadership and the base liaison agreed that the contract needed to be honored. The District was able to release her the following month in September.

- * Amy – informed the MHEA that military orders are received 4 to 18 months ahead of time.
- * Amanda – disagreed and said that it doesn’t happen all the time.
- * Ralph – explained that he has been working with the program for 30-years and the individual service member is notified at least 4-months out.
- * Amanda – disagreed and said that it has happened to some people at the table.
- * Amy – Theoretically, it has never been a problem, other than someone signing a contract when they knew they had received notice of orders.
- * The Board rejects MHEA Prop #1.
- * David – so the Board is refusing to negotiate that altogether.
- * Amy – the Board has no interest in that issue.

- ~ MHEA Prop #2 – Securing Substitutes

- * Amy – this is an issue that the Board has talked about for years due to the volume of use of leave by the district. The other problem the Board has discussed was that teachers don’t follow policy and whether the Board wanted to make that an issue.

The Board chose to keep what was in place. When the MHEA brought it up, the Board's perspective was that the issue was still the same.

- * Amy – reviewed the data of the report reflecting the copious amounts of leave that has been taken in the District including two pages of unpaid absences. A District with that many employees who blew all their leave and ended up having to take unpaid leave is worrisome and left the District having to still pay for substitutes. The Board looked at the personal leave and to see if policy was being followed. We (collectively) all know that most teachers follow the policy, but we also know of teachers who do not, in fact, there was an individual who entered their leave 21-days after they had already taken their leave.
 - * David – asked for a copy of the report.
 - * Amy – said it was a personnel record and not for public release.
 - * David – asked for a redacted report.
 - * Amy – replied that he could make the record request. She added that we all know that last minute things come up and emergencies happen.
 - * Discussion began about the frequency of the use of last-minute leave requests is much higher than the regular leave requests made five days or more in advance; the reasons for the last-minute issues requiring taking leave; the timeframe of when leave requests were submitted, etc.
 - * Denise – asked why weren't those that were abusing the policy being approached and made accountable.
 - * Amy – the District said it was an issue, and then everyone claiming that the District or Administrators weren't finding subs, when they were trying to find subs.
 - * Discussion continued about filling positions with subs and with paras; the presumed amount of positions not being filled; discussed the amount of absences in a comparative school such as Jerome during SY18-19, which amounted to 2,505.5 days and MHSD had 2,524.1 days, but Jerome had 34 more employees than MHSD.
 - * Eric – MHSD takes almost 2-days more per person of leave than Jerome.
 - * Amy – If the MHEA wants the District to assume the role of finding subs, the Leave Policy would be rewritten. No leave would be approved the first two and last two weeks of the school year, no leave would be approved tied to vacation days, a mandatory requirement of submitting leave requests no later than 5-days would be put in place, and other requirements. The Board doesn't want to put those restrictions in place and that is why the Board hasn't changed the policy. The policy is kind of working and the teachers are still taking the days that they want to take. The other option isn't what teachers are going to want.
- ~ MHEA Prop #3 – Classroom Discipline
- * Amy – the Board's counter to MHEA Prop #3 – Classroom Discipline, was to add the provision of the working group collaboration to Article 4.1 – District/Association Educational Collaboration. Amy mentioned that James has been attending some of the PBIS meetings and he does look at the consistency of the document(s).
- ~ MHEA Prop #4 – Evaluations of Teachers
- * Amy – the first page contains much of the IDAPA requirements for evaluations. The Board respectfully declines your proposal, but the Board added language in Article 4.3 – District Evaluations/Career Ladder Education Team, to address the overall goal of rewriting the policy to have as many teachers as possible qualify for advanced professional.
 - * Amy – the MHEA spoke about the number of teachers placed on probation this school year. The reality is that only one (1) teacher during the SY19-20 was on

probation and the probation began during the SY18-19, so the Board hasn't placed any teacher on probation this school year. The last probation prior to this one was in 2017. There are approximately five teachers who have worked in a building on a Building Improvement Plan (BIP) that is specifically designed to help the teacher on areas where they scored basic on their evaluation; this is not probation. The MHEA proposed language regarding teacher evaluations and basic scores on evaluations has already been addressed within the buildings, and the Building Improvement Plans.

- * Amanda – asked if the Board did anything with the improvement plans.
- * Eric – responded no, and they don't see them either.

~ MHEA Prop #5 – Classroom Sizes

- * Amy – classroom size is an important issue. Classroom sizes are an unknown until after students register and attend school, and it changes. Last September, the District Administration brought to the Board their concerns about the class sizes in a building and were approved to hire a few more teachers for those grades.
- * Amy – The State Department tracks the student-teacher ratios in school districts as far as it impacts funding. The SDE shows MHSD at 18.35:1 student-teacher ratio. That is about the same as Kuna, Minidoka, Coeur d'Alene, and Caldwell. MHSD student-teacher ratios are in a good position. Amy informed the MHEA that the Board doesn't have a counter to MHEA Prop #5 and declines the proposal.
- * Eric – informed the MHEA that the Board looks at the class sizes every year. He said that James brings them the numbers of students in the classrooms every year to review and make the necessary adjustments. The Board is aware that the District is going to lose money this coming school year and they still discuss how to make the necessary adjustments.
- * Amy – the Board took the budget to the bare bones and slashed what they could.

~ MHEA Prop #6 – Internal Vacancies & Transfers

- * Amy – The Board doesn't have a counter and the Board respectfully declines MHEA Prop #6.
- * Amanda – does the Board have a reason?
- * Amy – internal openings in the building are already in place. Posting openings publicly allows outside applicants and allows in district teachers to apply for the opening. Amy informed the MHEA that something similar existed about ten years ago but was abandoned due to it being unsuccessful and due to principals feeling that they were obligated to hire someone internally in a transfer in their building that they would not otherwise hire. Part of an administrator's evaluation includes a component that relates to academic work and that is why administrators have some latitude in who they hire in their buildings.
- * David – what language in our prop makes James think principals are required to hire?
- * Amy – one, is mandatory interview; two, once denied a transfer/position and the position is open publicly the declined teacher is allowed to apply for the same position again; three, if the transfer isn't approved the principal is required to tell the teacher why they were denied in writing. This is a lot of unnecessary steps to have to follow especially when the teacher is not going to get that position/transfer.
- * Amy – The Board isn't going to make a counter.
- * David – the Board is refusing to negotiate this matter?
- * Amy – The Board is not required to bring a counter to every one of the MHEA's proposals, so the Board won't be countering.

- * David – again, I want it clear and on record is the Board refusing to negotiate this issue?
 - * Amy – that is not what I said, and that is not what I said of any of MHEA’s proposals. The MHEA may bring it back, but it doesn’t mean that the Board needs to agree to it. There will be no counter from the Board. Saying “No” is a perfectly acceptable answer.
 - ~ MHEA Prop #7 – Patron Complaint Procedure
 - * Amy – handed out MHSD Policy 1012 – Patron Grievance. This policy covers what the MHEA is trying to cover in MHEA Prop #7, except it covers it in a lot more detail. This policy had been in the District since 2009. The policy is better than the MHEA’s proposal, no offense. This policy has been dealt with in practice, so the District will stand with its policy 1012.
 - ~ MHEA Prop #8 – Swim Coach Stipend (late add-on during the last meeting)
 - * Amy – the Board did some homework on coaches’ stipends. The district currently has at least five club sports/activities, rodeo, NerDFest, Trap & Skeet, Swim, etc. The District would have to pay every club coach and not just the one swim coach. There is more that goes into school sanctioned sport or activities than just the stipend.
 - * Discussion continued regarding school sanctioned sports vs club sports, costs, transportation, transportation costs, insurance, equipment/supplies, uniforms, etc.
 - * Amanda – the Board is always saying how important it is for kids to be involved in things and lowering the costs to students, so for the Board to be saying no...these kids don’t feel valued.
 - * Eric – this doesn’t mean it’s the end of this conversation.
 - * Amanda – the Board is just assuming the costs and that the District would have to provide the pool. We can contract out.
 - * Discussions and disagreements continued regarding giving the swim coach a stipend.
 - ~
 - Board Prop Exhibit A – Certified Salary Schedule
 - ~ David – asked if steps and education were considered.
 - * Amy – it’s the movement on the schedule as written, education is already built into the schedule; need to follow RP1 all the way through; top three cells have the \$40,000.
 - * David – asked what the costs of the steps were.
 - * Levi – \$190,000.
 - * Discussion continued about the costs of the steps, movement, etc.
5. Next Agenda – Same topics but in reversed order
 6. Next Negotiations Meeting: June 25, 2020 – 6:00 p.m. – MHJH Library
 7. Adjourn – 7:35 p.m.