



MINUTES OF THE JOINT BOARD OF TRUSTEES OF SCHOOL DISTRICT NO. 371J, PAYETTE AND WASHINGTON COUNTIES, IDAHO NEGOTIATIONS COMMITTEE, AND THE PAYETTE EDUCATION ASSOCIATION NEGOTIATIONS COMMITTEE MEETING TUESDAY, MAY 1, 2018 AT 6:00 P.M. IN GALLEON ROOM LOCATED IN THE PAYETTE ALTERNATIVE HIGH SCHOOL.

Approve Minutes	<p>Payette School Board Chairman Adam Rynearson called the committee meeting to order at 6:00 P.M. with Payette School District Trustee Candita Strong, and Superintendent Robin Gilbert and PEA Lead Negotiator Michelle Stoneman, Negotiator Angie Spelman, and alternate Jenna Ravenscraft were present. Angela Fletcher was in attendance to record minutes.</p>
Review of Proposals	<p>Minutes of Wednesday, April 25, 2018 Negotiations Committee meeting were reviewed and approved by all PEA and School District members. Minutes were then signed by School Board Chairman Adam Rynearson and PEA Lead Negotiator Michelle Stoneman. The approved document was then given to Angela Fletcher for the record.</p> <p>Review of the PEA proposal is as follows:</p> <ul style="list-style-type: none"> • PEA approved the changes in Article I. Removal of Preamble (Policy 100) • PEA did not disagree with most of the changes to "Ground Rules" they do feel that some will be hard to enforce and open for subjective interpretation. • Mrs. Stoneman stated that the PEA has a "Reduction of Force" written into our policy but, PEA would like to have the "Reduction of Force" added to the agreement. • PEA would like to increase Negotiating teams to not exceed "five" members at one time. • Superintendent Gilbert stated that we would not be able to add another Certified Teacher this year. We are currently over FTE's which does not include, SpEd, P.E., or Title. • Mrs. Stoneman inquired about the P.E. position at the Payette Primary School being retitled as a Classified position and wanted some clarification on that. Superintendent Gilbert clarified that the current P.E. position at the Payette Primary School was a Certified position and she was unaware of what was being referenced. Mrs. Stoneman will follow up with her later as this is not a negotiation item.
PEA Caucus	<p>PEA Caucus at 7:23 P.M. Meeting resumed at 7:40 P.M.</p>
Continued Review of proposals	<ul style="list-style-type: none"> • PSD does not accept the PEA proposal of Fully Funding Educational Stipends. PSD did propose to pay ½ of the Educational Stipend, which is part of the salary now. • PEA major concern is the Salary Schedule and Discretionary Funds allocation. • PEA would like a breakdown of where the Discretionary funds are allocated. • PEA would like a breakdown of where the Levy monies have been spent and what the intent is for the rest. Mrs. Gilbert will make the budget items available to them. • The PEA shows a large concern of losing current staff to neighboring districts. They want to have our district be closer to the State Allocation Schedule. They would like the Salary schedule to be above the State minimum to keep and attract new teachers. • Mrs. Gilbert Informed the committee that the Legislature is coming out with a new funding schedule and funding formula soon and asked how important it is to teachers to adjust knowing this. PEA indicates they would still like to match the career ladder format. • PSD would like the PEA to look at the math some more. Mr. Rynearson stated he is fine with new format of the Salary schedule but would like a re-budget of the numbers so that the format and amount Board can provide match. That item will be discussed further at the May 4th meeting • Mrs. Gilbert clarified in "Benefits" that the \$2.33 Employee Assistance Program is a per month cost. • PSD offered wording to set aside 10 days for use by the PEA for associate business and legislative work. Mrs. Stoneman had a question about this. She wanted to know if that also covered State Officers. Mrs. Gilbert wanted PEA to write proposal wording of how State Officers would be considered for leave. The Board wants teachers in classrooms as much as possible to impact student learning.

<p>Page 2 Continue review of Proposals</p>	<ul style="list-style-type: none"> • PEA asked that all Sick and Personal days be used before being granted any "Sick Bank Leave. • PEA would like wording "unfair" left in Grievance and Procedure #3. PSD feels that the word is too vague. • PEA would like language of Level Three in Grievance and Procedure 4 a. & 4 b to reflect District and Employee ends of a grievance. • PEA would like "All job openings" to be posted as to prevent "appointment" without ability or consideration of best fit. <p>All will be reviewed and discussed at the next meeting.</p>
<p>Next Meeting Set</p>	<p>The next meeting was scheduled for Friday, May 4, 2018 at 8:00 A.M. in the Gallon Room.</p>
<p>Adjourn</p>	<p>Meeting adjourned at 8:10 P.M.</p>
	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>Approved Trustees</p> </div> <div style="text-align: center;">  <p>Approved PEA</p> </div> </div>