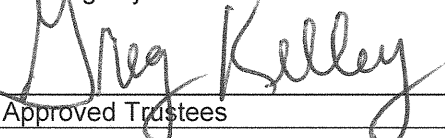
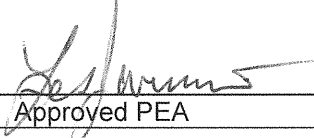


MINUTES OF THE JOINT BOARD OF TRUSTEES OF SCHOOL DISTRICT NO. 371J, PAYETTE AND WASHINGTON COUNTIES, IDAHO NEGOTIATIONS COMMITTEE, AND THE PAYETTE EDUCATION ASSOCIATION NEGOTIATIONS COMMITTEE MEETING THURSDAY, MAY 19, 2016 AT 4:30 P.M., AT THE PAYETTE SCHOOL DISTRICT OFFICE.

	<p>Payette School Board Lead Negotiator Greg Kelley called the committee meeting to order with Payette School District Trustee Adam Rynearson and Payette Education Association (PEA) Lead Negotiator Les Jarmin and PEA negotiators Angie Spelman and Sami Walton present. Superintendent Pauline King and Clerk Barbara Choate were in attendance to answer questions and record the minutes.</p>
Approve Minutes	<p>The minutes of the May 12th, 2016 meeting were approved as presented.</p>
PEA Salary Schedule Proposal	<p>Mr. Jarmin stated that the salary schedule is a work in progress not just for this year but for future years. This is an attempt to be fair to everyone and move towards the state's funding model. Mr. Jarmin asked Lori Steiniker to present their proposal.</p> <p>Ms. Steiniker explained the consolidation of the previous 8 column salary schedule to the presented 5 column schedule and the change from years of experience to a letter. The main purpose of the schedule is to make it fair and equitable to all with the goal of reducing the difference between what the district receives from the state and what we pay. The presented schedule was an 8% increase to the 2015-16 base. The increased dollar amount of the differential between this proposal and what the state will fund was referred to by Mr. Kelley.</p>
Trustee Caucus	<p>At 4:42P.M. Trustees requested a caucus. The meeting reconvened at 5:10P.M.</p> <p>Mr. Kelley stated that the significant difference between the proposals seems to be the placement of individuals on the scattergram. He stated we needed a definition for a conversion from the current salary schedule to the new one. Mr. Jarmin presented the following suggested language:</p> <p style="padding-left: 40px;">Individuals will be placed in the appropriate column based on their highest earned degree plus credits.</p> <p style="padding-left: 40px;">Individuals will be placed at an appropriate step that ensures no individual receives less than a 3.75% increase in salary from the 15-16 school year's salary.</p> <p style="padding-left: 40px;">New teachers entering the district will be placed on the step and lanes commensurate with highest earned degree plus credits and experience.</p>
PEA Caucus	<p>PEA requested a caucus at 5:25P.M. The meeting reconvened at 5:59P.M.</p>
General Discussion	<p>Mr. Kelley asked if all the teachers were on board with this proposal. Conversations he has had with some teachers have indicated there is a lack of understanding.</p> <p>Open discussion regarding the salary schedule and suggested language indicated that there was still some confusion on how existing staff would be placed on the new schedule and how new staff would be placed.</p> <p>Mr. Kelley expressed a concern over the public perception with an 8% increase. Angie Spelman stated she had attended a budget training and learned that the Payette School District fund balance was in excess of \$2.4 million. Clerk Choate explained that the 2015-16 year-end general fund balance was \$151,000. All funds including the restricted funds in the McCain Middle School fund for the final bond payment, the McCain Endowment fund and the facilities fund would total the \$2.4. Mr. Jarmin stated he would like to understand the levies and the various fund balances. Clerk Choate invited him to the office to review the information.</p> <p>Adam Rynearson stated he would like to tell the public we were able to give raises and reduce the burden to the taxpayers. Mr. Kelley asked if the additional teacher was negotiable since the PEA proposed salary schedule exceeded what was initially proposed.</p>

<p>Joint Negotiations Committee Meeting May 19, 2016 Page 2</p>	<p>Mr. Jarmin asked for a bullet item list of the outstanding issues that are holding up the agreement. Mr. Kelley stated the biggest issue was the clarification to the continual changes on the scattergram. Ms. Steiniker explained that the scattergram placement changes are the result of attempting to be consistent in the dollar amount of increase received by all certificated staff. Changes in the base are applied to the scattergram in a way that maintains a reasonable total salary increase.</p>
<p>Trustee Caucus</p>	<p>Trustees requested a caucus at 6:43P.M. The meeting reconvened at 7:04P.M.</p>
<p>Trustee Proposal</p>	<p>The PEA proposal has a total salary expense of \$3,794,086. The Trustee's best offer had a total salary expense of \$3,713,735. The question was posed by the Trustee's to the PEA representatives if splitting the difference and working the dollar amount back through the salary schedule would be considered a viable solution. The PEA agreed with that solution. A work session with Ms. Steiniker, Ms. Spelman and Ms. Choate was scheduled for 8:00A.M. Friday May 20th, 2016 to accomplish this task.</p> <p>Placement language was revisited with the following recommendation:</p> <p style="padding-left: 40px;">"Existing staff will be placed on the salary schedule in the column that represents their education degree and credits as of September 10, 2016 and in the lettered lane that correlates to a salary increase from last year's schedule"</p> <p style="padding-left: 40px;">"New staff will be placed on the salary schedule in the column that represents their education degree and credits as of September 10, 2016 and in the lettered lane that most closely correlates to the State of Idaho's career ladder district funding rate."</p>
<p>Next Meeting</p>	<p>The next joint negotiations meeting will be May 20th, 2016 at 3:30P.M. at the School District Office.</p>
<p>Adjourn</p>	<p>Meeting adjourned at 7:18 P.M.</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <hr style="width: 100%;"/> <p>Approved Trustees</p> </div> <div style="text-align: center;">  <hr style="width: 100%;"/> <p>Approved PEA</p> </div> </div>