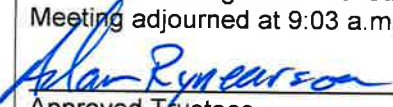



MINUTES OF THE JOINT BOARD OF TRUSTEES OF SCHOOL DISTRICT NO. 371J, PAYETTE AND WASHINGTON COUNTIES, IDAHO NEGOTIATIONS COMMITTEE, AND THE PAYETTE EDUCATION ASSOCIATION NEGOTIATIONS COMMITTEE MEETING TUESDAY, MAY 29, 2018 AT 8:00 A.M. IN GALLEON ROOM LOCATED IN THE PAYETTE ALTERNATIVE HIGH SCHOOL.

Approve Minutes	<p>Payette School Board Chairman Adam Rynearson called the committee meeting to order at 8:00 A.M. with Payette School Superintendent Robin Gilbert. PEA Lead Negotiator Michelle Stoneman, Negotiator Lori Steinaker, and alternate Jenna Ravenscraft were present. Angela Fletcher was in attendance to record minutes.</p> <p>Minutes of Wednesday, May 23, 2018 Negotiations Committee meeting were reviewed, by all PEA and School District members. PEA will be supplying an addendum to the minutes. 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>
Review of Salary Proposal	<p>PEA would like to change the School Districts second offer from 3% in columns 1,2, and 3 and a flat rate of \$1675.00 in columns 4 and 5, with current percent of education stipends, to 3% in columns 1,2, and 3 a flat rate of \$1400.00 in columns 4 and 5, and the full education stipends.</p>
Caucus	<p>Payette School District caucus at 8:03 a.m. Meeting resumed at 8:09 a.m.</p>
Review continued	<p>Mr. Rynearson had spoken with the finance committee. They will not be reconvening to come up with more money. There just is nothing left. Also Mr. Rynearson's answer to the "Full Education Stipends" was "No".</p> <p>Mrs. Gilbert stated that the School District is being transparent. She also responded to the Payette Education Association statements made during the May 23rd negotiation meeting. <i>Please see the attached document.</i></p> <p>Mrs. Gilbert stated that the Payette School Board presented the first offer of 1% on the base, with an average of a 4.7% increase, and the increase in employee insurance premiums covered at 100% by the School District as their best offer in a good faith effort. Mrs. Stoneman stated that the State is allocating more money for teacher salaries this year.</p> <p>Mrs. Gilbert explained that the budget is based on projections, not actual numbers. The School District lost an FTE that they were counting on and had to absorb the loss. Because our State allocations were reduced due to fewer student attendance numbers. There are additional expenses to salary to fund an employee, such as insurance, and PERSI. Mrs. Stoneman understands that but wants to know where all the funding goes. Mrs. Stoneman feels that the School District is not spending as much on their teachers as they should, and they just want to be appreciated.</p> <p>Mrs. Stoneman then discussed the percentages in each cell of the Salary schedule. She states that there is more of a percentage increase in cells that have the least or no employees, and some cells with employees have as little as a one percent increase. Mrs. Gilbert will verify the finance committee calculations.</p> <p>According to Mrs. Stoneman teachers visited with one of the Payette School Board members and that member said that the School District would reject the PEA's offer on the salary schedule. Mr. Rynearson nor Mrs. Gilbert had any information on that.</p> <p>Mrs. Stoneman, on behalf of the PEA, presented the Payette School Board with a letter of Mediation, which is requesting a neutral third party to mediate the negotiation process.</p>
Meeting Set Adjourn	<p>The next meeting will be scheduled after mediation is set. Meeting adjourned at 9:03 a.m.</p> <p> Approved Trustees</p> <p> Approved PEA</p>

Tuesday, May 29, 2018

In response to the Payette Education Association statements during negotiations on May 23, 2018.

- The scattergram referred to by the PEA is used for funding projection to create the 2019 Payette School District Budget. It represents the most accurate information on teacher placement on the Career Ladder and our District Salary Schedule as possible.
- The District stated the first offer made was the best offer. Debating whether the second offer is more or less based on the scattergram is inconsequential. The Board's first offer remains their best offer.
- The PEA appears to be focused on the amount of District funds designated beyond state career ladder funding rather than the value of the offer on the table. This can be misleading based on the significant increases to career ladder funding (teacher salaries) through set aside funding by the State.
 - State teacher salary designated funds has increase from \$914,291,800 in 2013-2014, to \$1,148,134,300 for the 2018-19 school year.
 - This is an increase in teacher salary allocations of \$233,842,500
 - See handout
- With the increase in state teacher salary allocation, districts need less discretionary funds to meet salaries and make increases.
- This is *not* true with administrator salaries, which are not on a career ladder and are funded by the State at \$36,000, requiring significantly more from discretionary funds to offer competitive salaries between districts.
- In response to the question as to the use of Levy funds, please refer to the budget data given in our first session. Levy funds are included.
 - In 2015 the district passed a 2-year levy for \$895,000
 - In 2017 the District split the levy between a 2-year levy of \$400,000 and a 10-year plant facility levy of \$495,000 in order to not raise taxes
 - We are entering the second year of the levy. Last year was in carry over. New budget year has unappropriated balance of \$53,000.
 - By policy the District is guided to build a contingency fund to cover 2-months of operating expenses, equal to \$1.2 million. Currently this amount is set at 0 for the 2019 school year.
- The finance committee of the Payette School Board met prior to negotiations to create a responsible budget, aligned to the District goals.
- The Board presented the best offer at the onset of negotiations in a good faith effort.
- The first offer is the best offer.
 - 1% on the base
 - Average 4.7% increase
 - Increase in insurance premiums covered 100% by District.

May 29, 2018

Due to the inability of the District and the Payette Education Association (PEA) to reach common ground, the PEA is requesting a neutral third party to mediate the negotiation process.

The PEA will contact Federal Mediation and Conciliation Service (which is totally free) to set up for a federal mediator to come in and mediate.

We will be in touch with potential dates.

Sincerely,

A handwritten signature in cursive script, appearing to read "Michelle Stoneman". The signature is written in black ink and is positioned above the typed name.

Michelle Stoneman, PEA Lead Negotiator
Angie Spelman and Lori Steiniker, PEA Co-presidents

May 24, 2018

Disputed May 23, 2018 minutes:

The PEA is concerned that our comments do not appear on the official minutes. There have been several instances where the PEA has disputed facts and opinions, but these are not reflected in the minutes. For instance, the PEA has repeatedly stated that we are not taking issue with the amount the administrators receive, except for the fact that new administrators are receiving more than experienced administrators. Our issue is that the differential ratio between allocation and salary is so large. The willingness of the district to pay such a large differential for a small amount of people is not equitable.

June 13, 2018

Disputed items of May 29, 2018 minutes:

1) Mrs. Gilbert stated that the Payette School Board presented the first offer of 1% on the base, with an average of a 4.7% increase, and the increase in employee insurance premiums covered at 100% by the School District as their best offer in a good faith effort.

--The District has offered a 1% increase to the base pay of \$29, 948. This is \$299, making the new base \$30,247.

This is not a 4.75% increase as stated by Mrs. Gilbert, it is not a 4.5% increase as stated by Mrs. Choate at the 6/11/18 Board meeting. It is a 1% increase to the base and a 3.75% increase from a step.

Steps are granted and funded by the State due to an educator meeting their evaluation goals. The 3.75% should not, nor has ever, been included as part of the negotiated increase.

The PEA will happily approve of a 4.5 or 4.75% increase to our \$29,948 base, increasing it \$1348 or \$1423 respectively, for a new base of \$31,296 at 4.5% (schedule cost of \$3,853,591) or \$ 31,371 at 4.75% (\$3,859,092). The schedule costs are estimates and do not have the people in columns 4 and 5 moving down a step.

2) Mrs. Stoneman stated that the State is allocating more money for teacher salaries this year. Mrs. Gilbert explained that the budget is based on projections, not actual numbers. The School District lost an FTE that they were counting on and had to absorb the loss.

--The number used to negotiate for 17-18 was 77 FTE. Projected number was 78.49, actual was 76.61. Projected FTE for 18-19 is 76.63. We are using 75.

3) According to Mrs. Stoneman teachers visited with one of the Payette School Board members and that member said that the School District would reject the PEA's offer on the salary schedule.

--A School Board Trustee approached several teachers and stated that the District was done playing nice. Teachers did not approach this Trustee.

OTHER

- o State teacher salary designated funds has increase from \$914,291,800 in 2013-2014, to \$1,148,134,300 for the 2018-19 school year.
- o This is an increase in teacher salary allocations of \$233,842,500
- o See handout

186,979,800	State Budget for Salary	185,929,000	State Budget for Sa	203,518,300	State Budget for Sa	7,589,300	3.9%
535,470,000		36,834,700		38,180,000		1,345,300	3.7%
573,145,000		726,236,400		761,566,200		35,329,800	4.9%
127,695,600	\$1,023,290,400	136,532,400	\$1,095,532,500	142,869,800	\$1,146,134,300	6,337,400	4.6%

This information clearly shows the state funded over 4% for salary increases.

- With the increase in state teacher salary allocation, districts need less discretionary funds to meet salaries and make increases.

The purpose of the Career Ladder was never to reduce the amount of discretionary funding the districts provide.

STATEMENT OF PURPOSE RS23890 Proposed changes would amend the education support program in Title 33, Chapter 10 to establish a funding model for school districts for instructional staff that would be variable based on a compensation system consisting of two rungs: the residency compensation rung and the professional compensation rung. Movement between rungs would depend on instructional staff meeting the applicable performance criteria and obtaining a professional endorsement.

<https://legislature.idaho.gov/wp-content/uploads/sessioninfo/2015/legislation/H0296SOP.pdf>

- This is *not* true with administrator salaries, which are not on a career ladder and are funded by the State at \$36,000, requiring significantly more from discretionary funds to offer competitive salaries between districts.

This is not true. Allocation is based on FTE x Ratio x Salary average

The District was projected to receive \$384,695 for admin salaries in 17-18.

That came from 76.61 FTE x .075 ratio x \$66.953 average.

Funding at \$36,000 would have resulted in \$208,847.

Again, the PEA is not stating that administrators receive too much. We are stating that the differential ratio for administrators continue to increase, while the ratio for certified continues to decrease.