



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 FRIDAY, MAY 4, 2018 AT 8:00 A.M. IN GALLEON ROOM LOCATED IN THE PAYETTE ALTERNATIVE HIGH SCHOOL.

<p>Approve Minutes</p>	<p>Payette School Board Chairman Adam Rynearson called the committee meeting to order at 8:00 A.M. with Payette School District Superintendent Robin Gilbert. PEA Lead Negotiator Michelle Stoneman, Negotiator Angie Spelman, and alternate Kelly Sullivan were present. Angela Fletcher was in attendance to record minutes.</p> <p>Minutes of Tuesday, May 1, 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>A correction was noted based upon the minutes by Mrs. Gilbert involving the PSD proposed Educational Stipends funded. The statement read, "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". The minutes are correct, but PSD proposed more than half of the Educational Stipend, same as in current year.</p> <p>Mrs. Stoneman asked "Do minutes have to be approved to make said minutes agreed? Mr. Rynearson stated that they may submit their own minutes if they disagree. Those submitted minutes would then be attached to the original minutes documents. Mrs. Stoneman asked are we using the "Roberts Rules" for meeting notes? Mr. Rynearson stated that no, these proceedings are a "Negotiation" not necessarily a "Meeting"</p>
<p>Proposal Review</p>	<p>Mrs. Gilbert led the discussion of language changes to the new proposal. Mrs. Gilbert also stated that they did not add the language "must reside within our district boundaries" to the Agreement. She stated that some school districts do have a 3<sup>rd</sup> party Negotiator and many do not reside in the district in which they are negotiating. Mrs. Stoneman understood that they can be used as a consultant but wants to clarify that they should not sit at the table. The Board is not willing to concede the option of hiring a professional negotiator.</p>
<p>PEA Caucus</p>	<p>PEA requested a caucus at 9:01 A.M. The meeting resumed at 9:14 A.M.</p>
<p>PEA/PSD Approved Agreement Items</p>	<p>Members of the PEA and the Payette School District Negotiating committee approved and agreed to the following items in the PSD Proposal Agreement #2.</p> <p>Article I.</p> <ul style="list-style-type: none"> <li>✓ The term "School Year" was added back into the agreement</li> <li>✓ The term "Non- Privileged" has been stricken from the agreement</li> </ul> <p>Article II.</p> <ul style="list-style-type: none"> <li>✓ Negotiating teams will not exceed five members at any one time</li> <li>✓ Corrected spelling in section E to "listened"</li> </ul> <p>Article III.</p> <ul style="list-style-type: none"> <li>✓ Added section B. Advancement on the Salary Schedule</li> </ul> <p>Article IV.</p> <ul style="list-style-type: none"> <li>✓ Added language "per month" to the EAP cost</li> <li>✓ Approved "Extended Leave Without Pay (Policy 404.7) to the agreement. Mrs. Gilbert will check this against policy.</li> <li>✓ Added 2) "Personal Leave" to the agreement. It was not on the original proposal.</li> <li>✓ Sick Leave- Added the language "and personal leave" to the agreement</li> </ul> <p>Article VII.</p> <ul style="list-style-type: none"> <li>✓ Added language to the Grievance Procedure (A) &amp; (C)</li> <li>✓ Removed the language "Unfair"</li> <li>✓ (E) Language changed to: "Failure of the district to act within 10 days shall allow the grievant to proceed to the next level. The grievant shall respond within 10 working days verifying resolution or request for grievant to move to the next level."</li> </ul> <p>Article XII.</p>

Page 2	<p>✓ Added language "based on standardized criteria."</p>
PEA/PSD Agreement Review	<p>PEA members did not agree with Article IX. Posting a position. Their concern is that it needs to include language such as "best fit or best qualified". They are worried about positions being given to someone just because there is money for it, not because they qualify or are the best fit for the position.</p> <p>Regarding the PEA Leadership Premium and Committees, the PEA would like to be involved in formulating committees not just get their approval. Mrs. Gilbert stated again that by State Code this is a Non-Negotiable item and therefore it will not be in the proposed agreement. PEA also proposed that the "RIF" be in the agreement. The PEA's concern is that the School Board can change a Policy at any time. Mrs. Stoneman said it's about how you reduce the force and that it is done in a fair manner. Mrs Gilbert understands their concern but stated that it is covered under a Policy.</p>
Salary Schedule Review	<p>Mrs. Stoneman reviewed the numbers with the Payette School District Clerk Barbara Choate. No matter how they worked the numbers they could not get them to work within the proposed budget for Salary. They stated the increase from discretionary funds is not as large this year as it was last year. Mrs. Stoneman would like for PSD to re-evaluate its proposed budget and see if there are places they could shuffle monies to accommodate their proposed Salary Schedule. Mrs. Stoneman said it looked as if teachers were given last consideration. She suggested that Levy Money be a separate line item. This would show where monies are allocated. Mr. Rynearson gave some insight on the topic stating that the PSD original offer was the best offer based on the finance committee digging deep into the budget. The original offer represented an average increase of 4.7% for teachers as well as fully covering the increase in health care benefits.</p> <p>Teams created the agenda for the next meeting and selected available dates.</p>
Meeting Set	<p>The next meeting is scheduled for Monday, May 7, 2018 at 6:00 P.M</p>
Adjourn	<p>The Meeting adjourned at 10:04 A.M.</p>
	<div style="display: flex; justify-content: space-around; align-items: flex-end;"> <div style="text-align: center;">         _____        Approved Trustees     </div> <div style="text-align: center;">         _____        Approved PEA     </div> </div>

## Angela Fletcher

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**From:** Kelly Sullivan  
**Sent:** Tuesday, May 8, 2018 10:06 AM  
**To:** Angela Fletcher  
**Subject:** FW: Negotiations meeting minutes May 4th -- input

Hey Ang...

Here is a copy of PEA comments on the minutes of 5/4:

### Things that were discussed, but not seen in minutes:

- \*There is no mention of the "10 days for Association leave" or mention of days being used for Delegate Assembly as was brought up by Michell
- \*No mention of the document you presented to them regarding Lori's days being covered by the IEA.
- \*No mention of Administrator salaries being \$100,000 over allocation and the discussion that proceeded.

### Items that seem stated incorrectly:

- \*"The PEA would like to be involved in formulating committees"--we don't want to create the committee, we just want to be on the committee and be a part of the discussion that happens when making decisions about what the leadership premium positions will be.
- \*"They stated the increase from discretionary funds is not as large this year as it was last year"--I don't think we said this because the discretionary amount increased this year.

ADDENDUM.

Michelle Stoneman

From: Angie Spelman  
Sent: Monday, May 07, 2018 9:59 AM  
To: Michelle Stoneman; Kelly Sullivan  
Subject: Negotiations meeting minutes May 4th -- input  
Attachments: Draft Negotiations May 4 2018 Minutes.doc

Good morning! Since I won't be there tonight, I read through the minutes and found a couple of things I think are incorrect. I attached a copy and highlighted the two statements I thought seemed worded incorrectly (they are also below with details).

Things that I thought were discussed, but I don't see them in minutes:

- \*There is no mention of the "10 days for Association leave" or mention of days being used for Delegate Assembly as was brought up by Michell
- \*No mention of the document you presented to them regarding Lori's days being covered by the ~~PEA~~ NEA
- \*No mention of Administrator salaries being \$100,000 over allocation and the discussion that proceeded ←

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Angie

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Levy monies



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May 2, 2018

Mr. Robin Gilbert, Superintendent  
Payette School District  
20 N 12th Street  
Payette, Idaho 83661

Dear Mr. Gilbert,

I am writing to request release time for Lori Steiniker, who is a member of the National Education Association (NEA) Board of Directors (BOD). As a member of the NEA Board, Lori Steiniker has a variety of responsibilities. One is representing educators in Idaho at the national level where she is an integral part of the Board deliberations that affect teachers, students, education support professionals, and retired educators throughout the nation.

As an NEA Director, Lori Steiniker is expected to attend Board meetings in Washington, DC. In addition, she may be called on to represent NEA at various events throughout the year. The dates for the 2017-2018 BOD meetings are as follows:

September 15, 2017	The Northern Tier Meeting
October 4-6, 2017	NEA Board Activities and Meeting
November 17, 2017	IEA Board Meeting
December 1, 2017	IEA Executive Meeting
January 25-26, IEA Board	IEA Board Meeting
February 7- 9, 2018	NEA Board Activities and Meeting
March 16, 2018	NEA Leadership Summit, IL
April 13, 2018	IEA Executive Meeting
April 18-20, 2018	IEA Board/ Delegate Assembly
May 2-4, 2018	NEA Board Activities and Meeting

NEA will reimburse you for the cost of a substitute or salary during association related absences, if needed. Please note that some of the dates listed fall on a weekend and a substitute may not be required.

We appreciate your cooperation in providing the NEA Director with release time to attend these events. If you have any questions or concerns, please contact me at [ptallington@nea.org](mailto:ptallington@nea.org) or (202) 822-7096.

Sincerely,

Patricia A. Tallington  
Manager for Business Affairs  
NEA Center for Governance  
[ptallington@nea.org](mailto:ptallington@nea.org)

cc: Ms. Lori Steiniker, NEA Board Member