



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 MONDAY, MAY 7, 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, Superintendent Robin Gilbert. PEA Lead Negotiator Michelle Stoneman, NEA Director for Idaho Lori Steiniker, and alternate Kelly Sullivan were present. Angela Fletcher was in attendance to record minutes.</p> <p>Minutes of Friday, May 4, 2018 Negotiations Committee meeting minutes were reviewed and approved by School District members. An addendum, correction and NEA Letter was submitted by PEA member Michelle Stoneman and will be attached to the May 4th minutes. Minutes were then signed by School Board Chairman Adam Rynearson and PEA Lead Negotiator Michelle Stoneman. The approved document and addendum was then given to Angela Fletcher for the record.</p>
Review	<p>Proposal was reviewed. Items and language that were approved were then initialed by Mr. Rynearson and Mrs. Stoneman on proposal #3. Document was then given to Mrs. Fletcher for the record.</p>
Discussion	<p>Items discussed that need further consideration: The PEA would like the RIF and Teacher Evaluation Policies referenced in the Negotiation Agreement and the PEA President to be notified of any changes or modifications to the said policies. PEA members clarified that they do not want to be involved in "formulating committees" they would just like to be on the committee and be a part of the discussion and decision making, involving what leadership positions will be. PEA presented additional language for professional organization leave. Pg. 7 Item #3 Professional Organization- PEA would like a State or National Officer position to be granted the leave necessary to fulfill the obligations of that said position.</p>
PSD Caucus	<p>PSD caucus at 6:22 P.M. Meeting resumed at 6:30 P.M.</p>
Continued Discussion	<p>District sought clarification to State and National positions. Mrs. Gilbert asked How long are the Terms of said position? Mrs. Steiniker stated IEA has 3-year terms. The term limits are 2, for a total of 6 years. Then IEA position could then run for NEA position which all members in Idaho vote on, and they too are 3-year terms. Max is also 2 term limits. Which is another 6 years. The concern of the Board is time loss of the teacher in the classroom and the effect on student learning. Mrs. Steiniker then stated that when she is gone she takes her students on a virtual tour of her location and discusses what she is doing. The PEA also referenced the Letter from the NEA which states that the cost of a substitute or salary would be reimbursed. Mrs. Gilbert tabled the issue for now. They will address it at the next meeting. Pg 10 E) under Grievance Policy (401.5) Mrs. Gilbert stated, since this is now different from Policy, we will either need to revert to the original language for sake of negotiations or take it to the board and make policy changes. Mrs. Stoneman agreed to reference the policy number 401.5 but would like to take it before the School Board for change of policy.</p>
Salary Schedule discussion	<p>PEA is still concerned about the Administrator Salaries being more than \$100,000 over allocation. They don't understand how the less experienced qualify for more pay then the previous experienced administrators in the district. PEA proposed a new salary schedule of 3% to the base salary. Mrs. Stoneman stated that they tried everything to fit the budget into their schedule and could not get it to work. Mrs. Steiniker asked about the budget FTE's. Mrs. Gilbert said the projected, negotiated and budgeted FTE allocation were more than actual received allocation based on average daily attendance (ADA). Attendance which is pulled in the fall by the state and in spring based on the best 28 weeks. Attendance cost us. \$500000 of soft money could have been used. The PEA appreciates what the soft monies was used for, but history appears that PSD is very conservative on their numbers, and my not have been transparent in previous years.</p>

<p>Page 2</p> <p>Discussion Continued</p>	<p>Mrs. Gilbert stated that we are working to become more transparent. Mrs. Steiniker stated that a budget is just paper. Monies can be and is moved around all the time. The PEA just wants the Teachers to be as appreciated as the Administrators are appreciated. Mrs. Gilbert stated that the Board could look at the Administrator Salary Schedule to see if it requires revision.</p> <p>Mr. Rynearson Declined the PEA's proposed Salary Schedule. Mr. Rynearson stated that we gave our best proposal first. Mrs. Stoneman asked if PSD would come to the next meeting with a proposal? Mr. Rynearson stated there would be a discussion.</p>
<p>Next Meeting</p>	<p>The next meeting was scheduled for Thursday, May 10, 2018 at 6:00 P.M.</p>
<p>Adjourn</p>	<p>Meeting adjourned at 7:20 P.M.</p> <div style="display: flex; justify-content: space-between; align-items: center;"> <div data-bbox="440 661 682 829" style="text-align: center;">  <hr style="width: 100%;"/> <p>Approved Trustees</p> </div> <div data-bbox="982 640 1445 808" style="text-align: center;">  <hr style="width: 100%;"/> <p>Approved PEA</p> </div> </div>