

**Minidoka County Schools**  
**NEGOTIATIONS**  
**MINUTES**

**Date:** March 10, 2016  
**Time:** 4:00 p.m.  
**Place:** District Service Center

**Present:** Dr. Ken Cox, Linda Jones, Jason Gibbons, Michele Widmier, Michelle DeLuna, Heather Hepworth, Ashley Johnson, Tammy Stevenson, Kimberley Kidd, Ellen Austin, Sherry Bingham, Bryan McKinney, Shanna Lindsay, Maria Fassett, Morgan Coats, Shelley Coats (alternate for Melody Smith), Don Garner, Tara McCall, Dr. Tim Perrigot, Karl Sandmann, Tina Williams, Recorder: Kerri Tibbitts

**Call to Order:** The meeting was called to order at 4:05 p.m.

**Approval Of Minutes:** A motion was made by Bryan McKinney to accept the minutes. Morgan Coats seconded the motion. Minutes were approved from January 27, 2016 and February 23, 2016 meetings.

**Discussion:** Linda Jones reviewed with the group the differences between bargaining and IBB. We must work together in coming to an agreement. Dr. Cox reminded the group the negotiations will not be videotaped, only audio.

A sheet on Interest Based Agreement Process was handed out. The group discussed the main components of the sheet: Story (explain the issues); Interest (how to solve the problem); Options (brainstorm solutions); Evaluate (analyze options against interests); Standards (objective measures of options value); Commit (consensus agreement to support option); Implement (action plan). Each step was discussed in further detail.

The group then did a "practice" training on negotiating a dress code for staff. Issues were noted on this topic and written down. The question was asked, "What would be considered appropriate/acceptable work day dress on a fixed income? Examples were given: modesty/comfort/safety/nondiscriminatory, etc.

Options were then discussed. Brainstorming should be used, creativity...come up with as many options as possible.

After discussing the steps that further need to be taken, the group broke into constituent groups to discuss a list of issues/concerns that were brought up at the February 23, 2016 meeting. Each group was to look at the items and pick those that are negotiable, and come up with other options as to how to address other issues (i.e. mentoring new teachers).

The MCEA constituent group was not able to complete the overview of items, so at the March 29, 2016 meeting it will resume. Dr. Cox explained that future meetings will stop 15 minutes before scheduled adjournment in order to set up agenda for future meetings and draft an email communication. A Google document will be sent out on brainstorming group rules

Constituent groups are as follows:

MCEA

Morgan Coats	Karl Sandmann
Tina Williams	Maria Fassett
Melody Smith	

ADMINISTRATION

Dr. Cox	Ashley Johnson
Michele Widmier	Bryan McKinney

Adjournment: We dismissed at 6:02 p.m.

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MCEA Signature

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MCSD Signature