

NEGOTIATIONS 2020-2021

May 21, 2020

Those present: Ashley Johnson, Danelle Stutzman, Karl Sandmann, Boe Rushton, Wes DePew, Maren Oppelt, Dr. Cox, Tina Williams, Kerri Tibbitts, Sherry Bingham and TL Lowder. Board members present, Bonnie Heins and Mary Andersen. Meeting was available through Zoom.

Check In 10:13

Minutes: With a clerical error in a name, minutes were approved for May 13, 2020.

The team reviewed the topics of discussion from the previous meeting. Those topics were as follows:

District Topics

1. Where Master Agreement language and policies match, the Master Agreement could just reference the policy instead of restating the policy in the Master Agreement.
2. When there is inclement weather, elementary teachers sometimes do not receive a full lunch period.
3. Prep time – It is not to be used for personal use and teachers should be in the building during that time (District Policy 584.00 Instructional Preparation Time).
4. Staff needs to notify their principal when leaving the building or when they are absent or late (District Policy 580.00 Teacher Responsibility).

MCEA Topics

5. Administrators will not evaluate teachers or paras when the administrator's child is in that class.
6. Clarification on the jury duty (subpoena) policy
7. MCEA members on all committees, including helping with a bond
8. COVID-19 and online schooling
9. Mental health counseling for students and staff

Dr. Cox asked the team if district policy could be used as reference in the Master Agreement. Tina Williams stated the MCEA should approve policy changes. Dr. Cox informed the team the PRC (Policy Review Committee) has MCEA representation, the committee was formed to make suggested changes to the Board.

Caucus called: 10:30

Returned: 10:34

MCEA asked for other topics to be added:

10. Coach evaluations and the rubric that is used. Wes DePew asked what the policy is in evaluating coaches and activity leaders.
11. Administrators out of buildings
12. The original calendar had 190 days, now shows 185. Dr. Cox stated it was an error and would be corrected.
13. Leadership premiums - Dr. Cox stated they are not a negotiable, but may be discussed.

The team reviewed which items were negotiable

Those items that may be negotiated are: 1, 2, 3, 4, 5 and 7

Items to be Discussed 6, 8, 9 - 13

COVID-19/Online Teaching – The team approved to change the title of this item to Non-Traditional Teaching Plan.

Karl Sandmann shared some of the problems teachers have had while teaching online. They included students not getting on at specified times because another class is also scheduled at that time; issues of students who have jobs and can't get on; students who do not have the internet.

Wes DePew suggested students don't come a full day. Half could meet on Wednesday/Friday, others on Tuesday/Thursday. Teachers would come in on Friday for a work day. This would be similar to an AB schedule.

Tina Williams suggested the District has a Health and Safety committee. Ideas and input could be referred to this committee then shared with all the buildings.

Ashley Johnson informed the team that staff should share ideas with administrators. She is keeping a list of all suggestions that are being sent to her.

Karl Sandmann felt opening up communication would be a good idea. Perhaps an email sent out asking for ideas and share them with their administrators.

Dr. Cox informed the team a survey had been sent out to staff, parents and students for input and ideas for improvement for online learning. He also shared that approximately 3% of our students do not have access to the internet. He will send out an email to all staff asking for ideas and suggestions to be shared with their administrator or supervisor. Once the ideas and input is gathered, this information will be shared with members.

Wes DePew asked if a Google document could be shared so others may see other staff's input.

Dr. Cox felt that by the end of June a tentative plan and ideas will be available to share with staff. It will not be until August when a finalized plan will be shared for returning to school in the fall.

The team agreed to these steps towards a Non-Traditional Teaching Plan

Break: 11:00

Returned 11:15

Mental Health Counseling

Dr. Cox stated the District has done a good job providing counseling through Quest Counseling. More students have received counseling this year than ever before. We will not have interns next year, so the District will do the best they can for students. As for staff, our health insurance does cover counseling.

Tina Williams asked where staff may find this information.

Sherry Bingham stated there is a list, but the District cannot recommend a specific counselor. Counselors should have a list of available services in our area.

Wes DePew asked that the counselors and administrators both have a list available for staff.

Dr. Cox stated a sheet with a list of counselors in our area would be sent out to all staff by the end of this month.

Karl Sandmann asked that it be communicated as to who has the list with staff members.

Leadership Premiums

Dr. Cox stated that the budget has some money reserved in the budget for leadership stipends. He noted the counselor stipends which totaled \$17,200 were taken from this budget. He informed the team that if

a staff member is putting in a lot of extra time, i.e. Saturday School at Minico, they need to speak to their administrator. We are not getting any money from the State for leadership stipends. There are stipends that will be cut and some may be lower than previous years.

Wes DePew shared that staff members have said if the stipend is cut, they will not fulfill that role any longer.

Tina Williams asked if that happens, who will do the job?

Dr. Cox informed the team that stipends have been reviewed as to which ones are the most critical. He also stated there will be changes in expectations of stipends.

Ashley Johnson reminded the team that every leadership stipend is important. The District does not want to do away with them, but the State made that choice for us. It is her hope the leadership stipends will return. The District recognizes it is a big loss for some staff.

Wes DePew shared concerns if staff don't get paid, it won't be done at all. Some staff will have to do something else to supplement that income.

Tina Williams suggested when reviewing the budget, the team can brainstorm ideas where money can be found in budgets that are less critical and funds moved to leadership premiums.

Danelle Stutzman shared that her staff has come to her with the realization that stipends will be cut. They have stated they will step up and do what is best for the kids. She pointed out there are many teachers in the District who she feels will do the same.

Dr. Cox pointed out that in the teacher's contracts and in policy it states "other duties assigned."

Ashley Johnson noted the expectations for the stipends needed to be re-evaluated and adjusted.

Tina Williams stated it would need to be within the contracted hours.

The team agreed to discuss this when they review the budget.

Coaching Evaluations

Dr. Cox stated that no one should be evaluated on something they weren't aware of. Everyone should be notified of the content of the evaluation. Dr. Cox will address this issue with Brady Trenkle, Athletic Director, who has shared the new evaluations for head coaches.

Tina Williams noted that the forms need to be where people can find them. Coaches need to be made aware of the forms at all levels. Dr. Cox will look at the policy addressing coaching evaluations.

Administrators out of the Buildings

Wes DePew felt that when administrators are not in the buildings it diminishes the rapport with staff and students.

Dr. Cox stated to the team the only district requirements of administrators is two meetings each month and that next year most likely one of those meetings will be held online.

Tina Williams felt in the middle schools one administrator should still be in the building, not both attending meetings.

Dr. Cox stated that there should always be an administrator in the building, that is why the Board changed the policy stating administrators could no longer be coaches. He suggested that a teacher with administration credentials could sub in that position. He also noted that are other factors that take administrators out of the buildings other than district obligations.

Boe Rushton felt that a teacher which has his/her credentials is a teacher in a classroom. A sub then has to be found for the classroom.

Dr. Cox suggested if an administrator is needed, there are district administrators that can also fill those positions.

The team agreed that at least one administrator is to be in the building whenever possible.

Wes DePew asked about a day being added to their personal sick leave. Dr. Cox asked the team members to check their leave on Visions. He will ask Andrea Schaffer to also check on it.

The team agreed to extend the negotiations meeting to 12:30 p.m.

Language

Dr. Cox shared the proposed language changes in the Master Agreement. He stated policies are reviewed by the Policy Review Committee, with MCEA representation and be held for a third reading.

Caucus called: 11:46

Returned 11:57

Wes DePew informed the team the MCEA would like to drop this topic.

Dr. Cox asked if the MCEA wanted wording on every article and leave as is.

The team agreed to leave language as is with only the following changes:

- Article II Grievance, first sentence added Only violations of a District policy or this Master Agreement are grounds for filing a grievance
- Article III Transfers, remove The District will adhere to the following procedures of the MCEA Negotiated Agreement.

The team agreed to the changes made in Article II and Article III.

Work Day

Boe Rushton suggested in Article IV, Work Day, the word principal be changed to administrator.

MCEA asked in this section #3 “Teachers are expected to notify the building principal in advance of any absence or tardiness, including during their assigned prep time. Failure to do so repeatedly may result in a letter of reprimand or other disciplinary actions” would the administrator go directly to giving a reprimand.

Dr. Cox stated the administrators would only do this if it repeatedly or habitually happened.

Danelle Stutzman shared that this has happened numerous times. Some staff uses prep time for personal business. She noted that sometimes things occur and prep time may be needed to be used to take care of a situation, but it should be cleared with the administrator in advance.

Karl Sandmann felt the wording is good as long as the administrator has addressed it with the employee and it is only after repeated offenses that the reprimand occurs.

The team agreed to the language in this section.

Elementary Teachers not Receiving a Full Lunch Period during Inclement Weather

The team reviewed the Duty Free Lunch section of the agreement where it states Teachers may be required to give up part of their lunchtime in the event of unforeseen circumstances. This addresses the

elementary teachers in inclement weather not receiving a full lunch period. The team felt this addressed this issue and no changes were needed.

Prep Time

Dr. Cox addressed Policy 584.00 Teacher Responsibility and noted there is more language that is not in the agreement. While the team agreed to keep the original wording, Dr. Cox would like to address this further in the next meeting.

Act of God

Boe Rushton asked for clarification with this section.

Tina Williams explained it references Idaho Code, and members need to understand what the code covers.

Dr. Cox explained if there was an act of God and the Board needs to make immediate decisions/changes, they do not need MCEA approval. A typo was noted and corrected.

The agenda was set for Wednesday, May 27th at 9:00 a.m.

Check In

Approval of Minutes

Remaining Topics:

- Prep Time
- Administrators not evaluating teachers who have their child in that class
- No Fault Leave Clarification
- Salaries/Benefits
- Check Out

A motion for adjournment was made by Wes DePew, seconded by Ashley Johnson. Motion carried. Adjournment was at 12:30 p.m.



Superintendent Signature

5-27-2020

Date



MCEA Representative

5-27-20

Date

Lucas

[Faint signature]

2021/02/20

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