

**NOTICE OF NEGOTIATIONS MEETING OF THE BOARD OF TRUSTEES
MINIDOKA COUNTY JOINT SCHOOL DISTRICT #331
RUPERT, MINIDOKA COUNTY, IDAHO**

NOTICE IS HEREBY GIVEN that an **Special Meeting** of the Board of Trustees of the Minidoka County Joint School District is posted for **Thursday, September 5, 2024 at 4:00 PM** at the **District Service Center 310 10th Street Rupert, ID 83350** at which meeting the following business will be conducted:

CALL TO ORDER & ROLL CALL:

Bonnie Heins, Chair
Rick Stimpson, Vice Chair
Russ Suchan, Trustee
Jeff Gibson, Trustee
Mary Andersen, Trustee

Dr. Kenneth Cox, Superintendent
Kerri Tibbitts, Board Clerk
Reed Cotten, School Counsel

1. Welcome
 2. Approval of Minutes
 3. Reason for Re-opening Negotiations
 4. Options/Combinations
 5. Approval of Final Language for Master Agreement
 6. Adjournment
- #boldsubject#

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** Robert's Rules of Order will govern all meetings

*** Any person needing special accommodations to participate in the above-noticed meeting should contact the Minidoka County School District one (1) day prior to the meeting at 310 10th St., Rupert, Id. (208) 436-4727

NEGOTIATIONS

7/25/24

Those present: Ellen Austin, Nicole Toner, Ashley Johnson. Maren Oppelt, Abby Vogt, Spencer Larsen, Brandi Milliron

There were time constraints with most members, it was agreed to be finished at 12:00.

Minutes were approved

Those who had met to revise the District's evaluation policy explained the changes that were made to the team. Those who were on the revision team felt they had come up with an improved policy for evaluations.

Further options were discussed to add to the evaluation policy

Options A and B were voted down in the previous meeting.

New Options added:

- C. Evaluate certified staff in all 4 domains (Brandi Milliron)
- D. Select a domain and provide 3 artifacts/portfolios, one for each (Ashley Johnson)
- E. Appeal process (Ashley Johnson)
- F. Counseling sessions – area of concerns need to be addressed early in the year (Brandi Milliron)
- G. Philosophy movement to the beginning of policy (top)

Discussion was held on what domains advanced professionals should be evaluated on. Brandi Milliron stated she felt that teachers do more things in all domains.

Maren Oppelt: She agreed with Brandi Milliron and stated if you do well in Domain 1 it leads you into the other domains. Professionalism is important.

Discussion was held on parent input. It is hard to get parents to fill out the survey.

Brandi Milliron stated the portfolios/artifacts make more sense. There needs to be clarification/training how these are uploaded and what goes in them.

Rebuttal: There was a change in policy to the amount of days for a rebuttal or appeal to 5 working days for area, supervisor to address the rebuttal, written response, etc. It could take up to 20 days for all steps to take place. Brandi Milliron stated with the counseling session, if there is something that a teacher needs to work on, it needs to be brought up early, not at the end of the year.

Break: 9:50

Returned 10:00

Voted on Options:

C – Yes; D – Yes; E – Yes; F – Yes; G – Yes

Further options were added:

H: Evaluation language put in Master Agreement (CBA)

I: MCSD/MCEA will collaborate to write a statement to include in the CBA about the importance of the evaluation policy using wording from philosophy

J: Statement that includes MCSD/MCEA working together on personnel and evaluation policies prior to PRC meeting.

Maren Oppelt: Felt the evaluation policy should be in the agreement because it talks about salaries, being on a plan or probation. It directly ties to people's salaries.

Mr. Larsen: He is not in favor of adding language to the agreement, it's the board's responsibility for policy. The results of the evaluation are tied to salary.

Caucus called: 10:08

Returned: 10:22

Ellen Austin stated she felt like this was an evolving document. Admin want to make it simple and less time consuming for all. Would like the opportunity to tweak it as we go.

Maren Oppelt: Stated that the agreement can be changed if the two parties agree. Felt it would make teachers feel appreciated and valued.

Mr. Larsen: He felt everything Maren stated would pertain if it wasn't in the agreement.

Brandi Milliron: If law changes, does that trump the agreement? Yes.

Caucus: 10:50

Returned 11:11

Brandi Milliron: MCEA did not want to return again, work on the statement today. Relationships are important and invited a board member to attend the MCEA meeting with Spencer.

Vote on Options, H, I, J

H/I: No

I/J: Yes

Possible put it as Article #7.

Caucus called: 11:37

Returned: 11:45

Team will work together to create a statement for the master agreement. All agreed:

The District and MCEA understand the importance of evaluations and will continue working collaboratively regarding policies in the evaluation and personnel sections of the policy manual. MCEA and the District will work together to review and/or make recommendations to the Policy Review Committee regarding evaluation and personnel policies. Changes in Idaho Code will be addressed as needed.

Supervising and evaluating professional staff is performed primarily to improve learning conditions, to facilitate administrative decisions, and to implement provisions of the Idaho Code. Evaluation is necessary to improve the teaching-learning process. Improving teacher competence and professional growth are the ultimate goals in appraising staff performance.

Some staff saw they were at the same level as last year, should the contract show the movement? Maren, people would feel better if they saw where they actually are. Probably don't know the state departments is finally say on in. R3s have to move and get paid.

Spencer - our district included that amount in our salary schedule, state has not done that. We have to pay minimum amount and we have already done that. Spencer will check to see if required it shows what they really are.

Superintendent

Date

MCEA

Date