

TETON SCHOOL DISTRICT #401  
Minutes of Mediation 2015-2016  
THS Library  
July 14, 2015, 9:00 am

**Open Session:**

**Present:** Juli Gottler, Deb Loudnslager, Susan Pence, Harry McCarty, Scott Marotz, Delwyn Jensen, Ben Kearsley, Becca Berry, Derrell Clark

Derrell Clark explained that he is part of the Executive Branch of the Federal Government which was established in 1947. One of the goals of his branch is to prevent stops in the work place in the private sector by providing a neutral party to help bridge the two groups. Some states have their own mediation service but some do not. Idaho does not. Resolution is his goal; it does not matter to him what resolution looks like.

In his profession, you do not want to 'break your pick'. He is no use if he is not neutral. As we move forward, both parties should know that they can tell him anything. Any notes he takes will be destroyed. They will have off record discussions like in Executive Session. He is trying to help find what they need to do to reach an agreement. He will not disclose information unless he has permission to do so.

Scott noted that there is a new state statue which creates ambiguity on whether or not things have to be in open session. In their discussions, they came to the conclusion that offers have to be made in open session, otherwise things are in private. This was agreed to by the TEA representatives.

Derrell I commented that relationship is the second piece of the Federal Mediation's Mission. Good relationships in the workplace are so important.

Derrell said unless there is an objection, he thinks they should separate for caucuses. He will speak with the TEA first.

**Caucus**

**Open Session**

Derrell explained that the Teacher's Association has put together a proposal. The teachers said this is a one year contract and would need to be renegotiated next year. This offer has a salary increase range of 3-7%. The total base cost to the District for teacher salaries would be \$5,017,863 under this proposal.

Scott asked how teachers would be placed on their proposed schedule. Amy explained it would be based on their current salaries, times 3.5% and then match to the next highest amount on the salary schedule according to their education. Scott asked how you determine who is on residency and who is BA. Discussion. Once you are out of residency then you are professional. Some teachers do not have BA + 24. The State's M and B+24 extra money, from the state, is incorporated in the proposed schedule.

Scott asked for a scatter gram to see where people are placed. Scott asked why there are 5 steps in the residency rung. Amy replied some people coming in would have more experience but would not be considered professional. Scott pointed out that if you have a residency rung, there is no need for the first three cells under BA.

## Caucus

### Open Session

The TEA made a new offer that involved using the 2014-15 salary schedule and then pay a one-time bonus to teachers in the amount of 3.5 % after movement for education and service. The District countered with an offer that accepted the salary proposal and either keeping the existing \$20,000 life insurance policy or a reduction of the health insurance stipend by \$7.50 per month.

Juli Gottler proposed that Article 7.A.2., contain instruction that the employee's life insurance be left at \$20,000; if for salaries they propose to keep the existing schedule with a 3.5% one-time bonus. The current salary schedule would allow for teachers to move steps and lanes if applicable. The TEA withdraws proposed Article 5.G. She asked that Article 7.B.1 add language so that if the teacher's PD money is not used in the year it can be rolled to the next year only.

Scott clarified that the commencement paragraph will include meeting within 30 days of March 1. Article 3 will include that the employees will honor the contract day and not engage in Association business during student contact time unless specifically authorized by the District's Superintendent. Scott also clarified that Article 4 will include his language for the item Level 3: Panel. Article 7, paragraph A will include his language as presented along with changing the fringe benefit from \$390 to \$421. Article 7.B.1 will include language for 90% usage to increase the PD benefit from \$300 to \$500. Article 7.B.4 outlines that each classroom teacher has \$300 per year to be used for classroom supplies. Both parties agreed to withdraw the Freedom of Speech item.

Scott read Article 8: Salaries. The salary grid is based on 190 days, paid over 12 months. No full time certificated non-administrative employee shall earn less than \$32,700. To adjust the current salary schedule, \$32,700 will be placed where any number is less than \$32,700 on the 2014-15 salary schedule; that will be the only change.

Juli and Scott located the documents and changes as discussed. The acceptance wording is agreeable to both parties.

Scott will email the documents in word format to Amy Sotin-Wood tomorrow when he returns to the office.

Both parties thanked those who played a role in the process. It was agreed that the TEA would schedule a ratification meeting and advise the Board when that was done so that the Board meeting could be scheduled to ratify the contract after the teachers voted on the agreed upon contract proposal.

Meeting adjourned 5:15 pm.