

Negotiations minutes 6/11/15 start time 5 pm, end time 10:05 pm Scott Marotz

Lisie Smith thanked everyone for coming. She has not approved the minutes because Smith received them earlier this afternoon (June 11). THE TEA agreed to read the minutes in caucus. The TEA will share their minutes from the previous meeting. TEA distributed their counter proposal. The red writing is what was agreed upon last meeting. Article 1 was TA'd on June 3.

Article 2: Scott Marotz would like to change the wording. Lisie Smith asked for clarification. TEA agreed to add Scott Marotz language to article 2b. Scott Marotz agrees to article 2c. They both signed article 2 for tentative agreements.

Article 3: Scott Marotz asked why article 3 m 2 is struck out. Susan Pence gave clarification as to the reason. TEA asked to have Ben Kearsley sign the tentative agreement (TA) and Scott Marotz stated that he has authorization as the lead negotiator to sign TAs. For the use of copying, Scott Marotz summarized state law 9-338 subpart 10 c "that you can only charge the actual cost." he then refers 10 a and 10 b. Tabled article 3m - 2 until they can caucus. Article 3 m -6. Lisie Smith asked for clarification of 6. Scott Marotz stated that Lisie Smith and Monte Woolstenhulme can determine what this will look like. Lisie Smith asked what if she did not approve prior to sending an email? Scott Marotz stated that his fear is that the association will misuse email during contract hours. TEA tabled article 3 m - 6.

TEA caucused

Article 3m- 2 Lisie Smith stated that they will unstrike the highlighted section. Article 3m-6 Lisie Smith stated that they would like to keep the wording the same. Deb Loundenslager asked for clarification. Scott Marotz said that is for teachers to notice, acknowledge, and demonstrate that they will honor the contract day. They are asking for teachers to focus only on the students. TEA tabled article 2m- 6 in order to define language for association business.

Article 4 – Scott Marotz proposed that level 3 must be changed from number 4 to letter c, and level 4 be eliminated and changed to his wording.

TEA caucused

TEA asked what, who is requesting the panel and who are they requesting it to. Scott Marotz stated that the grievant is the person requesting the panel. Add "grievant's request" into the beginning of the second sentence. TEA would like to change 15 to 10 on the tenth line. They stated that it was agreed upon last meeting. Scott Marotz disagreed and then decided that he is in agreement to the change. Line 11 change rational to rationale. TEA requested that the last line should be stricken. Scott Marotz disagreed; he stated that he has not heard of a volunteer panel. TEA asked to change the association to the grievant. Scott Marotz disagrees because he feels that if they change the wording then the association then nullifies their claim in many instances. Susan Pence explained that members pay dues for services, not all teachers are members. Scott Marotz stated that all teachers have to be allowed the same services in this contract. Scott Marotz stated that position is bordering on bad faith bargaining.

TEA caucused

Lisie Smith states that the panel needs to be volunteer. Scott Marotz stated that it needs to be tabled. Susan Pence asks for clarification on where the grievance going to Scott Marotz felt that it is a good point. Third line, sixth word in add to the board. Susan Pence then asks if the grievance goes to the board it will sit for a month. Scott Marotz stated he doesn't care where it goes, it could go to the superintendent. Susan Pence asked Delwyn Jensen Does the board call a special session? If so, if 5 days was enough time for the board to call a special session in order to appoint someone to a panel. Delwyn Jensen stated that it would only take 24 hours. Scott Marotz felt that the board would decide on how to deal with it, and that it does not need to be in the article. Lisie Smith stated that they will table article 4 c to look at the panel language regarding a volunteer panel vs. a paid panel.

Article 4 c miscellaneous provisions –Scott Marotz would like to add state statute: 3312-10 paragraph 9. TEA decided to table in order to contact their attorney.

Article 5 g Scott Marotz would like to add that teachers cannot use district email to reply to the media. TEA decided to table in order to contact their lawyer.

Article 6: LEAVES be only one year. Scott Marotz stated that all of article 6 can be TAed.

Article 7: BENEFITS – Lisie Smith read the changes, and TEA decided to table until they can go over Scott Marotz proposed changes. Mrs. Gottler and Mrs. Pence clarified that the board's last offer was \$421 to Article 7-a-1 that the TEA did not amend this section (#1 of 7-a proposal) because the district wanted to consider the benefits and salaries as a whole package. Scott Marotz proposed changes to article 7 a-4 TEA decided to table any changes until they can caucus. Article 7 b is tabled until the TEA can caucus on the proposed changes. Delwyn Jensen asked for a copy of the TEA's new pay scale proposal so they may look at it during this caucus. Susan Pence wanted Lisie Smith first to explain how this proposal was created.

Lisie Smith described how the proposed pay scale was created. The cost to the district would be \$4,482,970 which is a difference of \$89,119 from this years pay. She added a 4% increase to the current pay scale, which is a cost of \$4,748,838 and a difference \$271,767. Smith stated that was approximately a \$10,000 difference from state funding. The Residency lane is for the new teachers coming into the district. Scott Marotz asks how you move off of residency? Scott Marotz states that there is a major cluster at residency 2. He then adds clarification to what the bill states. 45,000 teachers in residency 2 which has to have 2 years of observation and that there are far less in residency 3 which would have 1 year of observation.

TEA caucused

Scott Marotz asked if Lisie Smith took \$31,750 times 1.04. Lisie Smith clarified the process. Delwyn Jensen stated that 12: under 4%, 38: 3-5 %, 59 6- 8% raise, 1 - 9%, 5: 10%-13%. Lisie Smith and Becca Berry worked together on the salary placement.

Delwyn Jensen used the original proposal figure for benefits of \$609.11 and not the \$421.00 which was the last offer TEA was considering when he said the total cost to the district would be \$756,000 more than \$451,000 health insurance, \$15,000 class supplies, \$15,000 life insurance.

Jensen said this does not tie the district's funding source "the career ladder" if we wait until next year it will accelerate the districts operating costs. Lisie Smith stated that the career ladder is to attract and retain teachers, it is only an allocation, it is not a mandate from the state for disbursement. Smith said that it is the intention of the TEA is to distribute the funds in a more equitable manner. Delwyn Jensen stated that he wants to tie the career ladder back to allocation money. Lisie Smith disagreed. Susan Pence stated that quite a few districts have waited to make the change until the following year to see how things will be funded, (Meridian and Nampa are districts have waited). TEA said the teachers with more experience are not getting the same benefit. Delwyn Jensen does not understand why their proposal is not valid. Mr. Jensen said no one on their proposal would receive a pay cut – the lowest increase would be 4%. Lisie Smith said that some teachers would only receive a onetime 4% increase on their proposal for next year and that is not a raise. Mrs. Smith said the TEA's intent is to give every member of the bargaining unit a minimum of a 4% raise.

Lisie Smith requests to go to mediation and the letters will be delivered tomorrow. Delwyn Jensen said let the record show the TEA is asking for \$756,000 in additional funds, the district proposed \$532,000 additional funds, \$356,000 comes from the state, \$178,000 comes from general funds. Delwyn Jensen feels the board is being very fair and as equitable as possible. Delwyn Jensen asked if TEA would like to continue going over other language and Lisie Smith would not like to go forward at this time to work on the wording until mediation.

Lisie Smith began thanking the team, the people for attending.

Delwyn Jensen interrupted Lisie Smith's closing statement. Delwyn Jensen began defending the reason to hire Scott Marotz. He feels that it has been a battle and that the TEA is not willing to be flexible and they came with their guns loaded. MR. Jensen said that the District had hired a lawyer to benefit both the District and the teachers. Mrs. Pence said that a lot of the language the district and Mr. Marotz has introduced is harmful and punitive for teachers. Mrs. Pence said that when a lawyer gets involved the only person who benefits is the lawyer.

Lisie Smith respectfully disagreed with Mr. Jensen's statement concerning the TEA benefit package request and closed the meeting.

Created by Amy Sotin-Wood