

Teton County School District #401
Minutes of 2015-2016 Teacher Negotiations
District Office
Thursday, May 14, 2015 – 5:00 PM

I. Open Session

Present: Delwyn Jensen, Ben Kearsley, Scott Marotz, Julie Gottler, Deb Loudenslager, Lisie Smith, Susan Pence, Mary Madsen and Maralee Saulters.

II. Call to Order

Mrs. Smith welcomed all those in attendance.

III. Open Meeting: Proposal for Agreement

A. Procedural Agreement

Mrs. Smith proposed a change to Article 2 Section B of the Master Contract which reads:

Commencement of Negotiations: Negotiations for the Master Contract shall commence within 30 days of a written request by either party in the time period between March 15th and May 15th of each year.

Mrs. Smith proposed this article be changed to eliminate the exact date that negotiations must start. Mr. Marotz questioned this change and replied that the Board would consider this action.

B. Sidebars

Mr. Marotz asked the TEA how they would like to handle sidebars during the negotiations. Sidebars are discussions between the two team leaders. Mrs. Smith replied that she would like everything kept public in the meetings.

C. Board Minutes

Mr. Marotz suggested the Board's minutes be considered the official minutes of the negotiations. The TEA may submit further minutes to be attached and made public. Both parties agreed to this action.

D. Proposals

Mr. Jensen suggested all TEA proposals be heard and discussed. Mr. Marotz agreed and suggested counter offers be discussed at the next meeting. Need to have major issues resolved by June 30, 2015. Mrs. Smith felt confident everything would be resolved by June 30, 2015.

Mrs. Loudenslager asked for a list of proposals from the board. Mr. Marotz will email a drafted contract to all parties to be looked over and discussed at the next meeting. It was decided that all proposals will be presented and discussed on May 20th with copies of proposals being emailed to all parties on by May 18th.

The TEA also proposed the duration of contract be for 2 years starting July 1, 2015—June 30, 2017. Mr. Marotz replied that each provision must be agreed upon. This proposal will be discussed during further negotiations.

E. Mr. Marotz asked and it was confirmed by Mrs. Smith that the TEA had asked for and received everything they wanted at this time.

F. Salary Schedule

School Board will be prepared with a salary schedule at the next meeting on May 20, 2015.

G. Future Meetings

There was much discussion on scheduling future meeting dates and times. A caucus was called to discuss exact dates that would accommodate all parties. It was decided that future teacher negotiation meetings will be held on the following dates:

May 20, 2015 at 5pm
June 2, 2015 at 5pm
June 11, 2015 at 5pm
June 12, 2015 if needed

No other business, meeting ended at 6pm.

Minutes taken by the Teacher's Association

May 14, 2015

(SM refers to Scott Moretz)

Lisie called the meeting to order and all present introduced themselves. Meeting convened at 5:00

Lisie thanked the district for the opportunity to negotiate and spoke of a statement of what will be accomplished. Expressed respect for board and contract procedures

Opened with discussion of last year's procedural agreement.

TEA wants to keep what was negotiated last year but wants to change the commencement date for negotiations in Article 2. Wants to eliminate a start date. SM questioned why

Lisie responded that because the legislature went long this year it affected this year's start date SM asked for tentative budget. Lisie was at the board meeting when it was presented. SM asked if more info was needed to proceed today. TEA didn't think so.

SM asked how sidebars would be handled (when two lead negotiators meet aside, Lisie asked what sidebars meant and said they didn't sidebar last year)

SM explained that some confusion can exist and sidebars might help

Lisie and Susan said no, they prefer everything in the open.

Board minutes? The board's minutes will be official and we can submit additional minutes.

Will each side be able to offer alternatives? Lisie said taking turns.

Lisie explained how last year worked

Delwyn said to listen to TEA proposals and caucus when necessary

Lisie mentioned what she wants to talk about today/this year

Want all in last year's contract to stay in. SM said he was asking to eliminate some things.

June 30 should be end date due to contracts needing to be signed by then SM said.

Susan Pence said districts go back and amend contracts all the time after June 30th.

SM wants to make proposals in one lump because of proposed salary schedule.

Salary schedule unknown so it will make the process confusing.

Lisie asked to continue negotiations after end of school

Asked for June 11 and 12, 4 to 6 hours max on these days

Start time on June 11 be noon.

SM doesn't have any proposals tonight.

L thought they would have their proposals.

SM wants to schedule June 11 and 12.

No Saturdays (family time, said Susan)

Delwyn's job doesn't allow him to do noon.

5-9? on June 11 and 12

SM asked for the 12th to stay open?

Lisie asked for an earlier start date on the 12th?

Lisie said yes

The next week has PD for members but there could be some free time in that week also

Ben not available some days

Delwyn asked for some days in May susan said too many kids need her and she cannot predict her schedule.

Sm asked if TEA felt the need to have all members present at all meetings yes and TEA replied yes.

Lisie asked for caucus to discuss schedules and dates

June 2 or June 3 (graduation and finals) Delwyn said not realistic also middle school promotion ceremonies

So no first week of June?

Delwyn and Ben might not be available

Delwyn asked for next Thursday, Lisie has a meeting

Not the 27th because of Lisie's doctor's appointment the 20th? asked Delwyn and SM

SM can email proposals by 18th

Susan asked what that means

SM has drafted a contract proposal including changes or additions to last year's contract

Susan doesn't want a complete contract, SM can email pages separately

Lisie mentioned open meeting laws, SM offering a preview for review

Juli asked for changes to be marked, SM offered to send sections

SM is offering to send the proposal so the TEA can look at to expedite the whole process.

SM is disputing some of the language in last year's contract.

Susan asked for collaborative process, Delwyn argued that it is a collaborative process

He highlighted give and take.

Lisie asked to get back to dates May 20 at 5:00 not great because of school still in session. Lisie wants to stop at 8. 5-8 can move on to 9 if necessary.

Lisie and Susan are highlighting interest in family and work

Juli said that SM calling the proposal a contract was confusing and misleading, so maybe if he referred to it as a proposal instead of a contract.

May 20 5-8 is next meeting

June 11 5-9

June 12 ...

Back to no meetings at the end of May

June 1? Delwyn can

Lisie asked for June 2

Agreed 5-8

Delwyn insisting on getting it done quickly.

Susan again talked about not delaying but priorities are school/teaching. Teachers must be comfortable, deliberate and thoughtful because they have a responsibility to the bargaining unit.

Lisie calendar set

Lisie talked about how each proposal was discussed Delwyn wants all proposals given

Scott says in good faith whatever TEA has on May 18 and the board will send theirs to TEA on May 18

SM interested in the scope and clarity

Susan expressed interest in not violating the open meeting law.

SM assured her everything will be in writing thus not violating OML

Lisie will email whatever proposals they have on May 18 (prior to meeting on May 20)

Wants everything in contract to last 2 years with exception of salary and contracts

SM says that anything in a contract that lasts longer than one year must be referenced yearly SM wants to talk about that on a provision by provision basis

TEA and SM agreed on that

Lisie said they'd be in touch on the 18th and see you (SM) on the 20th and thanked everyone for coming.