

Nampa Joint Negotiations Team
Interest-Based Bargaining Facilitation
May 7, 2019
9:00 a.m. to 3:00 p.m.

Team Members: Mandy Simpson, Veronica Maple, Chad Longley, Seanna Ault, Jaimee Hoelsing, Diana Molino, Sandra Urbina, Ryan Curry, and Brian Coffey. Chuck Silzly and Gregg Russell were absent. Eric Maine was present for a portion of the meeting.

1. Check In

The meeting began at 9:12 a.m. and check-in was completed.

2. Approval of Minutes from April 26th

The minutes from the April 26, 2019, session were approved as presented.

3. Language to reclassify days

The work group shared the language they drafted regarding conversion of used sick leave days to personal days during the contract year.

The group tentatively agreed to the language below.

3.3.6 Full-time Certificated Professional Employees will have the option of carrying forward a maximum of three (3) unused Personal Leave days from one school year to the next succeeding school year, for a maximum of six (6) possible available Personal Leave days for any given school year. Part-time Certificated Professional Employees will have the option of carrying forward a maximum of two times the number of yearly pro-rated leave days they receive per year (yearly pro-rated accruals range from .5-2.5 days) for any school year. If the limit of personal leave has been reached and days will be lost, the days will be reclassified as sick leave (up to a maximum of 10 allocated sick days) for the current contract year; personal leave reclassification will automatically occur in the June payroll for employees staying in the district. There shall be no option for cash out or cash payment for unused Personal Leave days.

4. Evaluations

In the interest of time, this item will be tabled for the 2019-2020 contract year.

There was brief discussion regarding evaluation forms. At one time they were included as part of the master contract. The teams discussed that this was many years ago, and that they were removed because it was difficult to have meaningful evaluations for all certified staff members. The Danielson forms did not apply to pupil personnel staff.

5. Insurance

Currently there are no proposals to discuss.

6. Money

The work group presented the salary schedule options they created. There were seven options created. The teams discussed the different options. The costs of all the options have not been calculated yet. The options range between one column and seven.

The team discussed the column structure

Interests

- Alignment to career ladder funding structure
- No master's barrier/legacy
- Simplicity
- Valuing continuing education
- Competitive with other districts
- Fiscally responsible
- More flexibility for placement – letters vs numbers
- Retaining and attracting teachers
- Transparency
- Sustainability
- Values experience
- Strong and open communication

Issues

- Funding requirements
- Allocation
- State interests don't match ours
- Sustainability
- Long term lack of reimbursement employee perceptions (valuing teachers)
- Change is scary
- Are credits worth more than pedagogy
- Retention
- Teacher perception of district financial priorities
- PTSD from financial crisis
- Salary is personal

The team took a dot vote on the options presented.

Column Structure Options

1. Maintain 7x13
2. Remove BA + 12 column
3. Collapse to 4 – BA, BA36/MA, BA60/MA24, MA36/ESDR
4. Collapse to 5 – BA, BA/24, BA36/MA, BA60/MA24, MA36/ESDR
5. Collapse to 1 – BA-BA12-BA24-MA
6. Copy I.F. (collapse to 3) – BA, BA24, MA
7. Collapse to 4 – BA, BA24, MA, MA24

The outcome of the dot vote was to continue working with options 3, 4 and 6. The work group will need to work on the costs for these three options.

7. Grievance

This item will be added to the next agenda.

8. Caseloads

A concern was expressed for special education teachers and speech language pathologists. A team member stated that the recommended caseloads are 45. Idaho caseloads range between 50 and 60, but Nampa's range between 70 and 80. There was a concern shared that the district is losing SLPs to Vallivue where their caseloads range between 40 and 50.

The team discussed survey data that was shared at the I.E.A. delegate assembly. The district has also collected information regarding caseloads. The team would like to continue this discussion when they have the survey data to review. The team would like to compare data of SLP caseloads and trends over the past several years. The team also discussed that there are differences in how services are delivered across districts. Some use para support and have fewer SLPs.

9. Check-Out

Check-out was completed. The next meeting will be held on May 16th from 9:00 a.m. to 3:00 p.m.