

Nampa Joint Negotiations Team  
Interest-Based Bargaining Facilitation  
February 8, 2019  
8:30 a.m. to noon

Team Members: Mandy Simpson, Veronica Maple, Brian Coffey, Chad Longley, Seanna Ault, Jaimee Hoelsing, Chuck Silzly, Sandra Urbina, Diana Molino and Gregg Russell. Facilitators Kathy Yamamoto and Blas Telleria.

1. Check-in, Overview and Purpose

The team members introduced themselves and completed the check in process.

Review Ground Rules or Group Norms Ladder of Influence

The teams discussed what is required to be shared in this public meeting. The meeting minutes at a minimum need to record what was discussed and any votes taken. Negotiations sessions are public sessions and must be posted to meet all open meeting laws.

The team discussed the document-sharing process to be used throughout the negotiations sessions. Chad has created a OneNote site for the team to use. Historically the district has been very transparent and has shared all documents exchanged at the negotiations table publicly. The team would like to continue this practice.

The team discussed the minutes of the negotiations sessions. Team members would like to have general group discussion recorded without specific names. They would like to include a running list of options discussed as scenarios are worked through.

The team discussed collaboration and problem solving, or CAPS sessions. This item was added to the parking lot. The intention of the CAPS session is to work through problems, not to negotiate. The facilitators discussed how CAPS meetings have worked in other districts.

The team discussed the voting process to be used. The facilitators asked team members to think about how they would like the voting process to work. The teams agreed to use thumbs to evaluate consensus. Thumbs up indicate agreement, thumbs to the side indicate there are questions and thumbs down indicate that the person cannot move forward in support of the item.

2. Review Ground Rules or Group Norms Ladder of Influence

Group Norms – When the teams met in October they agreed to the following norms:

- Be fully present
- Advance notice of those who will be late or absent
- Focus on the problem not the person
- Stay on task, no sidebars
- No surprises
- Confidential
- Start and end meetings on time
- Relationship issues take precedence
- This is a safe zone

The teams reviewed the above norms and agreed to keep them. The facilitators asked if anyone wanted to add different items. A suggestion was made to add change up seating. Meaning that team members would use different seating at each meeting. The team agreed to add this to the group norms.

3. Quick Refresher on the IBB Process

The team reviewed the Interest Based Bargaining Process.

4. Selection of Topic for IBB

The team discussed the monthly day example that they practiced in October and the process that they used to work through the issue.

The team members agreed to discuss an issue that has been brought up regarding sick leave language in the master contract. There has been a desire to allow teachers to use a “mental health day” when they are not physically sick but need a day to rejuvenate themselves. The interest in discussing this topic is to enhance the relationship between the administrator and teacher.

The discussion indicated that the interest of the team is to enhance the relationship between the administrator and teacher. This included confidentiality, awareness of mental health issues, professionalism, self-care, consistency between handbook and contract in reasons for addressing the issue.

Options were discussed including: reference to mental health in the contract, add 1 mental health day for each employee, remove “notes to administrator” text box in absence management, add a wellness program, promote EAP, include all above as 1 option, partner with the Nampa Recreation Center to offer program at schools, rework contract language to allow sick leave without reference to mental health days.

The notes to administrator text box in Absence Management is no longer a requirement thanks to the discussion and help from human resources.

The teams reviewed and tentatively agreed to revised language in Article 3.1.2. The new language is:

3.1.2 Sick leave is to be used for any reason which renders the Certificated Professional Employee incapable of carrying out his/her duties. This may include, but is not limited to: absences caused by personal illness (physical or mental health), injury/accident or other medical reasons incurred by the employee or the employee’s family (spouse, father, mother, child, brother, sister, foster parent, legal guardian, or anyone who has stood in this relationship to the Certificated Professional Employee).

The team discussed the options listed. These options are not necessarily a part of a negotiations session; these would be added to the parking lot to be addressed by administration and the NEA.

There was discussion that a wellness program is part of a benefits package and should be addressed in negotiations.

Options that were added to the parking lot include removing the notes to administrator text box in Absence Management, promoting the Employee Assistance Program (EAP), adding a wellness program, partnering with the Nampa Rec Center and CAPS meetings.

The team added the wellness program to future CAPS session as this is a benefit and is negotiated.

Wellness program also will be discussed on the superintendent and NEA regular meeting agenda.

The teams discussed what would qualify as an item that should be discussed by the CAPS team. They continued to work through the practice issue brought up in October.

Issue – Monthly Day

Story – There are conflicts with meeting times for NEA to hold meetings; building staff want to be able to attend.

Options that were brainstormed in October include – Monday for B-team meetings, Tuesday for B-team/admin meetings, 1<sup>st</sup> and 3<sup>rd</sup> Tuesdays, 2 days for B-team meetings per month, allow early release Wednesday to be used for association meetings during the contract days, allow early release Wednesday to be used for B-team meetings after the contract day, align B-team meetings with the 2<sup>nd</sup> Wednesday contract time and during the contract day.

A new option was discussed today that association meetings and DLT meetings will align. On the assigned DLT meeting dates no other district/building-required meetings can be scheduled after contract time to allow for association meetings.

Discussed the idea of adding 5.8 Protected Time for Association Meetings (new section)

5.8 Protected Time for Association Meetings (new section)

During the assigned District Leadership Team times, no other district/building-required meetings can be scheduled after contract time to allow for Association meetings.

- a. District Leadership Team meeting dates will be published by August 15<sup>th</sup> of the current contract year.
- b. While every attempt will be made to adhere to the provisions of 5.8, all legally required meetings may be held, including but not limited to: IEPs, 504s, state-required meditation meetings, etc.

Check out was completed.

Meeting adjourned at 12:10 pm.