

Nampa Joint Negotiations Team
Interest-Based Bargaining Facilitation
May 16, 2019
9:00 a.m. to 3:00 p.m.

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

1. Check In

The meeting began at 9:10 a.m. and check-in was completed.

2. Approval of Minutes from May 7th

The minutes from the May 7, 2019 session were approved with the addition of Ryan Curry as a team member.

3. Salary Committee

The salary work group met and drafted calculations for the options approved at the last meeting.

There were four, five column salary grids shared and four, four column salary grids.

There were no revisions made to the three column salary grid.

The team discussed the different options and the percentages of raises that are reflected in the various salary grids.

The team reviewed the interests and issues discussed at the last meeting.

Options

- Cost out 4-column (BA24 or 36) 61K or 63K
- Eliminate option G-3 column example
- Cost out a 5-column option (caps out and one that doesn't)

A vote was taken on the options, the 3-column option was eliminated.

4. Supplemental

The team discussed high school leadership and speech and debate stipend differences. The team discussed the travel and outside of regular classroom time commitment for the two positions. It was noted that several of the high school academic positions were listed as a .12 on the supplemental salary schedule.

The team discussed the previous request that cheer and dance coaches would like to have an additional contract for competition season. The team discussed the commitments outside of the normal season for the athletic and academic positions.

Jaimee will research leadership advisors at the high schools to see what the time commitments are for those staff members.

It was noted that there are mathematical errors in the supplemental salary schedule. Gwen, Diana, Jaimee and Ty will work through the supplemental salary schedule to check for accurate calculations and consistency.

The team discussed options of how to move forward. A suggestion was made to make short-term corrections for this year and begin a CAPS committee in the fall to explore this area in more depth for the 2020-2021 contract year.

5. Insurance

Human Resources Director Gwen Hamlin shared that the insurance committee met and made recommendations to help mitigate the proposed premium increase. There were several scenarios reviewed, however the committee chose to propose a plan with an increase to the specialist co-payment and brand name prescription co-payment.

The team discussed the possibility of contributing a greater percentage for staff who have been with the district longer. This cannot be done due to the Affordable Care Act.

Gwen also mentioned that there would be no increase in the Blue Cross dental premium, life insurance, short-term disability, long-term disability or vision coverage. There will be an increase to the Willamette or Dental Blue Connect plan, this increase in premium will be passed onto the employee.

Gwen will clarify the pharmacy out of pocket maximum in the Blue Cross medical plan.

Option

- Would like to see premium cost increase split between the district and employee for payment.

Gwen will work on getting this information before the next meeting.

6. Grievance

Team members expressed a desire to be sure that there is a grievance process in place for certificated employees regarding handbook issues. There was discussion regarding adding language in the problem-solving section of the master contract to allow for this.

Interests

- Uniformity of process
- Limiting scope of master contract
- Preserve seat at the table for working conditions
- Remove/reduce confusion for certificated employees

Option

- Add certificated grievance to the handbook

- Add handbook to master contract grievance
- Create certified handbook

Issues:

- Grievance procedure for handbook for certified
- Confusion over Policy #4120 vs. handbook for federal/state law grievances
- NEA does not want to bargain contents of the handbook

District team discussed modifying the language in the handbook to allow certified staff an opportunity to grieve. Legal counsel will be consulted to make sure there is language that limits bargaining on the handbook.

7. Caseloads

Jason Hillman reviewed caseloads for SLPs in the district and addressed questions the team had.

Service minutes are tracked and Jason reviews those a few times a year. There are currently 926 students that received speech services, the level of service varies.

SLP caseloads range from 60 to 85, with .5 SLP per building.

Preschool students begin when they turn 3, which means enrollment throughout the school year.

8. Calendar

A meeting was scheduled for May 29, 2019 from 12:00 p.m. to 4:00 p.m. and June 4, 2019 from 1:30 p.m. to 4:00 p.m.

9. Next Agenda

Salary
Insurance
Grievance

10. Check-Out

Check-out was completed.