

Nampa Joint Negotiations Team
Interest-Based Bargaining Facilitation
April 26, 2019
12:00 p.m. to 4:00 p.m.

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

1. Check In

The meeting began at 8:45 a.m. and check-in was completed.

2. Approval of Minutes from April 17th

The minutes from the April 17, 2019, session were approved with one revision.

3. Rollover of Personal Leave and Conversion to Sick

Randy stated that after confirmation with PERSI, the district does have the ability to make this switch in days used.

Options:

- Make change in the current year
- Wait until next year – as this team is negotiating for 19-20

The team discussed making a recommendation to the administration to add language to the 2019-2020 contract, and the need to be clear on what will happen. Currently, employees who leave get unused personal leave paid out. It is paid out in August as a daily rate.

Language Options:

- Add sentence at the end of 3.3.6 allowing for the swap for a sick day
- Cash payout for unused personal days
- Cash payout for unused personal days that cannot be converted to sick days
- Employee choice between cash payout or sick days
- Continue this discussion with budget (there is a financial implication)

The team worked on draft language that will allow employees to swap personal days for used sick days during the school year.

Option to have a small group work on language and come back. Jaimee, Ryan and Mandy will work on language.

4. Communication Around Transfer Process and Open Positions

Gwen shared that Frontline is working on the ability to automatically notify staff of vacancies. If a notification were to be sent to staff now, it would be a manual process. The teams discussed how some surrounding districts handle notification of vacancies.

There was a desire shared by some to proceed with this notification to teachers, even if it is just an email notification from Kathleen twice a month.

The team discussed communications during the school year and shared concerns with teacher movement mid-year.

There was a desire shared to add language to the contract for communication of open positions for the next school year. The team discussed the idea of adding this to the master contract. A concern was shared that this could create grievance issues in the future if a notification is missed. Some team members want to memorialize this and keep it in the master contract to ensure that it is something that continues. The team discussed reviewing data to assess the desire of teachers to receive this automatic notification.

Options

- Language in contract about employees being informed of vacancies
- District agrees to notify, but not keep in contract
- Using a pool hiring process in Frontline
- Collect data and discuss at later date

The team used a dot vote for the four options.

After the first vote there was not an option chosen that would add this item to the master contract.

There was discussion regarding collecting data regarding the possibility of moving to a pool hiring system.

The team voted to do options two and three. The district will notify the staff of vacancies but will not add language to the contract requiring this action.

5. Evaluations

This item was not discussed.

6. Case Loads

This item was not discussed.

7. Salary

The teams discussed House Bill 153 and the salary implications in the language. This bill increased the minimum salary for R1 and P1 rungs. The language also reduced the

allocation to the district from the state. With this change the district will pay out approximately \$650,000 more in salaries than the allocation it will receive, a larger gap than for the current school year.

The initial information regarding health insurance premiums is that there will be a larger increase. The state allocation for insurance premiums increased \$233,614; however, at this time initial information indicates a \$700,000 increase in premiums. There may be options to present on May 7th, the insurance committee is just beginning to meet.

The teams discussed the current fund balance for the district. It is approximately \$4.3 million, just about the 5% required by board policy.

The team discussed the career ladder and the feeling that it does not value veteran teachers. The salary tops out at \$50,000 per year.

Options Discussed:

- Column elimination
- Rename columns
- Modified career ladder
- No step, no column
- Career ladder cost and grandfather priced out

The work group today created a scenario that the team discussed. The cost of this scenario has not been calculated yet.

The salary increase for next year with the new minimum salaries and step and column movement is \$638,000.

8. Grievance Work Group Update

This item was not discussed.

9. Check-out

Check-out was completed.

Next meeting May 7th, 9 a.m. to 3 p.m.

An additional meeting was scheduled for May 16th, 9 a.m. to 3 p.m.