

Nampa Joint Negotiations Team
Interest-Based Bargaining Facilitation
March 1, 2019
12:00 p.m. to 4:00 p.m.

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

1. Check-in

Gregg began the meeting at 12:07 am.

2. Approval of Minutes from February 20, 2019

The minutes from the February 20th meeting were approved.

3. 4.1 Building Advisory Team School Leadership Team (BLT) Feedback from Committee

The team reviewed the discussion points on this topic from the last meeting.

Feedback was received from secondary schools and a few elementary schools; the makeup of these teams vary across the district. Some staff expressed concerns with combining the teams as the issues they deal with are so different. One school shared that they will cancel the BAT meeting if there are no concerns to share. There was feedback that classified employees appreciate the ability to participate in a team and the BAT allows for this.

The biggest concern that was shared when gathering feedback is the selection of the team members. Often the leadership team members, who receive stipends, are selected by the principal. The team discussed the fact that there is a lot of language in this article that could easily lead to a breach of contract issue. The team discussed the necessity of including this in contract language.

Options discussed – Building Advisory Teams as Article 4.1 list BAT & BLT as a sub article; leave as is but change the title of 4.1 to building teams; change the title and add clarifying language for the teams for the selection of staff; definition and purpose of teams; or add language that would help rotate staff members.

The teams voted and tentatively agreed to the language below

4.1 BUILDING TEAMS

4.1.1 Advisory Team: An advisory team will be established at each school and will meet on a monthly basis. This team will consist of volunteer classified and certified employees. This team will address operational issues and make recommendations to the building administrator.

4.1.2 Leadership Team. A leadership team will be established at each school. The administration will have discretion over selection of members. Every effort will be made to provide equitable opportunities for membership on the team. The Leadership Team shall address educational and curricular issues for the school.

4.1.3 These teams will be in addition to any other avenues available to address building-level issues.

The teams discussed expiration dates of all the articles. The preference is to move forward addressing current issues. The teams could leave the dates as they are, eliminate them or add language at the end

that clarifies the expiration date of all articles. The teams agreed to remove all individual article expiration dates.

4. Employee Handbook

The team discussed the handbook language that was tabled at the previous meeting.

The employee handbook language is currently in the collaboration section of the contract. The team felt that a larger discussion regarding the employee handbook language would be beneficial in the future. There was discussion of a desire by one member to have the master contract as the only document that certified staff work from. All items that apply to certified staff that are currently in the handbook would be added to the contract. Classified and administrative staff would be the only individuals the handbook would apply to. The feeling is that this would streamline the processes for certified employees. This item was added to the parking lot for further discussion between the NEA leadership and district administration.

The team voted and tentatively agreed to the language listed below.

4.3 EMPLOYEE HANDBOOK

4.3.1 Prior to the District's Administrative Team finalizing the Employee Handbook for the current school year, the president of the NEA shall be provided with the opportunity to meet with the District's Human Resources director to review any proposed modification to the Handbook from the previous school year and to provide input as to the contents of the Employee Handbook. The ultimate decision as to the content of the handbook shall be at the discretion of the Superintendent.

5. Article 4.5 Class Size

Discussion of the story: This language describes how the district deals with class size issues, especially at the beginning of the school year. High schools also review class sizes in the spring when course requests are made.

The team discussed that this is more of a case load issue rather than class size. There are implications with classes that are required for graduation at the high schools. In previous years aids were added at the elementary level when class sizes exceeded certain numbers.

The team discussed the message that is being conveyed with the current language. There is uncertainty with the new funding formula and the implication that adding class size caps could cause. There was discussion to possibly pull the language of traditionally larger class sizes, and that this language outlines a process for grieving an issue.

Discussion of revising the language to clarify the process to enact the class size evaluation team. There was also discussion to add language to review class sizes at the beginning of the second semester.

Interests: Class size is crucial to recruitment and learning environment.

Options: Remove the bullets, leave the language as it is, add the language includes but is not limited to, remove the bullet for traditionally larger groups, remove the word association from the list of those that can attend the meeting, do options 3,4,5 then do 3,4 and change association or otherwise. The teams used a dot vote and chose option 7.

Caseloads in SPED and SLPs were added to the parking Lot.

The teams voted to have a team work on a straw design to work on the process for the class size evaluation committee. Mandy and Eric will work on this.

Some revisions were made but the team did not tentatively agree to the language.

6. Article 3.8 Collaboration Leave

There is a request to revise the Association Leave language to one day as assembly is in Boise this year.

The team voted and tentatively agreed to the revised language for Article 3.8.1 listed below.

3.8.1 Association Leave will be provided to the Nampa Education Association (NEA) to send up to sixteen (16) representatives to the annual Delegate Assembly of the Idaho Education Association (IEA), at a limit of one (1) day per delegate. The NEA shall reimburse to the District the cost of the substitute teachers utilized by the District to cover classrooms when the Certificated Teachers are absent for the IEA Delegate Assembly. The District shall invoice the NEA for this cost after the Delegate Assembly and the NEA shall remit payment to the District within thirty (30) days of receipt of the invoice.

3.8.2 Release time while attending regularly scheduled official meetings of the state teachers' association will be provided as referenced in Section §33-513 (1), Idaho Code.

7. Article 11 Work Day Defined

The teams discussed the content of the language for Article 11.1 Work Day Defined.

11.1.1 – The teams discussed the language. The content is fine, but the teams would like to work on grammatical nuances.

11.1.2 – Instructional Certificated Employees – The teams discussed this language, specifically the 225 minutes per 5-day week. The teams felt that teachers should have at least 30 minutes per day. The team decided to strike the word elementary from the paragraph.

The teams voted and tentatively agreed to the revised language for Article 11.1.2 listed below.

11.1.2 Instructional Certificated employees (1.0 FTE) will receive a minimum of two hundred twenty-five (225) minutes per regular week (5-day week) of duty-free preparation time within the student contact day. Should a preparation schedule not be possible to provide forty-five (45) minutes of continuous duty-free daily preparation time, then a minimum of thirty (30) minutes continuous duty-free daily preparation time and an additional seventy-five (75) minutes per week within the student contact day will be arranged with the Building Administrator for a minimum of 225 minutes per week.

The teams discussed concerns regarding the disparity in the language between elementary and secondary school teachers and discussed the inequity between elementary and secondary prep time.

Items moved to CAPS: elementary and secondary student hours and use of high school block schedule.

8. Check-Out & March 15th Agenda

The check-out process was completed.

The agenda for the March 15th meeting will include Article 4.3.1 Employee Handbook, Article 4.5 Class Size, Article 3.8 Association Leave, Article 11 Work Day and future meeting dates.

The meeting adjourned at 4:00 p.m.