

Nampa Joint Negotiations Team  
Interest-Based Bargaining Facilitation  
April 17, 2019  
8:30 a.m. to 3:30 p.m.

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

**1. Check In**

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

**2. Approval of Minutes from March 22<sup>nd</sup>**

The minutes from the March 22, 2019, meeting were approved as presented.

**3. Review of Financial and Turnover Numbers**

The teams discussed salary implications from House Bill 153 and House Bill 293. There are legal opinions that this new legislation mandates a minimum \$42,500 salary for the P1 rung on the career ladder. The teams discussed the legal ramifications of not complying with the minimum salary. There was no change in funding for the staff on the P1 rung, the state will continue to allocate \$38,500 for staff on the P1 rung.

Director of Finance Randy Dewey shared that it would cost the district approximately \$129,000 to align with this minimum salary. This would include column and step movement, but not an across-the-board base increase. The teams discussed the implications for staff in the middle of the salary schedule. He also stated that a 1% across-the-board increase to the base would cost the district approximately \$200,000.

The teams discussed discretionary funding that has historically been added to the salary schedule. There was no increase in discretionary fund allocations for the next school year, making it more difficult to add funds to the salary schedule.

The teams discussed the possibility of creating a committee or work group to restructure the salary schedule in a way that would allow for everyone to see an increase.

**Ideas Shared**

- Collapse columns
- Decrease years
- Grandfather staff at certain points in the schedule

**Issue**

- We are underfunded by the state and mandated to pay certain salaries
- How to meet the mandate and value veteran teachers

- P1 needs to be a minimum of \$42,500

### **Interests**

- Retain teachers – veteran teachers, teachers in the middle and teachers with 3-5 years of experience
- Class sizes
- Insurance
- Fiscally responsible
- Nampa could lead on this
- Follow the law

### **The teams discussed having two options ready.**

- \$42,500
- Hitting middle section
- Collapse steps & columns
- Cell by cell
- Grandfather staff in certain cells
- Look outside the box

The team discussed forming a work group to look at options. Sandra, Seanna, Mandy, Gregg and Randy will meet prior to the next session. Gregg will schedule the meeting.

The teams discussed the implications for counselors and OTs. The cost to move counselors to this minimum would be \$225,000 and the cost to move the OTs would be \$40,000. The teams also discussed Medicaid billing and income generated from billing. The district currently receives around \$29,000 annually from Medicaid; those funds are used to pay for SLP services.

## **4. 12.1 – Grievance**

The teams reviewed the issues discussed previously regarding Article 12.1

- Contract supersedes policy – this is a grievance procedure to grieve the contract
- Handbook is used for classified staff
- Board Policy – uniform grievance policy – covers anyone who needs to grieve board policy
- Should board policy and contract policy go together?

The teams discussed having different grievance processes for different issues and employee classifications. A desire was shared to expand the grievance language in the master contract to include all working conditions for teachers, to simplify the process.

### **Story**

This impacts teacher working conditions; some would like the ability to grieve any working conditions in the master contract grievance procedure.

### **Concerns**

- Certificated employees potentially have two different grievance procedures to follow.
- There are two separate processes and timeframes.
- There is an interest in ensuring that what is being reviewed is clear.
- There is no grievance procedure for certified staff regarding employee handbook language.

### **Options**

- Add 'or board policy' to definition of grievance
- Add 'or employee handbook' to definition of grievance
- Expand the grievance procedure in the master contract for anything pertaining to working conditions

As representatives of teachers the team would like to streamline the process for them. The teams discussed timelines. This item will be tabled until the teams can review policy to clarify alignment.

The teams reviewed the timelines and the grievance process listed in Board policy. Board policy encourages the employee to discuss the issue with their supervisor. 30 days is given to submit the issue in writing to the principal. 15 days after the principal response is received an employee can submit a written complaint to the superintendent. The employee can submit a response to the board up to 15 days after the response from the superintendent is received and the board has 15 days to respond.

The teams discussed the source of the issue and discussed that they are unclear about the story being discussed today.

### **Issue**

There is no grievance procedure for certified staff regarding employee handbook issues. Eric and Diana will create a work group to review the employee handbook and policy language regarding grievance.

## **5. 3.3.4 Personal Leave**

### **Issue**

Randy shared that the district has the ability system-wide to replace sick leave time with personal time at the end of the school year to prevent an employee from losing unused personal time.

### **Issue**

The language in Article 3.3.4 requires 3-day notice for a staff member to use a personal day. The teams discussed that an employee can just call in sick and avoid the requirement to have personal time approved.

The teams discussed the language as it is listed. There is no timeline for requesting time off. There is language regarding a timeline for the administrator to respond to the request.

The teams voted to leave the language as it is. The teams discussed the ability to shift sick days to personal days. The district can do this for the current school year. The teams Discussed the desire to add this language to the contract.

### **Options**

Adding to contract 2019-2020 school year.

## **6. Transfer Process**

### **Issue/Story**

The teams discussed the possibility of language that would give opportunity and fair notice for current employees to apply for internally posted positions. This is more about notification of postings rather than the transfer process.

### **Discussion of the current transfer process.**

There were some employees who had issues with the current transfer process. Internal applicants were required to submit a resume, cover letter and three letters of recommendation to be considered in Applitrack.

The team discussed the possibility of sending a notification to all staff regarding open positions in the district. The teams shared concerns with placing their name on the transfer list.

### **Options**

- The district Human Resources department could send an email to all employees to notify of open positions on a regular basis; discussed monthly and weekly.
- Email subscription group
- Review what other districts do

For now, the district will have Kathleen share notification on a regular basis regarding open positions.

The meeting adjourned at 3:00 p.m.