

Nampa Joint Negotiations Team
Interest-Based Bargaining Facilitation
May 29, 2019
12:00 p.m. to 4:00 p.m.

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

1. Check In

The meeting began at 12:10 p.m. and check-in was completed.

2. Approval of Minutes from May 16th

The minutes from the May 16, 2019, session were approved.

3. Report from Supplemental Committee

The work group met and evaluated the time staff members put in for supplemental activities.

High school ASB and yearbook advisors were contacted to discuss the amount of time outside the regular contract day were involved in the activities. Currently the yearbook advisor is paid at a .13 and ASB is paid at a .06.

A proposal was shared to increase the cheer and dance stipends to a 30-week timeframe to align more closely with the commitment involved in these year-round activities.

The team discussed the differences in levels of responsibilities for varsity and junior varsity coaches.

A recommendation was made to compare our supplemental salaries to those of surrounding districts.

Options:

- Table and address after salary discussion
- Address cheer and dance now
- Address cheer and dance now, come back and review the other positions after salary discussion.

A dot vote with the option to address cheer and dance now, then revisit the remaining inequities in the supplemental salary schedule after salaries.

The total cost to increase the cheer head coach position to .27 and assistant to .17 for the three high schools would be an additional \$38,024.

The teams recessed to caucus.

The team discussed the concern of increasing the cost of the supplemental schedule when salaries have not been determined yet.

The team decided to table this item until salaries are finalized.

4. Report from Salary Committee

The team reviewed the costs of the different salary grid options from the work group.

The team took time to discuss each of the models, the way the salaries increase as staff move and the total costs.

The team paused the salary conversation and moved to the insurance options. After coming to agreement on the insurance option, Randy Dewey shared a list of non-administrative certified staff salaries.

The total budget for these salaries for next year is \$35,505,731. \$34,714,938 is the salary budget for certified teachers.

5. Insurance – options to reduce premium increase

Gwen shared the revised renewal costs with the district contributing \$259,473 to the premium increase, \$233,000 from the state allocation and half of the increase, which is \$26,473.

The plan change from last year recommended by the insurance committee is an increase in brand name prescriptions co-pay and the increase in specialist co-pay.

If the district covers the entire premium increase it would be \$285,946. \$233,000 from additional state funds for insurance and \$52,946 from district discretionary funds.

The team discussed the impact of premium increases to employees. The team would like this impact to be as minimal as possible.

Options:

5 – district cover \$285,946

4 – district cover \$259,473

A dot vote was taken. The team chose option #4.

6. Check-Out

Check-out was completed. The next meeting will be held on June 3rd from 1:30 p.m. to 4:00 p.m.