

MINUTES – Interest Based Bargaining (IBB)

April 14, 2020 – 3:00PM

Via Zoom

- A. Check In: Everyone shared how they are doing. David addressed how to be more proactive raising a hand to speak as everyone works through this new way of holding a meeting.
- B. Wood Design: Correcting Terminology/Grammar in Negotiation Agreement and Name Change
- Discussion on the name change from Math Counts to Math Club at the middle school and the concern with equity as there are many clubs at the high school. Perhaps this should just be removed all together. It was noted that while Math Counts is no longer a program, there are still some academic competitions through this type of a program. It was the consensus of the group that more information was needed prior to any changes. Rosalie and Cyndi will check with Bill Holman and report back to the group at the next meeting.
 - Greg also noted that he spoke with the district's attorney and the name "Negotiation Agreement" cannot be changed as this is how it is listed in Idaho Code 33-1271.
- C. Review of Sick Leave Bank Document
- Documents for review were placed in the IBB shared folder.
 - There was discussion on the procedures and wording that is in the Negotiation Agreement related to classified employees.
 - Jennifer, who is part of the Sick Leave Committee went through the steps on how applications are approved. Concern was voiced on how the voting on approving an application was shared and without the entire committee reviewing it.
 - There was further discussion on the "fuzziness" of the procedures and guidelines and concern that there is not an appeal process if an application is denied.
 - Would like to see the Sick Leave Committee develop a process that is self-monitoring.
 - Discussed possible action items:
 1. Having the Sick Leave Committee review its current guidelines and procedures for accuracy and requirements.
 2. Establish a process that is non-biased.
 3. Legally defensible.
 4. Removal of "classified employees" at the end of 3.2 (10) in the Negotiation Agreement.
 - There was discussion on the above four items. It was agreed that the first three would be sent to the Sick Leave Committee as a referral to review the document. Cathy volunteered to craft this document and present it as a straw design at the next meeting. The fourth item will be brought as a Wood Design. Greg volunteered to do this.

D. Interest/Issues

- MEA:
 1. Issue #1 – Support All Learners – Rosalie reviewed the document that was shared. It was noted that this group doesn't negotiate for paraprofessionals as they are classified employees. It was further noted that it is understood that the team doesn't negotiated for para's but teachers are concerned about training for para's to support them in the classroom.
- Interest
 1. Ensuring that exceptional children are working with staff who have the knowledge needed to adequately differentiate and enrich learning for them.
 2. Ensuring that teachers have the resources needed to differentiate adequately for exceptional children.
 3. Seeing exceptional children and their teachers receive needed support and communication.

Discussion followed on professional development days in August. It was noted that any topics that have a financial impact will need to be discussed later. Further discussion focused on what might be offered at the professional days in August. One of the interests from teachers is have professional development on differentiation. Greg will check with Carrie Brooks and administrators on what the district as whole needs for professional development. The team would like to see a survey on professional development needs with results at the April 27th meeting. Greg will get with Carrie B to make this happen.

E. Set Agenda for the next meeting. There was discussion to hold a meeting next week as none had been previously scheduled due to out of town meetings. Since those meetings are no longer an issue, the team agreed to add another meeting on April 21, 2020.

- Check In: How is everyone doing?
- Report: Rosalie/Cyndi – name change Math Counts/Math Club
- Wood Design: Correcting Terminology/Grammar in Negotiation Agreement - Greg
 - Page 5, #3, C – change from Certified Substitute Timecard to Compensation
 - Page 30 – update on name change for MS Math Counts
 - Page 31 – removal of RTI Leaders – these are now part of the Leadership Premium Positions
- Wood Design: Negotiation Agreement – Greg
 - Page 20, 3.2, #10 – removal of “and the Classified Employees” wording.
- Straw Design: Communication to Sick Leave Committee – Cathy
- Interest/Issues
 - MSD:
 1. Issue #3 – Collaboration Time
- Set Agenda for April 27, 2020
- Wrap Up/Delta +/-
- Adjournment

- F. Wrap Up/Delta +/- Good, productive meeting; still feels stilted; getting the hang of meeting online; went smoother; got some things done; good communication & understanding of each other; went well; conversations went smoother; likes meeting in person better but understands this is what has to be for now; maybe keep microphones on for a smoother transition; this has been good and process flow is going better.
- G. Meeting was adjourned at 5:05 PM.