

MINUTES – Interest-Based Bargaining (IBB)  
April 18, 2022

Meeting began at 4:30 PM.

- A. Check-In - everyone shared how they are doing.
  
- B. Sick Leave Bank Documents - Wood Design version 2
  1. The team began reviewing the documents that Jenn handed out.
  2. Started with the application form and all changes were approved with an additional revision that will come back for another look.
  3. Revisions to the procedural guidelines were discussed and then, Jenn presented some information on disability benefits. The discussion turned to considering setting a limit of sick leave that can be granted from the Bank per an individual's contract. Concerned with protecting the members of the Bank as they volunteer sick leave days to be part of the Bank. There were lots of questions and discussion on clarifying what was discussed. A sentence was crafted that was agreed upon by the team and will be inserted into the procedures for review at the next meeting.
  
- C. Workgroup for Tech Survey - Greg shared that the workgroup has been formed. Members are Gerald Dalebout (MHS), Matt and Mark (Tech Dept.) along with Soona, Greg, and Ken. They are ready to meet and Soona will contact the group to set up the meeting.
  
- D. Feedback on Top Options
  1. Option #21: (*Reach out to peer districts to see if they have similar issues attracting and retaining paras and what processes they use to attract and retain paras.*) Jim - reached out to ISBA and reviewed the SDE website and peer districts. Greg checked with the 5 districts that Jim gave him. Emmett, Shelly, Snake River, Preston, and Freemont are the districts that are close to our size. Greg shared that these five districts are also struggling to hire and retain paras. Some of the things they are doing include credit reimbursement, increase in salary, help with credits if going into the education field, especially a hard-to-fill position. All these districts pay less per hour than we currently do. All noted that it has been hard to fill positions in today's atmosphere. There is a concern with the unfilled 13 positions that the district currently has.
  2. Option #4: (*Get legislators to provide incentives to pay for credits to work in school settings.*) Hard to reach out to the legislators at this time but Ken will continue to work on this. Cyndi & Rosalie will get the word out during the IEA convention.
  3. Option #7: (*Pay credits for paras looking to go into education.*) It was noted that this conversation has to be careful as it can become "negotiating" for classified employees. Understand the desire to have well-trained staff.
  4. Option #17: (*Additional training for certified staff to differentiate within classrooms.*) has been tabled at this time.
  5. Option #20: (*Increase paras' hours/days.*) Jenn shared the work she did on the cost for this. Inservice days versus credits. Full days versus adding hours on the day. Professional development is preferable to adding hours. This also has to be a careful conversation as it is about classified employees.

6. Option #22: *(Use middle and high school students as student helpers in the classroom and throughout the school setting (unstructured.)* No report yet as Cyndi & Wes didn't have a chance to meet. Will be ready for the May 9<sup>th</sup> meeting.

E. Ways to get Staff to Respond to a Survey - additional ideas:

1. Send out questions ahead of time for review and discussion,
2. giving more time to think about how to answer the survey.
3. Is a shorter timeframe preferred over a longer timeframe? Maybe bridge a workweek to include a weekend to allow staff to think about the survey before responding.
4. If the MEA has a concern about surveys, encourage their members to take the survey.
5. Incentive for completing a survey.
6. Percentage of respondents for surveys.
7. Send encouraging reminders to complete surveys.

F. Set Agenda for May 9<sup>th</sup>

1. Professional Development Survey Report - Carrie Brooks
2. Report on option #22 - Cyndi/Wes
3. V3 Wood Design for SLB Docs - Jennifer
4. Tech Survey Sub-group Update - Soona
5. Salary/Benefits Overview 101 - Jennifer

G. Wrap-up: Delta +/- got through a lot, very productive, any meeting with pizza is a good meeting, enjoy hearing everyone's ideas, moved along well, nice short meeting, very positive.

Meeting adjourned at 6:30 PM.

Respectfully Submitted,

Angie Packard, Recorder