Plummer-Worley School District No. 44

Negotiations

October 27, 2021

3:35 p.m.

Present: PWSD: Paul Daman, Sara Gauthier, Russ Mitchell, Karyn Stockdale, Marcia Hoffman

PWEA: Jennifer Gates, Diana Wick,

Guests: Norma Campbell

Paul Daman opened the meeting and stated he is sometimes blunt and hopes not to offend but apologizes in advance if he is misconstrued.

The district reviewed the PWEA proposal and has a counter proposal to present (Exhibit "A"). He reiterated the language in paragraph three of page 1 refers to Idaho Code 33-1271. Discussion was held on the fourth paragraph and the district proposed existing language.

Article 1-6. The district proposes clarifying the Negotiated Agreement applies to the "certificated" sick leave bank. Discussion was held. There are two sick leave banks – one for certificated staff and one for classified staff. The proposal identifies this is specific to the certificated sick leave bank.

Article 3-1. The district proposals maintaining existing language. Mr. Daman requested clarification of the terminology requested by PWEA. Discussion was held. Existing language will be maintained. Article.

Article 7-5. The district agrees to allow the PWEA to chose two association members and will also choose a certificated staff member.

Article 7-8. The district agrees to $175 per day for unused personal days.

Article 7-11. The district proposes adding the rate of a "certificated" substitute and related costs. Mr. Mitchell explained the reasoning behind the proposal. Discussion was held. He clarified it will provide consistency as it is applied to staff.

Article 8-4. The district proposes maintaining existing language as it relates to the 190-day contract. Discussion was held. Existing language will be maintained.

Article 10-1. The district proposed language which will allow the district to proceed in an expedient manner in interviewing in the event a PWEA is not available for consultation as to interview team

members. Discussion was held. PWEA will supply to the district office, a list of association representatives who can be contacted to provide a person to call to serve on an interview team.

Article 10-2. PWEA proposed a representative chosen by the PWEA president. Discussion was held on language. Proposed – PWEA association.

Article 11. Paul Daman commented he understands evaluations are a hassle and somewhat arbitrary. The district is bound by state statutes to the evaluation. The district does not believe the contract is the place to fix the issues with the evaluative process.

Jenn Gates stated the requested language is out of the law. PWEA is aware Mr. Mitchell is putting together a committee to work on the process.

Mr. Mitchell stated the district didn't want to formally start the committee work knowing it might be discussed in negotiations. The district intends to move the committee work forward but wanted to honor the negotiated process prior to doing so.

Article 11-4. Jenn Gates stated PWEA put the proposed language into the proposal to hold everyone accountable. If a staff member gets a basic on an evaluation, it is up to the teacher to fix it, but the administrator should be held accountable to work with the teacher together to support in the area that was determined basic. They should be working together with the district to come up with a plan to offer the staff to wrap them with whatever they might need to not be basic in that area. It isn't putting a cost to the district or association but a way to work together to. PWEA doesn't want staff to be forced to whatever the individual plan may be. They want to see something be offered and supported but if the staff member declines the support, then it is what it is.

Mr. Mitchell states this doesn't represent what Charlotte Danielson says. If we really kept to that model, many teachers would be getting basics.

Jenn Gates stated if the state wraps basic into a teacher's salary, we need to help the teacher get past basic. Mr. Mitchell responded he thinks they have a valid point but struggles with the term basic and believes the state using that term is problematic. He doesn't think we will iron that out today, however.

Paul Daman stated he doesn't believe this is something we can negotiate here. He agrees that we need to supply the support to the staff that they need to continue grow but we are stuck with two different definitions. He agrees in principal that we need to supply the support the staff needs.

Russ Mitchell stated as a takeaway regardless, the evaluations we are kind of stuck with, the professional development and support are some things we need to revisit and address some of the issues. He doesn't see how we are going to get the terminology into the negotiated agreement.

Paul Daman reiterated he doesn't believe that Article 11 belongs in the negotiated agreement but believes we need to work together with professional development and staff support.

Discussion was held. Mr. Mitchell doesn't believe we can work out language on Article 11 at this time and asked what can be done to move this forward.

Jenn Gates suggested addressing concerns t in committee. Paul Daman asked if we agree that it is premature to include Article 11 in the negotiated agreement at this time. Jenn Gates asked if there is something we can put in place for those staff who have stalled on the career ladder at this time. Discussion was held on what will cause a teacher to be held in place on the career ladder. Mrs. Stockdale clarified the difference between basic and unsatisfactory, between the Professional level and the Advanced Professional level, what is required to advance, and the requirement of students meeting measurable student achievement. All this information is included in the evaluation cover sheet to assist in understanding of what is required by statute. Diana Wick stated we will need to come back for further discussion.

Career Ladder – PWEA proposed a 2 percent raise on the district paid contribution to salaries (i.e., not funded by the state). Paul Daman advised to do what they are asking, would require a lot of time on behalf of district office staff, for a very small amount of money to employees. The district proposes giving every teacher $100, which exceeds the amount being requested. The PWEA would need to come back next year to address this. Mr. Mitchell advised the district believes AP1 and AP2 should be increased as well.

PWEA requested caucus approximately 4:45. Returned from caucus at 4:56 p.m.

Jenn Gates stated PWEA agrees to $100 for this year instead of the requested two percent on the district's contribution to the career ladder, but it needs to be in the notes and that it is guaranteed for next year. The district clarified next year it will automatically have no less than two percent in the district's contribution. This applies to P1 through AP2.

The parties reached tentative agreement. An agreement will be typed up and presented to PWEA and PWSD Board of Trustees for ratification.