

Kootenai School District #274

Superintendent, Wade Pilloud
Business Manager, Lisa Darden

DISTRICT OFFICE
13030 E. O'Gara Road
Harrison, ID 83833

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Teacher Negotiations Minutes May 18, 2021
Harrison Elementary Multi Purpose Room 6:30 a.m.

Call to Order: Negotiations began promptly at 6:30 a.m.

In Attendance: Michael Stroh, Shelley Bresnen, Jerry Brown, Richard Meyer, Amanda Reinhardt via telephone, Wade Pilloud, Lisa Darden

Subject Matters: Michael Stroh introduced the remainder of the proposed agreement. Pages 6-10 and also to include a proposed salary schedule. He stated the goals of the KEA he hoped were in line with the goals of the district. Lisa Darden notified the attendees the district is required to pay 11.94% of all wages paid to PERSI on behalf of each employee. She stated she did not see this information on the proposed Benefits page introduced. The meeting adjourned at 7:12 a.m. after a date and time of Thursday May 27, 2021 at 3:45 p.m. being set for the next meeting.

Conclusion: None

Attachments: 6 pages numbered 1, 2, 3, 4-1, 4-2, 5

Agreements: None



Lisa Darden, Board Clerk

ARTICLE 7 - SALARY

7-1 Salary Schedule: Teachers employed by the district will be granted all prior K-12 and Pre-Kindergarten certificated teaching experience to determine placement on the Salary Schedule. Errors that occur with an employee's salary shall include appropriate retroactive compensation. Teachers hired new to the district will be allowed to bring in actual years of teaching experience in an accredited public and/or private or parochial school. Substitute teaching, half time, or half year teaching is not credit for a year of experience. No instructional staff will be paid less than \$40,000. Horizontal credit placement on the salary scale shall be based on official transcripts in the District Office.

7-2 Evaluation of Credits for Salary Schedule: The Board and the Kootenai Education Association hereby agree to the formation of a Credit Review Committee. The Committee will review all credit rejections made by the administration that are requested by the teacher(s) involved. The Committee shall consist of two (2) Board Members and two (2) Association members appointed by KEA. If an agreement cannot be reached, the committee shall choose a third party to cast the deciding vote.

7-3 Salary: The 2021-2022 Salary Schedule is attached as (Appendix "A"). Pursuant to Idaho Code 33-1004B(8)(7)(a/b), certificated instructional and pupil personnel employees holding a professional endorsement and a Bachelor's Degree plus 24 additional credits will be paid a stipend of \$2,000.00 and certificated instructional and pupil personnel employees holding a professional endorsement and a Master's Degree will be paid a stipend of \$3,500.00 (The stipends are reflected in the respective columns on the proposed Salary Schedule).

The Salary Schedule is based upon a 186 day contract. This information is being provided in this Negotiated Agreement solely for informational purposes. The length of the school year is not a subject matter for negotiations and the District is not consenting or waiving such exclusive right to determine the length of the school year by including this information in the Negotiated Agreement.

7-4 Professional obligation to facilitate Parent-Teacher conferences outside of the defined workday will be compensated by an early release after Friday morning's conferences and will count as a part of the employees' one hundred and eight six (186) day contract.

7-5 A cost of living increase shall be negotiated annually between the board and the association.

ARTICLE 8 - EVALUATIONS

8-1 Evaluations shall be conducted as per Idaho Code 33-514.

8-2 It shall not be mandated that results of state or district tests shall be used to determine staff proficiency due to the lack of sufficient standards across the District for state mandated tests as in the case of Social Studies, Physical Education/Health, Arts/Humanities, or between K-2 and all grades above.

ARTICLE 9 - BENEFITS

9-1 The District shall continue to maintain a fringe benefit pool.

9-2 Eligible employees may participate in the core benefits which consist of the district sponsored point of service medical, dental, and life coverage plans. District sponsored health benefits include employee coverage for medical, dental, vision, and life insurance. District will continue to maintain an FSA stipend for each staff member or will sponsor paid health coverage for EE + Spouse, or EE+ Dependents.

9-3 Employees may choose from the following options:

1. Employee only, EE & child, EE & Spouse, or family health/vision
2. Employee only, EE & child, EE & Spouse, or family dental
3. Life insurance
4. Annuity

9-4 Should the employee choose benefits whose premiums exceed the district's contribution, the employee shall authorize, in writing, payroll deduction to pay the excess amount.

9-5 KEA will vote on changes recommended by any committee evaluating health benefits. This vote will be administered by the KEA and the results will be reported to the Board by the KEA.

4-1

ARTICLE 10- Grievance Procedure

10-1 Complaint Procedure: It shall be the employee's responsibility to make an attempt, to the best of their ability, to file a complaint founded on any issue covered by this agreement and/or District Policy. This complaint may be made verbally, in writing, or electronically to the building administrator or Superintendent. The administrator, to the best of their ability, will work with the creator of the complaint to solve the issue. The following procedure may be followed and recorded as an official grievance:

1. Step 1:

If the employee has sought redress through the complaint procedure and has not received satisfaction, the employee may file a written notice with the superintendent of schools declaring that a grievance exists. The declaration must include the following specifics:

- a. the original complaint taken up with the building administrator and the district administrator or designee;
- b. the portion(s) of the building administrator's and the district administrator or designee's decision that are unacceptable;
- c. the reasons why those portions are unacceptable; and,
- d. the corrections sought by the employee.

Upon receipt of the declaration, the superintendent or designee will set up a meeting within ten (10) working days between the grievant and the superintendent or designee. During the grievance procedure, either party may be accompanied by legal counsel. If either party is going to have legal counsel, that party should give sufficient notice to the other party of such representation. The superintendent or designee will render a decision on the grievance within five (5) working days after the meeting.

2. Step 2:

If the employee is not satisfied with the superintendent or designee's decision, she/he may submit a written request to the Chairperson of the Board of Trustees or designee of School District No. 274 petitioning a reconsideration of the superintendent or designee's decision. The written request shall include the following specifics:

- a. the grievance taken up with the superintendent or designee;
- b. the reasons why the superintendent or designee's decision is not unacceptable; and
- c. the corrections sought by the employee.

Upon receipt of the petition, the Chairperson of the Board, or designee, shall set up a date for a hearing within ten (10) working days. The hearing may be attended by any

person(s) requested by the grievant or the superintendent or designee. The Board will act as an impartial third party during the hearing and will render a decision and forward the decision to the grievant and the superintendent or designee within five (5) working days.

3. Step 3:

If, after the Board's hearing and decision, a satisfactory settlement is not reached, the grievant may then request that the grievance be submitted to binding arbitration to an impartial neutral third party as agreed by both the grievant and the Board, to render a binding decision.

This agreement is signed the _____ day of _____, 2021.

IN WITNESS THEREOF:

FOR THE ASSOCIATION

FOR KOOTENAI SCHOOL DISTRICT NO, 274:

President

Board Chairman

Negotiator

Clerk of the Board

5/17/2021 6:01 PM

Kootenai Education Association
Kootenai Education Association Salary Proposal

Full Schedule Report

A Service of IEA/NEA Research
IEA Research/ Negotiations

	BA	BA+12	BA+24	BA+60	MA	MA+15
Step						
0	39,384	40,590	41,796	43,001	44,207	45,413
1	40,369	41,605	42,841	44,076	45,312	46,548
2	42,413	42,645	43,912	45,178	46,445	47,712
3	43,500	43,711	45,009	46,308	47,606	48,904
4	44,560	44,804	46,135	47,465	48,796	50,127
5	44,804	45,924	47,288	48,652	50,016	51,380
6	45,674	47,072	48,470	49,868	51,267	52,665
7	46,816	48,249	49,682	51,115	52,548	53,981
8	47,986	49,455	50,924	52,393	53,862	55,331
9	49,186	50,691	52,197	53,703	55,208	56,714
10	50,415	51,959	53,502	55,045	56,589	58,132
11	51,676	53,258	54,840	56,421	58,003	59,585
12	52,968	54,589	56,211	57,832	59,453	61,075
13	54,292	55,954	57,616	59,278	60,940	62,602
14	55,649	57,353	59,056	60,760	62,463	64,167

Summary:

Total cost	855,309	Avg salary	50,312	New money	26,632
+ Ongoing	855,309	+ Ongoing	50,312	% chg cost	3.21
Adjusted cost	855,309	Avg adj sal	50,312	Total FTEs	17.00
State sal contr	0			Total index	21.18727

MA+30
46,618
47,784
48,978
50,203
51,458
52,744
54,063
55,414
56,800
58,220
59,675
61,167
62,696
64,264
65,870