

# ***Kootenai School District #274***

Superintendent, Wade Pilloud  
Principal, Scott Davis  
Business Manager, Stacia Dorman

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

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Teacher Negotiations Minutes October 28, 2021  
Harrison Elementary Multi-Purpose Room 6:00 p.m.

Call to Order: 6:00 p.m.

In Attendance: Shelley Bresnan, Jerry Brown, Michael Stroh, Trustee Tom Reinhardt, Trustee Heather Wilcox, Superintendent Wade Pilloud, Principal Scott Davis, and Board Clerk Stacia Dorman

District proposal provided to KEA. A copy of which will be included in meeting record.

Clarified Green are previously agreed upon and Yellow are outstanding items to discuss.  
Review of definitions: KEA would like "immediate family" definition added back in.

3-1: TA

5-1 and 7-7:

KEA - Would like clarification should an agreement not be reached by the expiration date.  
District to confirm with legal counsel.

6-1b:

KEA - Would like to add Bus/Greeter to receive \$12.50 and clarify "until the last bus arrives."  
Suggestion to add Bus/Greeter to the definitions. Remove slash between Bus/Greeter as the slash indicates two positions.

District - Already addressed in 6-1c. District suggests definition language "7:40 a.m. to last parked bus, or 8:00 a.m., whichever is first." District agrees to remove slash.

6-2:

KEA - Requests clarification regarding "Such reassignment activities shall be done in the best interest of student educational needs."

6-3b:

KEA - Would like to add "per school day."

District - Suggests, "For Elementary Teachers, the District will provide a specialized instructional block for each elementary classroom per school day."

KEA – Definitions need to be alphabetized.

6-3d:

KEA - Do not agree that in the event of an emergency the loss of prep times would not subject to compensation.

Discussion ensued.

KEA - Would like to see if the emergency is a long-term situation like COVID was, to somehow mitigate that.  
Parties will discuss in caucus.

6-3e:

KEA – Would like to see loss of prep time be 1/3 instead of 1/2.  
Discussion ensued.  
District – If it's over ½ you get the full \$25, it's not prorated.

6-4:

KEA – The language “From time to time” we assume means when a sub is unavailable. Propose to strike “From time to time” and replace with “In the event.” Also add the word “another” and the “covering party.”  
Sentence would read: In the event a Professional Employee will be need to cover another Professional Employee’s absence, the covering party will be compensated \$25.00 per hour.

Caucus: 6:55 p.m.

Return: 7:18 p.m.

KEA - Bus Greeter definition change to “30 minutes before the instructional day starts until students disembark from the last bus or until 10 minutes before the instructional day begins, whichever one comes first.”

6-2:

KEA – Leave last sentence as is.  
TA

6-3b: TA

6-3d:

KEA – Strike “Such modification shall not be subject to the terms and provisions of section 6-3e, below.”  
District – Agrees  
TA

6-3e:

KEA – Leave at 1/2.  
TA

6-4: TA

7-1: TA

7-1a: TA

7-1d: TA

7-1b:

KEA – Would like to be compensated for having a Masters upon hire, no waiting period.  
District - Propose “State recognized degrees will be counted for educational placement regardless of when the initial certification was received.” District will draft language.

7-1c:

KEA – strike “by” and replace with “must.”

7-5: TA

7-6: TA

7-6a:

KEA – Change from \$25/hour to \$500 stipend.

District – The \$25/hour allows the ability to have classified staff sign up for these duties, which is in most cases double their normal hourly wage.

Discussion ensued.

8-1: TA

8-2: TA

9-2: FSA Stipend to stay for this year. TA

Salary Schedule:

District – Clarification that annual longevity of \$700 after year 18 is non-compounding.

Discussion ensued.

District – Option to pull longevity from salary schedule and add to the agreement. Possibility of adding “in-district” experience for longevity.

Discussion ensued.

KEA – Disbursement of retro pay?

District – Talk with your members and see what they would prefer.

Caucus: 8:31 p.m.

Return: 8:48 p.m.

7-6a: TA

7-7:

District - Will talk to legal counsel regarding I.C. and negotiations that go past the expiration of the contract.

Salary Schedule:

KEA – Would like a tier system like CDA and would like to add the requirement of in-district service.

Discussion ensued.

7-1b:

KEA – “State recognized degrees as well as credits recognized after initial certification.”

District – Agrees

TA

Caucus: 9:25 p.m.

Return: 9:40 p.m.

Salary Schedule:

KEA – Keep salary schedule as is. After year 18, increase longevity to \$875 non-compounding.

Do not include “in-district.”

District – Due to current District finances, after year 18, keep longevity at \$700 non-compounding.

KEA – Agrees

TA

Parties work on cleanup of language. Copy of changes handed out. A copy of which will be included in the meeting record.

Next negotiations meeting is scheduled for November 5, 2021 at 12:30 p.m.

End: 10:14 p.m.

Board Clerk, Stacia Dorman