

# NEGOTIATIONS UPDATE

## CEA TEAM LEADERS

BRUCE TWITCHELL  
SCOTT TRAVERSE

## DISTRICT TEAM LEADERS

CASEY MORRISROE  
TRINA CAUDLE

## NEXT MEETINGS:

Wednesday, May 16  
9 am to 4 pm  
at the District Office

Both parties have agreed to use IBB trainer Blas Tellaria to facilitate these sessions. He will be there to deepen the parties' understanding of the use of IBB techniques in the negotiations process.

## QUESTIONS?

Contact Scott Maben at (208) 771-1110 or email [smaben@cdaschools.org](mailto:smaben@cdaschools.org)

## SESSION NO. 2

The negotiating teams met in a second session Thursday with Interest Based Bargaining facilitator Blas Tellaria from Boise. The group concluded its discussion of how to address the shortage of substitute teachers in the district, and reached a tentative agreement on strategies to expand the availability of subs.

In the first negotiation session April 26, the group brainstormed 36 ideas, including incentives and rewards, to begin to address the sub shortage. A subcommittee met May 3 to delve deeper into these ideas and any potential fiscal impact, review the results of a survey of subs to which 65 subs responded, and propose recommendations. The subcommittee consisted of Sandy Midgley and Scott Traverse from the CEA team and Kelly Ostrom and Trina Caudle from the administration team.

The full group crafted a **tentative agreement** on subs. Please note that this tentative agreement would need to be ratified by the CEA and the Board of Trustees for it to take effect in 2018-19. The highlights of this proposal include:

- Increase the substitute pay rate \$5 a day, to \$80. The long-term sub rate would increase to \$85, and the long-term rate for retired district teachers would increase to \$95.
- Subs who work 16 or more days in a pay period will be eligible for a \$100 bonus.
- Offer preferential hiring for subs seeking certificated positions.
- Increase the pay of "colleagues covering colleagues" to \$37 an hour (up from \$14 an hour) when using their prep period to cover another class.

## SALARY PLACEMENT

The teams on Thursday also developed a tentative agreement on salary placement for new certified employees. The tentative agreement is attached. The group agreed that this would be the first step in recognizing more years of teaching experience when recruiting new teachers, and that the district needs to make additional adjustments in the years of experience recognized in subsequent years.

## ELEMENTARY PREP TIME

The teams also discussed how to provide adequate prep time for elementary teachers. Preferred ideas included increasing the current prep time allocation, and increasing the use of part-time aides. A subcommittee of the group will develop recommendations to bring back to the next IBB session on May 16.

## NEXT MEETING

Next week the group also will begin discussing strategies to attract and retain classified employees.

## Tentative Agreement Salary Matrix Placement

May 10, 2018

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### ARTICLE VII

#### SECTION 3. PROFESSIONAL PERSONNEL ASSIGNMENT

C. SALARY MATRIX PLACEMENT: Beginning with the 2018-19 school year, the District will recognize each full year of contracted teaching experience, up to seven (7) years, when placing new certified employees on the salary schedule. Those years of experience must be in an educational institution accredited by an agency recognized by the Idaho State Department of Education.

~~C.~~ D. OTHER PERSONNEL PLACEMENTS

~~D.~~ E. PROFESSIONAL ASSISTANCE/PROBATION EMPLOYEES

E. F. UNIQUE POSITIONS

~~F.~~ G. NEW PROGRAMS