

NEGOTIATIONS UPDATE

CEA TEAM LEADERS

BRUCE TWITCHELL

SCOTT TRAVERSE

DISTRICT TEAM LEADERS

CASEY MORRISROE

TRINA CAUDLE

NEXT MEETINGS:

Thursday, May 10
9 am to 4 pm
at the District Office

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

SESSION NO. 1

The negotiation teams for the CEA and District Administration met all day Thursday at the district office. The teams worked with Boise-based interest-based bargaining (IBB) trainers Blas Tellaria and Kathy Yamamoto, who are facilitating these sessions and helping to deepen everyone's understanding of the use of these new techniques in our negotiations process.

In the morning the teams reviewed the ground rules for negotiations. They then revised and unanimously approved a memorandum of understanding. The purpose of the MOU is to suspend some procedural language in the Master Articles for this year only to allow for the use of the IBB process. A copy of that agreement is attached.

You'll recall that in the previous meeting on April 10, the teams identified priority issues for negotiations. In addition to salaries and benefits, those issues are:

1. Elementary teacher prep time
2. Substitute teacher shortage
3. Attracting and retaining classified employees
4. Salary matrix placement

SUBSTITUTE SHORTAGE

On Thursday, the teams mutually agreed to take up the sub shortage as the first issue to discuss. The district experiences a shortage of substitutes almost every school day, even with measures to mitigate the need for subs. On a typical day, about 10 percent of the certificated staff is in need of subs for a variety of reasons: professional development, personal days, sick days, activities and trips, etc. The teams recognize the sub shortage is a major problem for the schools.

The group spent much of the afternoon brainstorming over 30 ideas such as incentives and rewards that could be offered for subs, as well as incentives for teachers.

The teams identified items related to the use of subs that require more research and data collection before the group can complete work on a strategy to address the shortage. A committee will compile and evaluate data and report back to the full group at the next meeting on May 10.

Also on the agenda for the May 10 meeting: A finance committee report; designing a solution to the sub shortage; taking up the elementary prep time and the salary matrix placement issues.

A third meeting has been scheduled for May 16.

**Memorandum of Understanding
Interest-based Bargaining for the 2018-19 Master Articles of Agreement**

The Coeur d'Alene School District #271 and the Coeur d'Alene Education Association recognize their mutual desire to engage in a different process for the conduct of their negotiations to arrive at a Master Articles of Agreement for the 2018-19 school year. The parties recognize the need to honor the interests of both groups as they identify issues to be addressed in the negotiations process.

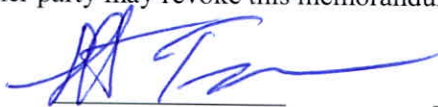
Article I of the 2017-18 Master Articles of Agreement describes a "traditional" or positional approach to bargaining. The District and the Association believe the use of an "Interest-based bargaining" approach will be a more productive method that offers the prospect of creating trust and improving their working relationship.

As such, the Coeur d'Alene School District #271 and the Coeur d'Alene Education Association agree to suspend the following provisions of Article I of the 2017-18 Master Articles of Agreement unless and until they agree to revoke this Memorandum of Understanding:

- Article I B - The term "Observer" as used in this agreement shall mean one (1) assigned by each negotiation team to sit in negotiating sessions as an observer only and does not participate.
- Article I D - The chief negotiator will act as spokesperson for her/his party but may invite comments from other team members relative to the proposal under discussion. Alternate negotiators have the same rights as the members they replaced. Three (3) members of each team are necessary for a quorum. Negotiation teams will not exceed five (5) members at any one time.
- Article I E, 1(a) - If possible, regular negotiations will not be conducted during the school day.
- Article K - Step 2: At the first negotiation session, each team shall submit a preliminary written list of topics of discussion for the negotiations. After six (6) negotiating sessions, to add any topic outside of the written list would require mutual consent of each team.
- Article K - Step 3: Written counter-proposals will be submitted at regular negotiating sessions. Teams need not reply to or discuss counter-proposals earlier than the next scheduled negotiating session. By mutual consent of both teams, discussion of a proposal may be deferred for a longer period of time.
- Step 4: Proposal Process
 - a) All contract proposals submitted by the Association will be discussed in order presented for the purpose of both teams understanding the intent of the proposal.
 - b) All contract proposals submitted by the Board will be discussed in order presented for the purpose of both teams understanding the intent of the proposal.
 - c) After (a) and (b) are accomplished, proposals will be presented in order for the purpose of reaching agreement on the less difficult proposals first.
 - d) After (c) is accomplished, proposals will be presented in order to either be approved or tabled.
 - e) Any items not agreed upon within one (1) hour will be tabled if requested by either team and the next item in sequence will be negotiated.
 - f) Tabled proposals will be re-presented for the purpose of approval or impasse.

The parties agree that procedures outlined in the adopted "Ground Rules" become part of this memorandum.

Either party may revoke this memorandum of understanding with seven (7) calendar days written notice.



Scott Traverse
CEA Chief Negotiator

4/26/18
Date



Trina C. Caudle
District Chief Negotiator

4/26/18
Date