

NEGOTIATIONS UPDATE

CEA TEAM LEADERS

BRUCE TWITCHELL

SCOTT TRAVERSE

DISTRICT TEAM LEADERS

CASEY MORRISROE

TRINA CAUDLE

NEXT MEETINGS:

CEA ratification vote:
Tuesday, May 29, 4 p.m.,
Woodland Middle School

Board of Trustees
ratification vote: Monday,
June 4, 5 p.m., Midtown
Meeting Center

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. 3

The negotiating teams met in a third session Wednesday with Interest Based Bargaining facilitators Blas Tellaria and Kathy Yamamoto. The group had a highly productive session and concluded the day with a tentative overall agreement on a contract for 2018-19. The tentative agreement is still in draft form and will be presented to the CEA membership and the Board of Trustees for ratification votes in the next few weeks.

The tentative agreement includes:

- A salary increase for certified staff
- A pay increase for classified staff
- Keeping insurance whole by funding the expected increase in cost
- Providing elementary teachers and specialists with 225 minutes of prep time per 5-day week (an average of 45 minutes per day), while allocating additional resources to assist with the additional workload of librarians
- Steps to address the shortage of substitute teachers, including increasing the daily rate for subs and for "colleagues covering colleagues"
- Recognizing an additional year of experience on the salary matrix for experienced teachers new to the district
- An increase in the base for high school extra/co-curricular stipends
- Contingency language to allocate additional pay increases for certified staff if student enrollment increases result in additional unit-based state funding in 2018-19

Details of these proposals will be shared at a ratification meeting of CEA members on Tuesday, May 29, at 4 p.m. at Woodland Middle School, and with all employees after that. The Board of Trustees is scheduled to vote on ratification at its next regular meeting, Monday, June 4, at 5 p.m. at Midtown Meeting Center.

CLASSIFIED EMPLOYEE RECRUITMENT & RETENTION

The negotiating teams also began discussing additional strategies to attract and retain classified employees. Both District and CEA leaders stated that this is a major issue they wish to jointly address in the coming year, and they agreed to elevate it to one of the two top priorities on the agenda for the new **Collaboration and Problem Solving Sessions** to be held next October through April.

As a reminder, CAPSS will be used to address priorities, problems and concerns that might become contract-related. The CAPSS team, with CEA and District representatives, plans to focus initially on classified employee recruitment and retention, and also work conducted outside contract time. Other issues identified for the CAPSS team to consider in 2018-19 include class size, extra/co-curricular activities compensation, and building budgets.