

Negotiations 2021-2022
April 26,2021

Present: Amanda Baker, Jolene Johnson, Lorri Korrell, Dr. Blair Wilding

Those present discussed the following items on the first 11 pages of the Professional Agreement Between the Clark County Education Association and the Clark County School District #161 for school year 2021-2022.

4-1-2 and 4-3-1 appear to be in conflict. 4-1-2 states “If a Mediator is necessary, both parties jointly agree on the mediator”, then 4-3-1 states “the Board and Association will attempt to reach mutual agreement upon a mediator” **Change wording to match what is written in 4-3-1**

6-4 I suggest a limit on the number of days allowed in a year be included and that the Association will cover the cost of any Substitute required for them to take the days. **Jolene said she would talk to the association and see if they would pay the sub cost. Days to be limited to 4 and more upon approval from superintendent.**

6-6 If the Board Policy manual is available online- why does a hardcopy need to be in each building also. I am pretty sure this has not been being followed. Also since the board agendas will show which policies are being reviewed- and it takes at least two readings to adopt, do updated policies need to be emailed out to staff? By removing this it takes the burden off the district to make sure employee gets the electronic form – vs. them checking it out on the website. **Agreed to be notified not supplied and policy is located on the website only.**

6-7 Add the words “when requested in writing” after the words The Administration will furnish.... including revenues and expenditures “if available at the time of request.” Clears up any possible confusion as to when or who requested, and the District can not be forced to create something that may not exist yet when the request is made. **No decision has been made here, tabled for further discussion.**

7-10 Should it be clarified as to 10 business days, or 10 calendar days? **14 Calendar days**

7-13 I agree the teacher has the right to an association member present during any appearance before the Board, and needs to have the written notice prior. I think it needs to state it is the responsibility of the teacher to request an association member be present during the meeting. The way it is written, we could have done everything and as a delay tactic, the teacher could ask the association rep to not show up, and then technically the meeting could not occur because there was no association rep there. I know this seems a little ticky tacky, but those kinds of delays then can through the whole process off the required timelines set by the state

code, and thus could become a legal matter. As to who should be required to make sure the association rep is there, because it would be a violation of the employees rights if the board notifies the association they need to be at such a meeting it does need to be the teacher. **The wording will stand as it reads.**

7-14 I think the intent is actually to have it in 10 days prior to payday in September? Not necessarily 10 days prior to the first payroll period in September, since all the insurance changes take affect on that payroll etc.. Unless there is something I am missing on this? **Discussion was on choosing a date prior to September 1st or first work day in September?? Both District and the Association needed clarification in this item.**

7-16 A conflict in the language. Starts with saying teachers **will** complete evaluation of the District twice a year. Then the next sentences says..."and the second evaluation will occur before May 1 if necessary." So can it be changed to say "teachers **may** complete **up to two** evaluations of the District a year." Then keep the second sentence the same. **Agreed to the "May complete up to two evaluation..."**

8-1 Currently with the elementary school releasing school at 3:45, they can leave at 4:15 while the secondary are required to stay until 4:30. Then when putting time off in, what is an actual day or hours? According to this it would be different for elementary vs the secondary. This makes it hard on Lisa to make sure what is really occurring. Can we clarify the language to just say the school day for fulltime teachers starts at 7:30 AM and ends at 4:30 pm except for early release, work days or Professional development days which will be listed on the official school district approved calendar per 8-5? Or something along those lines? **Discussed this point in depth. No real decision made, however Lorri asked about coaching hours? The conclusion was made to make things easier maybe changing the wording to school day as 7:30 to 4:30 with some variation for coaching hours possibly. This will be negotiated at the association meeting.**

8-2 is in conflict with the time listed in 8-1 This needs cleaned up and the hours of instruction are in Idaho Code so not sure they need to be listed out. **Jolene stated that she would prepare a more specific plan at a later date for this. Discussed stating days not hours to match Idaho code.**