

TWIN FALLS PUBLIC SCHOOLS

School District No. 411

201 MAIN AVENUE WEST

TWIN FALLS, IDAHO

83301

(208) 733-6900

May 22, 2019

- I. Call to Order - The Board of Trustees of School District No. 411, Twin Falls County, State of Idaho, met in a special board meeting at the District Office Boardroom located at 201 Main Avenue West, Twin Falls, at the hour of 6:00 a.m., on Wednesday, May 22, 2019. The following trustees were present: Chairman Bernie Jansen, and Trustees Mary Barron, and Todd Hubbard. There were also present Superintendent Brady Dickinson, Clerk Michelle Lucas as well as interested patrons, and employees. Trustees Paul McClintock and Bryan Matsuoka were unable to attend.

- II. Procedural Matters Action Items:
 1. Chairman Jansen asked for a motion to approve the agenda. Trustee Hubbard moved to approve the agenda as submitted. Trustee Barron seconded the motion. The motion passed unanimously.

- III. Budget and Finance A. Information Item:
 1. The Twin Falls School District and the Twin Falls Education Association negotiated the teacher's contract for the 2019-2020 school year. The board and association successfully reached a tentative agreement on May 14, 2019. Teachers ratified the agreement earlier today, Wednesday May 22, 2019 with a near unanimous vote, and now needs board approval. Superintendent Dickinson recapped the negotiations summary sheet sent out earlier with the Board. Changes include: **Maternity/Paternity/Adoption:** Certified employees who have worked for the district longer than one full year are eligible for up to 30 days of leave for the birth or adoption of an infant in the first year of life (beginning with the first day of birth or adoption). The employee is only eligible if they have less than 30 days of sick/personal and must use available leave prior to use of maternity/paternity/adoption leave at which time the employee may acquire enough days to reach 30 days of paid leave. For each day of maternity/paternity/adoption leave acquired, the certified employee will receive their daily rate less the certified sub rate as compensation. Employees may be eligible for additional days off without pay according to FMLA guidelines. **Coverage units:** The cap on the number of coverage units an employee can earn in a year will be removed; however, the maximum number that can be carried over from year to the next is 21. In addition, if a certified elementary teacher is asked to cover all or part of a class, the units earned (1 unit = 45 minutes, half day = 3.5 units, full day = 7 units) will be divided by the certified employees that covered all or part

of the class. **Out of zone students:** As a benefit of being a TFSD employee, certified employee's children are given top priority when transfers are available in classes and/or programs. **Master Educator Premiums:** Teachers earning the MEP will have the choice of a lump sum or monthly payments. The district will pay the employer portion of the state benefits. **Collaboration Monday:** Elementary certified personnel will be guaranteed continuous (except half-day Kindergarten) preparation time of at least forty-five (45) minutes (30 on Collaboration Monday-see below) each day during block periods in which their students are involved in Physical Education, Music, Library, Computer or other instruction with a certified teacher, or qualified staff member. Half-day kindergarten teachers will receive forty-five minutes; however, it is not guaranteed to be continuous. Guest teachers shall be provided for library technicians and computer lab assistants. Guest teachers may replace paraprofessionals who are trained to substitute for Library or Computer. Weekly collaboration time will be provided via the addition of an early release. The intent of this time is for collaboration/teaming and planning. It can also be used for building initiatives and/or professional development on one Monday per month. On this day, elementary certified personnel will be guaranteed thirty (30) minutes preparation time during block periods. In addition, if elementary certified personnel are asked to participate in grade level meetings, causing the loss of block period preparation time during the week, this time will be made up during the early release collaboration time. **Salary:** Salary schedule that goes to P6** BA \$55,222/BA24 \$57,222/MA \$58,722 (**Grandfathered. Employees at P5 for the 2019-2020 contract will not automatically move to P6 for 2020-2021. This will be determined during contract negotiations for 2020-2021). In addition, 2% was added to the extra duty calculating base, and high school robotics is now on the index. **Insurance:** 1.5% increase in cost to PPO. Slight change to prescriptions and copay for specialist. Specialist copay will go from \$20 to \$40; prescription: add a \$250 brand name deductible; copays on prescriptions will be eliminated; generic will be \$10, preferred brand will be \$30, and non-referred and specialty will be \$50. Superintendent Dickinson and the District Negotiations Team recommend approval of the 2019-2020 Collective Bargaining Agreement.

III. Budget and Finance B. Action Item:

1. With no other discussion, Hubbard moved to approve the 2019-2020 Collective Bargaining Agreement as outlined. Trustee Barron seconded the motion. Motion passed unanimously.

Trustee Hubbard moved to adjourn the meeting. Trustee Barron seconded the motion and the motion passed unanimously. Meeting adjourned at 6:01 a.m.



Chairman Bernie Jansen

ATTEST:



Clerk, Michelle Lucas