

TWIN FALLS PUBLIC SCHOOLS

School District No. 411

201 MAIN AVENUE WEST

TWIN FALLS, IDAHO

83301

(208) 733-6900

June 17, 2020

- I. Call to Order - The Board of Trustees of School District No. 411, Twin Falls County, State of Idaho, met in a special meeting virtually in a Zoom online meeting platform (accessible by the public), Twin Falls, Idaho, at the hour of 7:30 a.m., on Wednesday, June 17, 2020. The following trustees were present: Chairman Bryan Matsuoka, Vice Chairman Paul McClintock, and trustees: Heidi Casdorff, Jonathan Lord, and Jayson Lloyd. There were also present Superintendent, Brady Dickinson; Associate Superintendent, Bill Brulotte; Board Clerk, Michelle Lucas; as well as district directors, interested patrons, and employees.
- II. Procedural Matters Action Items:
 1. Chairman Matsuoka asked for a motion to approve the agenda. Vice Chairman McClintock moved to approve the agenda as submitted. Trustee Casdorff seconded the motion. The motion passed unanimously.
- III. Consent Calendar – Vice Chairman McClintock moved to approve the consent calendar which included: new certified employees for 2020-2021 school year: Benita Remaley, Diane Nelson, Kathleen Kennedy, and Anna Rill; certified retirement for Sharman Januik; certified resignation from Teri Singleton; new classified employees: Connie Borron and JoAnn Sanchez; in-district transfers for Cheyanne Still, Lara Tanner, Erin Kelley, and Jody Jones; classified resignations for Ines Shic, Cassandra Legg-Schuyler, Sabrina Naranjo, Tja Maxwell, Carol Peters, Hope Phillips, Melanie Wahjudi, Becky Delaney, and Rebecca McKenna; extra-curricular employees: Leah Brown and James Glenn; extra-curricular resignations from Ana Ochoa, Todd Jones, Brad Mills, Kiauna Huber, Chloe Gedrose, Charly Bartlett, and Calvin Pruett. The motion was seconded by Trustee Lord. Motion passed unanimously.
- IV. 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 2020-2021 school year. The board and association successfully reached a tentative agreement at their second meeting on June 9, 2020. Teachers have three virtual meetings set up to vote on ratification of the agreement on Monday, June 15th, at 5:00 p.m., Tuesday, June 16th, at 8:00 a.m., and Wednesday, June 17th, at 11:00 a.m. Superintendent Dickinson went over, in detail, the negotiations summary sheet sent out earlier with the Board packet. Negotiated changes include: **Salary:** Vertical

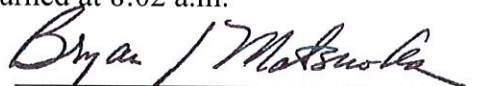
movement on career ladder was frozen by the State and the salary schedule which showed the RP levels 1, 2, and 3 at BA \$40,000, BA 24 at \$42,000, and MA at \$43,500. Horizontal movement will be the only movement allowed this year for all others. P6 rung, which is in Twin Falls only, is grandfathered in: Employees at P5 for the 2020-2021 contract will not automatically move to P6 for 2021-2022. This will be determined during contract negotiations for 2021-2022. Resident teachers are not eligible for the education allotments. **Insurance:** Change to PacificSource that will be a large savings from what we had this year; **PD Days (November 23/24):** Which will still take place and will be paid for with insurance savings; **PD Stipend:** Paid in June 2021 (if projected unrestricted carryover meets or exceeds \$2.2 million); **Collaboration Monday:** Continue with pilot and committee for 2020-2021; **Social-Emotional Health:** Twin Falls School District and Twin Falls Education Association will partner on training for staff and this will also be a section in the strategic plan; **August 17th and 18th Workdays:** Change from two student contact days to two teacher workdays; **Carryover Sharing:** Should the district finish the year with more than 5% in unrestricted carryover (approximately \$3 million), the funds above the 5% will be split with 50% to be utilized for programs or carryover and 50% paid out to all employees on a percentage basis; **Evaluation Update--resulting from the addition of the new Advanced Professional (AP):** Changes to the Evaluation Flow Chart were: Concerns about basic or unsatisfactory ratings will be communicated to the teacher as timely as possible, added that the formal written evaluation will be shared with the teacher a minimum of two days prior to the post-evaluation conference and evaluation appeals process as outlined: 1. If a teacher disagrees with one or more of the ratings in their evaluation, they will set up an appeal meeting with their (evaluating) administrator. At that meeting, the teacher would present written evidence to their administrator for each of the areas they were requesting a change. 2. If the administrator does not agree with the written evidence then the teacher could appeal to the appropriate director (elementary or secondary). The director will assign another administrator from a different building, but at the same level (elementary, middle school, or high school) to do a second review of the same written evidence with all identifying information removed. The decision from this review will be final. 3. Teachers will be trained in this appeal process. A subcommittee of the Evaluation Committee will create a Google Presentation regarding full evaluation procedures and documents, including the appeal process. This presentation will also be available in the District Shared Google Drive. The presentation will include a recommendation for teachers to complete a full self-assessment; and **Definition of Leadership for the AP Rung:** An advanced professional certified instructional, or pupil service staff person shall be considered to have demonstrated professional leadership if she/he meets any of the House Bill 523 criteria. This AP rung is a one year pilot and will be reviewed again next year with negotiations.

It was also agreed to leave the rest of the contract language that wasn't addressed this year the same, and just update dates. Trustees commended both negotiations teams and complemented their professionalism and teamwork. It was asked how many teachers would qualify for the top pay rung of this pay scale and Director of Human Resources, Shannon Swafford reported that 340 could qualify. Trustee Lord commented, that speaks highly about our district and the quality of teachers in Twin Falls.

IV. Budget and Finance B. Action Item:

1. With no other discussion, Vice Chairman McClintock moved to ratify/approve the 2020-2021 Collective Bargaining Agreement language as outlined which includes 2020-2021 contracts. Trustee Lord seconded the motion. Motion passed unanimously.

Vice Chairman McClintock moved to adjourn the meeting. Trustee Casdorff seconded the motion and the motion passed unanimously. Meeting adjourned at 8:02 a.m.


Chairman, Bryan Matsuoka

ATTEST:


Clerk, Michelle Lucas