

**TWIN FALLS SCHOOL DISTRICT NO. 411
SCHOOL BOARD MEETING
CANYON RIDGE HIGH SCHOOL, ROOM #301
300 NORTH COLLEGE ROAD
TWIN FALLS, IDAHO**

Special Board Meeting

May 24, 2022

6:15 p.m.

NOTICE/AGENDA

The Board of Trustees of Twin Falls School District No. 411, Twin Falls County, State of Idaho, will meet in a special board meeting at 6:15 p.m., Tuesday, May 24, 2022 at Canyon Ridge High School, 300 N. College Road, Room #301, Twin Falls, Idaho 83301.

The agenda for the meeting is as follows:

- I. Call to Order - **Action**
- II. Procedural Matters
 - A. **Action** Items:
 - 1. Approval of Agenda (Additions and Deletions)
- III. Budget and Finance
 - A. Information Items:
 - 1. Collective Bargaining Agreement Language Review
 - B. **Action** Items:
 - 1. Collective Bargaining Agreement Ratification
- IV. Adjournment **Action**

Michelle Lucas
Clerk of the Board

POSTED: May 20, 2022

Administration Office
TFSD Website

2022-2023 Tentative Contract Agreement

1. **Kindergarten**: the team agreed to remove the extra conferencing days for half-day kindergarten from the calendar due to the addition of full-day kindergarten and the restructuring of half-day K. In addition, kindergarten teams have the option of splitting their block time instead of having one 45 min block.
2. **Grievance Procedure**: the team agreed to add a director-level between the principal and superintendent to match practice. In addition, the team agreed that if a grievance reaches the Board both sides of the grievance will be presented to the Board by an independent 3rd party.
3. **Collaboration Time**: the team agreed to move the language from our MOU into the contract. In addition, a permanent committee with broad representation will continue discussing the use of this time.
4. **Workload Analysis**: the team agreed to have the elementary grade level leaders and secondary department leaders discuss workload next year as a standing agenda item. This will also be a standing item at the breakfast meetings next year. The hope is to find strategies to be more efficient while making sure instructional time is preserved by ensuring our practices are streamlined and aligned to district goals.
5. **Interviews**: the team agreed that interview committees should contain representation from the folks who will be working with the new person hired as much as possible.
6. **Extra Duty**: the team agreed to add girls wrestling coaches, Esports coaches, and middle school yearbook to the extra duty schedule.
7. **Personal Leave Payout**: the team agreed to continue the pilot of paying the daily rate of the lowest rung for unused sick leave for another year.
8. **Stipend Days**: the team agreed to add the 5 additional (optional) stipend days to the calendar for next year with 3 hours set aside for PD and the rest of the time provided for teachers to use as work time. Teachers will be paid their daily rate if they elect to work these days.
9. **Evaluations**: a number of topics emerged from the evaluation committee and the team agreed to have the committee work through the issues next year and bring back any recommended changes.
10. **Insurance**: the team accepted the recommendation of the Insurance Committee to stay with Pacific Souce and adopt a new package with enhanced benefits. The package utilizes the money allocated to the TFSD for insurance while maintaining \$500,000

money for leadership premiums. If not fully used, this money will carry forward for insurance next year.

11. **Compensation**: The committee agreed on the following salary package:

1. New schedule:

2022-2023 Salary Schedule			TFSD Salary Schedule		
Rung	State Base	Multiplier	BA	BA 24	MA
RP1	\$ 40,742.00	100.000000%	\$ 40,742.00	\$ 42,742.00	\$ 44,242.00
RP2	\$ 41,486.00	100.000000%	\$ 41,486.00	\$ 43,486.00	\$ 44,986.00
RP3	\$ 42,231.00	100.000000%	\$ 42,231.00	\$ 44,231.00	\$ 45,731.00
P1	\$ 43,488.00	100.000000%	\$ 43,488.00	\$ 45,488.00	\$ 46,988.00
P2	\$ 45,302.00	100.000000%	\$ 45,302.00	\$ 47,302.00	\$ 48,802.00
P3	\$ 47,116.00	100.000000%	\$ 47,116.00	\$ 49,116.00	\$ 50,616.00
P4	\$ 48,930.00	100.000000%	\$ 48,930.00	\$ 50,930.00	\$ 52,430.00
P5	\$ 50,743.00	100.000000%	\$ 50,743.00	\$ 52,743.00	\$ 54,243.00
19-20 P5/no AP (grandfather)	\$ 50,000.00	104.000000%	\$ 52,000.00	\$ 54,000.00	\$ 55,500.00
19-20 P6/no AP (grandfather)	\$ 50,000.00	110.444000%	\$ 55,222.00	\$ 57,222.00	\$ 58,722.00
AP1	\$ 53,478.00	100.000000%	\$ 53,478.00	\$ 55,478.00	\$ 56,978.00
P6/AP1 (grandfather)	\$ 53,478.00	104.850593%	\$ 56,072.00	\$ 58,072.00	\$ 59,572.00
AP2	\$ 54,442.00	100.000000%	\$ 54,442.00	\$ 56,442.00	\$ 57,942.00
P6/AP2 (grandfather)	\$ 54,442.00	104.555307%	\$ 56,922.00	\$ 58,922.00	\$ 60,422.00
AP3	\$ 55,389.00	100.000000%	\$ 55,389.00	\$ 57,389.00	\$ 58,889.00
P6/AP3 (grandfather)	\$ 55,389.00	104.302298%	\$ 57,772.00	\$ 59,772.00	\$ 61,272.00

- Addition of 5 stipend days to the calendar (see above)
- Approximate 3% stipend from the State of Idaho—salary enhancement allocation
- 2% ESSR COVID Stipend; 3.6% for P6/AP1, P6/AP2, and P6/AP3

Stipends for #3 and #4 will be paid out in two installments. The first will be paid in the October paycheck and the second will be in March.