

**MINUTES OF THE SPECIAL MEETING FOR THE PURPOSE OF RATIFYING THE NEGOTIATED AGREEMENT BETWEEN THE POCATELLO EDUCATION ASSOCIATION AND THE POCATELLO/CHUBBUCK SCHOOL DISTRICT NO. 25 BOARD OF TRUSTEES FOR THE 2013-2014 SCHOOL YEAR, AND; TO CONVENE A SPECIAL MEETING FOR THE PURPOSE OF ADJOURNING TO EXECUTIVE SESSION TO DISCUSS IN ACCORDANCE WITH IDAHO CODE SECTION 67-2345 (1) (b) *To consider the evaluation, dismissal, or disciplining of, or to hear complaints or charges brought against public officer, employee, staff member or agent;***  
***(With option to take any action in Open Session)***

**POCATELLO/CHUBBUCK SCHOOL DISTRICT NO. 25  
BOARD OF TRUSTEES**

**Superintendent's Office at the Education Service Center  
Tuesday, August 27, 2013  
12:00 p.m.**

**BOARD MEMBERS/SUPERINTENDENT PRESENT:**

Janie Gebhardt, Chair  
Jackie Cranor, Vice Chair  
Paul Vitale, Clerk

Jim Facer, Assistant Treasurer  
Dave Mattson, Member (Excused)  
Mary M. Vagner, Superintendent

**OTHERS PRESENT:**

Bart Reed, Director of Business Operations  
Carl Smart, Director of Employee Services  
Douglas Howell, Director of Human Resources  
Rena Johnson, Board Secretary

**Welcome, Call to Order and Statement of Purpose**

Chair Gebhardt welcomed everyone and called the Special Meeting to order at 12:03 p.m. She said the purpose of the meeting was to consider ratifying the Negotiated Agreement between the Pocatello Education Association and the Pocatello/Chubbuck School District No. 25 Board of Trustees for the 2013-2014 School Year and to convene a Special Meeting for the purpose of adjourning to Executive Session to discuss a personnel matter.

**Ratify the Negotiated Agreement between the Pocatello Education Association and the Pocatello/Chubbuck School District No. 25 Board of Trustees for the 2013-14 School Year**

Mr. Smart reviewed the changes to the Negotiated Agreement. He said the blue text was language that was added back from the 2010 Negotiated Agreement, the green text was new language and the red text was revised language. He said the section regarding disruptive maintenance was new and clarified that any maintenance work that interrupted the instructional day should be communicated in advance. He said Article 3, Association Rights was added back from the 2010 Agreement. He said the section regarding Representation on Committees was new. Ms. Vagner said the process was not new and almost all Administrative Committees have teacher representatives. Mr. Smart said the administration would meet with the Association to discuss representation on Committees to ensure that membership was defined. He said some of the language in regards to benefits had been revised to clarify that if an employee requested leave to provide care for a family member he/she would have to be the primary care giver in order to be eligible for the Sick Leave Bank. He said another new section was regarding the Premium Differential. He said the PEA and Board Negotiating teams agreed that new employees would be exempt from the requirement during their first year of employment. He said the false corner was added back to the salary schedule. He said the District would go back through the last three years of information to determine which employees were eligible for movement which had been restored by the state. He said the Board's Grievance Policy was included in the Agreement. He said the compensation rate for summer school instructors and driver's education had been increased from \$16/hour to \$18/hour. Ms. Vagner said the Association met on Thursday after the all-staff Back to School Orientation and ratified the Negotiated Agreement. She said the Association informed the administration of the ratification in writing as per Idaho Code. Ms. Cranor asked if the process for contract

days had changed. Mr. Smart said the Board set the work year and the days were the same. Ms. Cranor asked about the false corner. Mr. Smart said the salary schedule had always included a false corner in order to avoid keeping a teacher at the same rate of pay for over four years.

A motion was made by Mr. Vitale and seconded by Ms. Cranor to ratify the Negotiated Agreement between the Pocatello Education Association and the Pocatello/Chubbuck School District No. 25 Board of Trustees for the 2013-2014 School Year as presented. The voting was unanimous in the affirmative.

Mr. Smart said once the Agreement was signed it would be posted to the website. Ms. Cranor asked if teachers would be provided a copy of the Agreement. Ms. Vagner said it would be provided electronically. Dr. Howell said the Human Resources department would complete addendums for any teachers that were eligible for movement in the next two to three weeks.

**Adjourn to Executive Session to Discuss Personnel in Accordance with Idaho Code, Section 67-2345 (1) (b)**  
*to consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against a public officer, employee, staff member or agent.*

Chair Gebhardt called the meeting to order in Open Session at 12:17 p.m. A motion was made by Mr. Vitale and seconded by Mr. Facer to adjourn to Executive Session. The roll call vote was unanimous in the affirmative: Mr. Facer, aye; Mr. Vitale, aye; Ms. Cranor, aye; Ms. Gebhardt, aye. The Board adjourned to Executive Session at 12:18 p.m.

**Return to Open Session and Take any Action Pertinent to Personnel**

The Board returned to Open Session at 12:32 p.m. A motion was made by Ms. Cranor and seconded by Mr. Facer that the Board of Trustees place **Employee Docket No. 14-01**, a certificated professional employee of the District, onto a period of paid suspension pending the outcome of an investigation as recommended by the District's Superintendent.

I also move that the Board direct that **Employee Docket No. 14-01** is not to be present upon school property or present at any school function regardless of location during this period of paid suspension and that **Employee Docket No. 14-01** shall not communicate with any other employee, parent or student, unless otherwise directed, relating to this suspension unless otherwise directed by the administration. The voting was unanimous in the affirmative.

**Adjourn**

A motion was made by Mr. Facer and seconded by Mr. Vitale to adjourn. The voting was unanimous in the affirmative. The Board adjourned at 12:33 p.m.

APPROVED ON:

September 17, 2013

BY:

Jamie Gebhardt  
Chair

MINUTES PREPARED BY:

[Signature]  
Secretary, Board of Trustees

ATTESTED BY:

[Signature]  
Clerk