

**NEGOTIATIONS**  
**July 22, 2014**

The following was transcribed from the July 22, 2014 meeting in as close to the same format as possible.

Norm Stewart called the session to order at 2:13 p.m.

Members present:

Clay Sauer  
Dawn Sandmeyer  
Michelle Jacobi  
Loma Bittick  
Loretta Rost  
Leslie Dudman                      Negotiator in Training (observation only)

Norm Stewart                      Facilitator  
Deb Holzhey                        Resource

Norm apologized for the mis-communication regarding the cancellation of the last scheduled meeting. He also apologized for trying to expedite the process by emailing the Board's last, best offer.

The June 3rd 2014 draft minutes were reviewed. Dawn requested the minutes be revised to include Norm's information on who would serve on the "Leadership Committee". Michelle made a motion to approve the minutes with the revision requested, Loretta seconded the motion, motion carried by unanimous consent.

Norm briefly reviewed what the teams had agreed upon during the last meeting. The only remaining issue was the MEA's request to dissolve the second salary structure and move all certified staff to the Marsing salary structure. The Board had made their last best offer and the MEA countered.

Discussion was held by the entire team regarding the salary structure and how it relates to morale, togetherness and encouragement of hiring and maintaining highly qualified teachers with experience.

After a caucus from 3:11 pm to 3:24 pm, Michelle and Clay made a motion to movement for all certified employees with (3) consecutive years in the Marsing District and who are entering their 4<sup>th</sup> year here in Marsing. The motion included the possible dissolution of the State Salary Index Structure as the first priority during the 2014.2015 negotiation process. The MEA reps agreed and will take it to their membership on Monday, August 11<sup>th</sup>. The MEA will then report to Norm the results of their consideration of ratification.

The team debriefed.

Meeting adjourned at 4:03 pm.