

ISBA Day on the Hill

February 16-17, 2015



A Presentation by the
Idaho School Boards Association

Today's Presenter



President
Dr. Todd Wells

Agenda

- 1. Demographics Survey**
- 2. Negotiations Survey**
- 3. Training Update**
- 4. Legislative Update for this Year**
- 5. Important ISBA Bylaw Change**
- 6. Stand up for Idaho Public Schools**



Trustee Demographics Survey Results

Trustee Demographics Survey

- **265 Responses**
- **56% of all respondents have served four (4) or fewer years**
- **14% have served 12 years or more**
- **92% either now have, or have had, a student in an Idaho public school**

Trustee Demographics Survey

- **55% are male; 45% are female**
- **70% are currently employed or self employed**
- **20% are retired**
- **Age categories:**
 - 18-29 – 1%
 - 30-39 – 13%
 - 40-49 – 34%
 - 50-59 – 22%
 - 60-69 – 23%
 - 70 or older – 7%

Trustee Demographics Survey

- **Top employment industries include:**
 - Agriculture/Forestry
 - Educational Services, Health Care, and Social Assistance
 - Professional, Scientific, Management, Administrative
 - Finance, Insurance, Real Estate
- **63% have a bachelors or graduate degree**
- **17% have an Associates or PTE degree**

Trustee Demographics Survey

- **When it comes to politics:**
 - 21% are very conservative
 - 39% are somewhat conservative
 - 25% are middle of the road
 - 12% are somewhat liberal
 - 3% are very liberal



Negotiations Survey Results

Negotiations Survey

- **83 School Districts Responded**
- **About 54% of school districts required the local union to prove they represented 50% + 1 of the certificated employees**
- **Of those districts, 33% have that process outlined in Board Policy**
- **Only 1 local union out of 43 was unable to prove majority representation**

Negotiations Survey

- **Over 88% of the school districts participated in negotiations; 12% did not**
- **85% of school districts began negotiations prior to May 16**
- **75% of school districts met five or fewer times before completing negotiations**
- **68% spent 10 or less hours in negotiations**
- **5 districts spent 30 or more hours**

Negotiations Survey

- **87% of school districts completed negotiations by July 1**
- **For the first demands/offers made by both the unions and the districts, the most requested items to be included in the master agreement were:**
 - Pay Increases
 - Addition of Steps and Lanes
 - No Increases in Insurance Costs to Staff

Negotiations Survey

- **74% of school districts paid all movement on steps and lanes**
- **49% of school districts increased the grid**
- **Increase in total overall pay:**
 - **.5 – 1.5%** - 64% of school districts
 - **Over 3%** - 4% of school districts
 - **0%** of school districts decreased total overall pay

Negotiations Survey

- **63% of school districts either picked up the entire cost of the increase in health insurance or decreased the amount employees paid for it**
- **5% of our school districts imposed a reduction in force this year**

Negotiations Survey

- **30% of school districts negotiated other items besides salary and benefits into the master agreement**
 - Staff Grievance
 - Leave Time
 - Professional Development
 - Association Rights
 - Staff Evaluations
- **72% of the districts that negotiated items besides salary and benefits into the master agreement currently had policies on at least one of those items negotiated**

Negotiations Survey

- **Percent of the Budget that goes to pay salary and benefits:**
 - 66-70% - 4.1% of school districts
 - 71-75% - 6.8% of school districts
 - 76-80% - 12.3% of school districts
 - 81-85% - 35.6% of school districts
 - 86-90% - 37% of school districts
 - 91-95% - 4.1% of school districts

Training Update

**School Districts are Using the
\$2000 per District That You
Appropriated Last Year**

Training



ISBA Trainers



Allison Westfall



Bryan Matsuoka



Debra Buttrey



Dr. Heather Williams



Jaci Hill



Jackie Hopper



Mary Ann Rannells



Mary Huff



Susan Scherz

Training



ISBA has signed up 81 traditional school and charter districts for board training packages.

Trainings completed so far....

16 Strategic Planning

19 Superintendent Evaluations

13 Finance

27 Ethics

17 Governance

Advocacy

2015 Legislative Priorities

Advocacy



Removal of the sunset clauses on three pieces of legislation and making them permanent.



Evergreen Clause



Ability to Reduce Salaries



Reduction in Force

Advocacy



Education Tax Credits



Alternative school funding for 6th grade

Advocacy



IEN /Funding



Tiered Certification



Career Ladder



Association Update

Association Update



Charter Schools

Full Members

First in the Nation



Stand Up 4 Idaho Public Schools

An Advocacy Campaign by ISBA

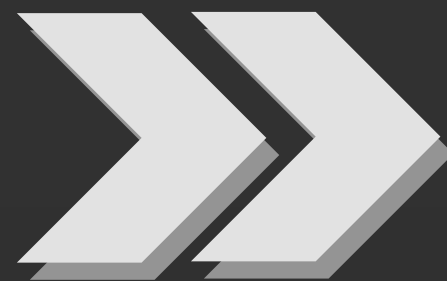


STAND UP
4 IDAHO
PUBLIC SCHOOLS

Proudly supported by ISBA

www.StandUp4IdahoPublicSchools.org

Stand Up 4 Idaho Public Schools



How it Began: National School Boards Association

Stand Up 4 Idaho Public Schools

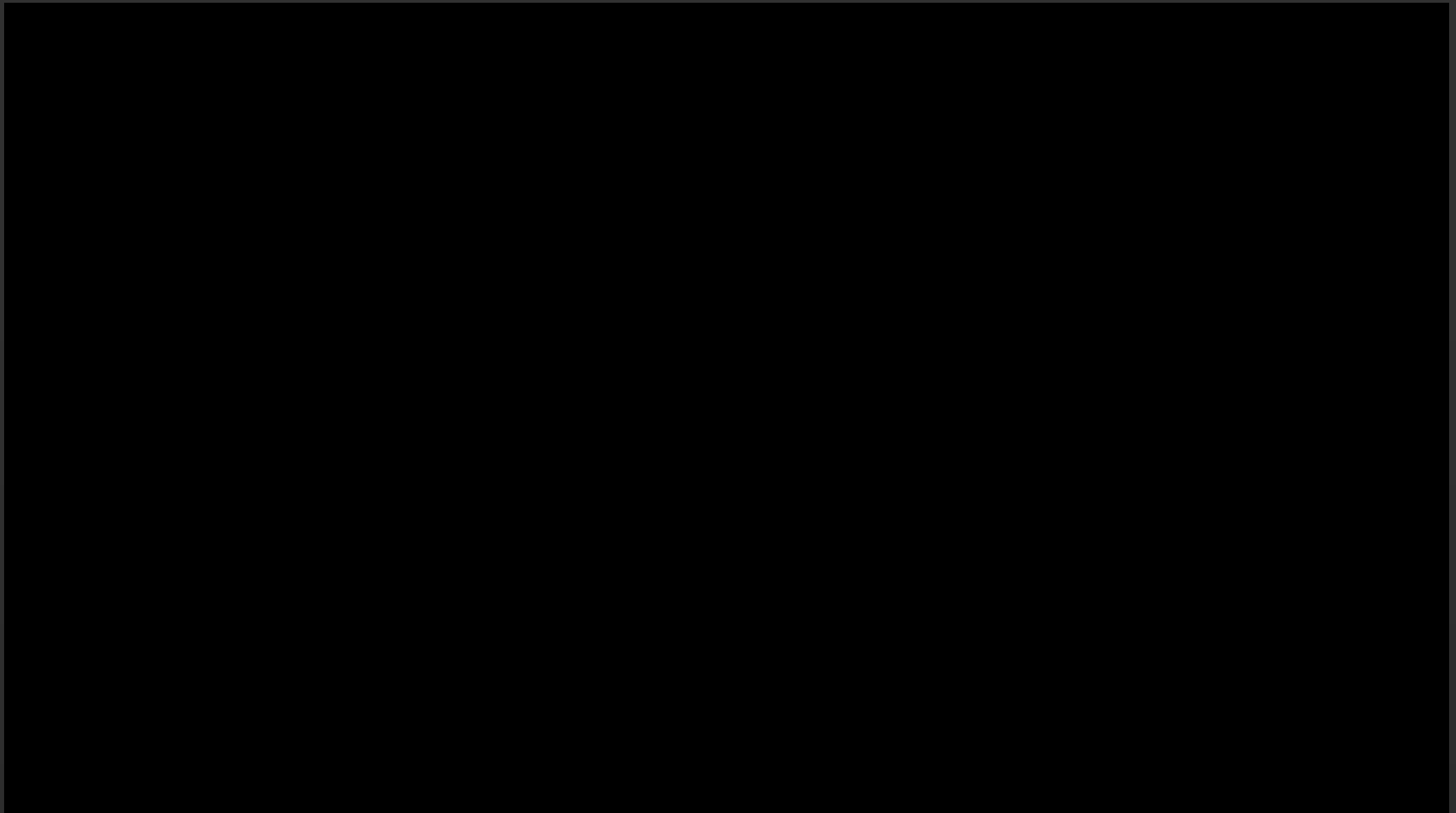


**“Public education is
the cornerstone of
our democracy.”**

Barbara Morgan

*Astronaut, Educator in Idaho, and
Supporter of Stand Up 4 Idaho Public Schools*

Stand Up 4 Idaho Public Schools



<https://www.youtube.com/watch?v=RSkbTWhXJpY&feature=youtu.be>

Stand Up 4 Idaho Public Schools

4 Things You Can Do Today:

- 1. 'Like' the Facebook page and/or follow us on Twitter**
- 2. Share a good-news story with ISBA about your district or a student from your district**
- 3. Tell us your story – Has Idaho public education helped shape who you are today?**
- 4. Suggest an individual that exemplifies Idaho public education**

Stand Up 4 Idaho Public Schools

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Q&A Time!