



# **IBB TEAM (Interest-Based Bargaining)**

Spring 2026

**LJSD Vision: A community committed to academic excellence ... dedicated to student success.**

## **2026 IBB TEAM MEMBERS**

Michelle Thompson, Board of Trustees Chair	Jason Bradbury, LEA President & Secondary Teacher
Ramona Grissom, Board of Trustees Vice-Chair	Randy Boyd, Secondary Teacher & A.D.
Randi Bain, Trustee	Bill Rider, Secondary Teacher
David Quimby, Trustee	Connie Wilkerson, Elementary Teacher
Jeff Brodhead, Trustee	Colleen Bevacqua, Secondary Teacher
Jake Massey, Interim Superintendent	
Kelsie Badger, Federal Programs Director	
Jessica Grantham, CFO	
Brook Cunningham, HR Director	

## **Discussion Agenda**

- Meeting will be brought to order by the Board Chair
  - Pledge of Allegiance
- Opening Comments- Jake Massey
  - Brief Overview of Norms & Expectations
  - [Overview of IBB](#) for reference
  - Turn over to Board & LEA

### **Non-Budgetary Items**

- [LEA's Priority Items from Membership Survey](#)
  - On the salary schedule: include language to clarify the need for teachers to advance through the AP rungs through qualifying evaluations. (will be simpler to just correlate steps to AP1, AP2, etc).
  - Jason will research the possibility of “Medically Reported Absence Pay”
  - LEA will draft language to replace “Extra Curricular Salary Language”
- [Board's Draft of the Negotiated Agreement](#)
- [IBB Working Draft of the Negotiated Agreement](#)
  - Main Points of Difference:
    - Extra Curricular Salary Section including Coaches Salary Schedule were removed

- Details of the Sick Leave Bank were removed
- Other changes to formatting and language
- **Note-** what we plan to come back to:
  - Teacher Workday Descriptions- waiting for language from IEA
    - [Recommended Language for Negotiated Agreement from IEA](#)
  - Possibly revisit the stipend amount for teaching on a prep
  - Revisit the Pupil Service Staff definition when we get clarification from the State.
    - Actual Definition from [HB 728](#): “Pupil Service Staff” means those whose primary employment involves providing services to students, but does not involve direct instruction of those students, and who hold a pupil personnel services certificate.”
    - Note- “Direct instruction” is not defined. So, we interpret this definition to mean that PSS may not have a roster of students like a classroom teacher, for whom they are responsible for the direct instruction of standards but still provide services to students that are required. This could mean Occupational Therapy, Physical Therapy, Speech Services, School Psychologist Assessment, etc.

### **Budgetary Items**

- Certified Salary Schedule
  - [Comparison Document with attached salary schedule options](#)
  - Proposed PSS Placement Language:
    - Newly hired, master’s-level Pupil Services Staff in designated hard-to-fill positions that would otherwise require contracted services shall be placed between a minimum of Cell 6 and a maximum of Cell 20, regardless of career ladder status. For the 2026–2027 school year, eligible positions are School Psychologists, Speech-Language Pathologists (SLPs), Occupational Therapists (OTs), and Physical Therapists (PTs).
- Dual Credit Stipend Payments and Proposals
  - [NIC Dual Credit Partnership Agreement](#) 26-27
  - [Dual Credit Calculation & Proposals](#)
- Coaches Pay Schedule
  - [Comparison Document with attached schedule options](#)

### **Items Completed**

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### **Non-Negotiated Agreement Items Presented, but not able to be negotiated in IBB**

### **Our IBB Team’s WHY**

**By working together with authenticity and transparency, as one cohesive unit (Staff, Students, Parents, and Community), we will:**

- Protect our students
- Make a positive impact on the lives of others
- Ensure fiscal responsibility to our taxpayers
- Support students in finding their passions and talents; providing them foundational skills to be contributing members of society

- Support staff to fully connect to their passions and talents
- Ground ourselves in what is best for students
- Create a win-win environment
- Have a united front
- Make decisions that are aligned with short and long term goals
- Interact respectfully
- Be willing to address all issues

### **Ground Rules & Team Norms**

- Exhibit honesty, integrity, realism, trust, accuracy, respect, and humor
- Provide open communication in an effort to work toward a common understanding
- Assure commitment to the process and to the team
- Listen to 1 person at a time - no speaking out of turn
- Do not take things personally
- When a decision is made, support the decision (give a thumbs down if you want to discuss further before a final decision is made)
- Begin and end the meeting on time
- Stay on topic
- Monitor your talk time so all voices are able to be heard

### **Standards for Decision Making**

- Is it legal?
- Is it ratifiable? and Board approvable?
- Does it positively impact students?
- Does it meet our interests?
- Is it equitable and logistically feasible?
- Can the budget support it?
- Is it understandable?
- Does it improve relationships?

### **Process for Each Topic**

- Select an issue
- Discuss all interests behind the issue
  - What are the reasons or rationale for each interest (ensure interests are broadly stated)
  - What facts support the interest
  - Is further investigation required
    - Select a team to gather info and data (can be anyone from the district)
- Brainstorm solutions
  - No evaluation yet - all ideas are acceptable
  - Keep interests in mind
- Apply Standards
  - Weigh each idea against each Standard
- Vote = thumbs up, thumbs sideways, thumbs down
  - Thumbs Up = You agree with the decision
  - Thumbs Sideways = You are in the middle but may need further clarification, may still have

- questions, OR you are OKAY with whatever the group decides
- Thumbs Down = You disagree with the decision
    - Group doesn't move on until everyone is thumbs up or sideways
    - If a decision can't be made, the group then decides if further thought, discussion, fact finding, and/or research still needs to be had and will vote again at the next meeting.
    - If no decision can be made whatsoever, the issue/interest will be put on hold until next year or eliminated altogether
  - Write the language (develop the solution via the collective bargaining agreement, recommending changes to district policy/procedures, or memos of understanding)
  - The LEA and Board will take the whole package to their members for ratification
    - If either party cannot ratify, the whole package will be brought back to the team for possible adjustments
    - Must go through the standards and process again to any issue that needs to be altered

## **Resources**

- Previous IBB Documents:
  - [Spring 2025 IBB Agenda](#)
  - [Spring 2024 IBB Agenda](#)
- Negotiated Agreements/Drafts
  - [2026-27 Negotiated Agreement BOARD'S DRAFT](#)
  - [2025-26 \(Current\) Negotiated Agreement](#)
- Idaho Code Relevant to Negotiations
  - Overall Negotiations: [I.C 33-1271](#)
  - Issuance of Certified Contracts: [I.C. 33-515](#)