

## NEGOTIATION MINUTES

June 2, 2022

*To hear the complete discussion of the negotiations meeting of June 2, 2022, please refer to the audio recording on the District Website homepage ([www.mtnhomesd.org](http://www.mtnhomesd.org)) or the audio link on the MHSD Webpage ([Negotiations Page Link](#)).*

*These negotiation minutes are a synopsis of the conversations of the negotiation meeting. The negotiation meeting was recorded and has been posted on the School District Website home page ([www.mtnhomesd.org](http://www.mtnhomesd.org)) and also under Departments, School Board, Master Agreement & Negotiations, or scroll down on the homepage (<https://www.mtnhomesd.org/master-agreement--negotiations.html>).*

*When referencing the Board, the term “Board” or “District” will be used. When referencing the Mountain Home Education Association, the term “MHEA” or “Association” will be used. Negotiations is between the School Board, including their appointees, and the MHEA, and not with District Administration.*

*The MHEA may only negotiate for Professional Employees, which means any certificated employee of the school district, but excludes administrative personnel including superintendents, supervisors, or principals, and non-certificated employees for the purposes of negotiations.*

*Where the Association uses the term contract, they are referring to the Collective Bargaining Agreement (CBA) also known as the Master Agreement. Professional certificated employees sign their actual legal contracts at the beginning of each school year; possible corrected contracts may be sent to professional certificated employees after the start of the school and upon the completion of negotiations.*

*Where the term “Master Agreement” is used, the true name of the document is Collective Bargaining Agreement (CBA) and may be used in place of it.*

*For additional information, please contact either the MHEA (Elena Tullman, Lyndy Higgins, Janet Webb) or the Board (Eric Abrego, Ralph Binion, Levi Vick).*

**NEGOTIATIONS BEGAN: 5:03 p.m.**

### 1. Welcome – Team Introductions

**BOARD/DISTRICT PRESENT:** Eric Abrego – Board Chair, Ralph Binion – Board Vice-Chair, Amy White – Board Counsel, Levi Vick – Director of Finance

**MHEA PRESENT:** Elena Tullman – Lead Negotiator, Janet Webb – Association Member & Negotiator, Lyndy Higgins – Association Member & Negotiator, and three (3) IEA representatives. Also, in attendance: LiseAnn Mills – Association President.

**AUDIENCE PRESENT:** Bobbie Lockett & Montana Webb

### 2. Review & Sign Proposed Ground Rules

- Both parties reviewed and signed the Ground Rules

3. Agree on person taking minutes

- Both parties agreed that Sharon Whitman would take the minutes of the negotiation meeting.
    - ~ MHEA: added that Lisa Mills would take minutes for the association since they do publish the minutes and they would like to see what the minutes say before they publish it.
    - ~ Board – the meeting is also recorded and published.
- \*\*\*NOTE: the official negotiations minutes can be found on the District Website and are backed up by the recording of the negotiations meeting. They are also distributed to staff.*

4. Approve Minutes of June 23, 2021 – both parties reviewed and approved the June 23, 2021 minutes.

5. Present New Proposals

- Board Prop 1 – Eric handed the association the Board’s first proposal, the actual CBA language revisions such as updating the dates and striking language that was no longer applicable.
  - ~ Board – reviewed the changes with the MHEA.
- Board Prop 2 – Article 2.1.3.e. Health Plan 2022-2023.

<u>MEDICAL</u> – SelectHealth (3 Options - Employee to choose one)			
<u>Network</u>	BrightPath St. Luke’s	BrightPath St. Luke’s	BrightPath St. Luke’s
<u>Plan Name</u>	Signature 350	Signature 1250	HSA 2000
<u>Co-Payment (Pri/Spec)</u>	\$20 / \$30	\$30 / \$45	\$15 / \$25 after Ded
<u>Deductible (Ind/Fam)</u>	\$350 / \$700	\$1,250 / \$2,500	\$2,000 / \$4,000
<u>Co-Insurance (Carrier Pays) (In/Out)</u>	80% / 60%	80% / 60%	80% / 60%
<u>Max OOP (Ind/Fam)</u>	\$3,000 / \$6,000	\$4,000 / \$8,000	\$4,000 / \$8,000
<u>Rx Deductible</u>	\$0	\$250	Integrated w/Medical
<u>Generic (Preferred)</u>	\$10	\$10	\$7 after Ded
<u>Generic (Non-Preferred)</u>	\$10	\$10	\$7 after Ded
<u>Brand (Preferred)</u>	Ded then 25%	Ded then 25%	\$21 after Ded
<u>Brand (Non-Preferred)</u>	Ded then 50%	Ded then 50%	\$42 after Ded
<u>Specialty (Preferred)</u>	Ded then 20%	Ded then 20%	\$100 after Ded
<u>Specialty (Non-Preferred)</u>	Ded then 20%	Ded then 20%	\$100 after Ded
<u>Pediatric Dental</u>	Included	Included	Included
<u>Pediatric Vision</u>	Included	Included	Included
<u>Notes</u>	TeleHealth	TeleHealth	TeleHealth
<u>MEDICAL</u> – “Select Health Option 1 (SelectHealth Plan)” as presented.			

<b>Deductible</b>	<b>\$2,500 in network/\$2,750 out of network</b>
<b>Physician Co-pay</b>	<b>\$15.00 (after deductible is met)</b>
<b>Specialist Co-pay</b>	<b>\$25.00 (after deductible is met)</b>
<b>Prescription</b>	<b>Four tiered system after in network deductible met)</b>
<b>MEDICAL – “Select Health Option 2 (PPO Plan)” as presented:</b>	
<b>Deductible</b>	<b>\$1,250 in network/\$2,500 out of network</b>
<b>Physician Co-pay</b>	<b>\$30.00</b>
<b>Specialist Co-pay</b>	<b>\$45.00</b>
<b>Prescription</b>	<b>Three tiered system after RX deductible met</b>
<b>DENTAL – Incentive Plan offered by Delta Dental</b>	
<b>WILLAMETTE Dental Blue Connect – employee pays contribution amount that exceeds Delta Dental premium per month</b>	
<b>VISION – offered through LifeMap, which is affiliated with VSP</b>	
<b>This is a brief outline of benefits and does not include coverage details, limitations, or exclusions.</b>	
Plan coverage information will be available on the District’s Website	

- ~ Board – reviewed and explained the proposed three HealthPlan options as approved by the Insurance Committee. The insurance cost to the District for Signature 350 is \$712 per employee; Signature 1250 is \$680.10 per employee; HSA 2000 costs \$571.00 per employee. There was an increase from the State Apportionment and every bit of that increase has been applied to our insurance. We are going to be allocating \$785 per employee for health insurance; basically, the difference between what we are allocating and the cost of the HSA 2000 insurance will go into the employee’s HSA account; Signature 1250 difference will go to the employee to select what they would like for insurance (ex. life insurance, supplemental items, apply difference to the deductible to reduce deductible cost, etc.), and the same for Signature 350.
- ~ MHEA – asked for names of the committee members.
  - \* Amanda Dickinson, Sarah Rhatigan, Kelly Gilbert, Tammy Jewett, James Gilbert, Travis Henke, Angela Fish, Nancy Maloney, Robyn Schipani, Christine Scholte, Travis DeVore (absent), Levi Vick (sick), Tom Allred – SelectHealth, Brooke Pritchard – HUB Insurance (meeting was May 10).
- ~ MHEA – asked for minutes from the insurance meeting.
  - \* Board – minutes are not taken for the insurance meeting.

\*\*\*\*NOTE: MHEA stated that Amanda Dickinson was not appointed by the association to be part of the Insurance Committee, and even though she was a union member she was the teacher representing MHJH. The MHEA also stated that the superintendent wanted a person from each building on the insurance committee, and that Amanda Dickinson couldn’t find anyone, so she attended instead; none of the teachers on the Insurance Committee were appointed.

- Board Prop 3 – 2.1.1 Salary Schedule

<b>Salary Proposal 8.0%, 8.5%, 10%, and Masters Stipend</b>				
	Salary	Increase from 2021/2022	Increase %	Total Increase % with Step if Eligible
RP1	43,594	3,225	8.0%	
RP2	44,011	3,260	8.0%	9.0%
RP3	44,631	3,496	8.5%	9.5%
P1*	46,952	3,678	8.5%	14.1%
P2*	49,024	3,841	8.5%	13.3%
P3*	51,095	4,003	8.5%	13.1%
P4*	53,166	4,165	8.5%	12.9%
P5*	55,237	4,327	8.5%	12.7%
BA6*	57,446	4,500	8.5%	12.8%
BA7*	59,657	4,674	8.5%	12.7%
BA8*	62,970	4,939	8.5%	14.5%
MA9	65,611	5,965	10.0%	13.1%
MA10	71,844	6,531	10.0%	20.5%
<b>*Master Stipend of \$1,000 for P1 to BA8</b>				
<b>Total Cost</b>		<b>1,278,007</b>		

- ~ Board – handed out the proposed salary schedule to the MHEA team.
- ~ Board – reviewed the salary schedule.
  - \* RP1 & 2 – 8% increase
  - \* RP3 to BA8 – 8.5% increase
  - \* MA9 & 10 – 10% increase
  - \* RP2 to MA10 would receive additional increases if they are Step eligible (see table above) starting a 9% up to a MA10 receiving a 20.5% increase is Step eligible.
  - \* There is a Master Stipend of \$1,000 for positions P1 to BA8.
  - \* The Masters would need to be on file at the SDE and at the District.
  - \* Total cost of salary schedule is \$1,278,007
- ~ Board – explained that they were pleased that the Board was in a position in which they could offer such a significant increase and that these proposals felt good.
- Board – stated that while the association was reviewing the salary schedule, the other topic they wanted to bring up was removing the coaches stipend schedule.

- ~ Board – the reason for removing the coaches schedule is that is to give the Board the flexibility to make decisions during the school year and that the majority of coaches were not certified teachers. [The coaches are either classified or civilian and the MHEA may not negotiate for either group.]
- Questions –
  - ~ MHEA – is there a reason you stayed with columns instead of going to Steps & Lanes? The one big issue we have with staff is that they don't know how they are placed, and they claim they are not getting any true answers. With Steps & Lanes there are true answers on where we are with years and where we would be. I [Lindy Higgins] know myself and other staff claim to have asked for explanations, and we haven't gotten a deep explanation of why.
  - ~ Board – our salary schedule is based on where the SDE places everyone on their schedule back in 2015-16; we need to mirror the SDE salary schedule for the career ladder. Some teachers weren't placed where they thought they should be placed, but it was all based off of the State Department of Education (SDE). Our proposed salary schedule mirrors the state's for funding.
  - ~ Board – are you asking for an educational component?
    - \* MHEA – yes, because we are not getting a definite answer.
  - ~ MHEA – what was the total cost for the salary schedule last year?
    - \* Board – \$389,952 increase.
    - \* MHEA – that is all you paid for teacher salaries.
    - \* Board – no, that was just the increase.
    - \* MHEA – I want the total salaries paid last year.
    - \* Board – that will take me [Levi] a few minutes to research.
  - ~ Board – pointed out to the MHEA where in the master agreement Section 4 – Collaboration; 4.4 District Evaluations/Career Ladder Education Team is located and that the MHEA needed to use this article to address the education component of the salary schedule.

#### **4.4 DISTRICT EVALUATIONS/CAREER LADDER EDUCATION TEAM**

The Board and the Certificated Professional Teachers recognize the importance of the Evaluation Program at the District and its impact upon the quality of education provided to the District's students and the ability to improve the instructional quality of the Certificated Professional Employees of the District. Likewise, the Board and Certificated Professional Teachers recognize the importance of the Evaluation Program in light of the state's new Career Ladder funding and continued modifications to the Career Ladder Reimbursement Statute.

The Board and the Certificated Professional Teachers of the District recognize that there have been substantial changes to the State's mandates regarding teacher evaluations and that such will continue to evolve during the 2021-2022 school year associated with the creation of Advanced Professional Status.

The parties to this Agreement likewise agree and understand that there are financial limitations and personnel limitations that impact upon an evaluation program and thus the Board wishes to have the most effective program that serves the various purposes of the Evaluation Program.

Due to the historical changes to the Career Ladder, including the addition of the Advanced Professional rung, a committee shall be created to review the Career Ladder and how such impacts upon the District's Evaluation Tool. This Committee shall exist only in the event the MHEA, through its President/Co-Presidents, makes a written request to the District's Superintendent. If such a Committee is created by the District, the Committee shall include a member of the MHEA, selected by the Association. This Committee's report, which shall include input from Certificated Professional Teaching Educators, will be one of the "opportunities for input" sought out by the Board if the Board seeks to amend or review the District's policies for teacher performance evaluations pursuant to IDAPA 08.02.02.120.

Expires: June 30, 2022

- \* Board – the last paragraph states that the MHEA President needs makes a written request to the District Superintendent to create a committee. The MHEA should have used this to educate your teachers.
- ~ MHEA – has language been changed that a new person coming into the District with a degree but not an education degree gets put into the schedule? I [Lindy Higgins] came in with a master’s degree in business but not a teaching degree and I was only offered a bachelors wage.
- \* Board – Idaho State Code addresses that. The state doesn’t recognize any degrees that were not earned as an educator and cannot be included in the career ladder. Only degrees registered with the state [SDE] count towards the placement of a teacher.
- ~ MHEA – but I’ve [Lindy Higgins] earned a degree since then so where does that land me? I and other teachers have earned degrees since becoming teachers in addition to the degrees we already had, and we are not paid for that, we have to follow the steps. Is there anyway we can change some of that language to honor those teachers who have gone on to receive higher degrees?
- \* Board – Again, it’s in state code, because you didn’t earn your master’s degree as a teacher, you need to start at the basic and work your way up the career ladder. If you would take a look at the salary schedule, the proposed salary schedule also offers a masters stipend in education on top of where you are on the salary schedule that was not in place last year.

*\*\*\*NOTE: Idaho Code states, “In determining the education factor, only credits earned after initial certification, based upon a transcript on file with the teacher certification office of the State Department of Education, earned at an institution of higher education accredited by a body recognized by the state board of education, shall be allowed; however, successful completion of a state approved evaluation training and proof of proficiency shall be counted as up to three (3) transcribed credits for determination of the education factor and meeting recertification requirements.”*

- MHEA – we are calling for a caucus.
  - ~ Caucus – 5:28 p.m. until 5:52 p.m.
- Board – the total teacher salaries paid last school year was \$12, 867,663.
  - ~ MHEA – [referring to the salary proposal] for your total cost on your salary proposal, that is the increase over last year’s expenditure; the \$1,278 million?
- Board – when the budget was built, everyone got a step on the salary schedule, that was already in the budget. This proposal is actually closer to \$1.5 million.
- MHEA – not everyone gets a step every year, correct?
  - ~ Board – most everyone gets a step every year. There are certain criteria that involves evaluations.
- MHEA – what was the total cost of insurance last year? ...2021-22
  - ~ Board – the year isn’t over, so that goes until September.
- MHEA – so you don’t have the cost for the whole year, what it costs the District for the year for insurance...do you have the total cost.

- ~ Board – there are two months left in this school year, so it will take a few minutes to figure out.
- ~ Board – based on the 365 employees who signed up for insurance [not all employees take the insurance], the total insurance is \$2,744,727 for dental, medical, and vision.
- MHEA – what was the cost of that, that came from prioritize discretion?
  - ~ Board – from the healthcare discretionary that we get from the SDE based on our support units is \$2,463,460.
- MHEA – so how much came out of other monies?
  - ~ Board – about \$300,000
- MHEA – what is the projected cost of insurance for this school year? ...2022-23SY.
  - ~ Board – \$3,644,729
- MHEA – what is the amount coming from prioritized discretion?
  - ~ Board – what we get from the state \$3,644,144; we spend it all.

6. Other –

- MHEA – we have things we need to discuss with our team, so we would like to adjourn and schedule another meeting.
  - ~ MHEA – we would like to look at your proposals, and the language that affects us, and your insurance proposal since we didn't have a copy of the insurance information prior to this meeting.
- Board – are you saying that your MHEA member on the insurance committee did not provide you with insurance information?
  - ~ MHEA – I wrote an email addressed to the superintendent and a few people shortly after they met, and I never received a response.

*\*\*\*\*NOTE: the MHEA appoints an association member to the insurance committee and to the policy committee who are supposed to keep the association members abreast of what is going on.*

*\*\*\*\*NOTE: the superintendent was a "cc" on the email and not directly emailed.*

- Board – we [Eric and Elena] talked about teacher contracts coming out in June.
  - ~ MHEA – we know that it causes extra work to have to send out two contracts, but we didn't get all the information.

7. Set next meeting date and time: July 7, 2022 – 5:00 p.m.

8. Adjourned: 6:17 p.m.

- Please visit the district website to hear the complete negotiations discussion.