NEGOTIATION MINUTES June 23, 2021

To hear the complete discussion of the negotiations meeting of June 23, 2021, please refer to the audio recording link on the MHSD Webpage (<u>Negotiations Page Link</u>).

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

MHEA PRESENT: Elena Tullman – 2nd VP & Lead Negotiator, Kathy Yamamoto – IEA

OTHERS PRESENT: Elijah Nixon, Cyndi Cook, Amanda Stratton

MINUTES: Sharon Whitman

NEGOTIATIONS STARTED: 5:00 p.m.

These negotiation minutes are a synopsis of the conversations of the negotiation meeting. The negotiation meeting was recorded and has been posted, within a reasonable amount of time after the meeting, on the school district website under Departments, School Board, Master Agreement & Negotiations, or scroll down on the homepage (<u>https://www.mtnhomesd.org/master-agreement-negotiations.html</u>).

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.

Where the Association uses the term contract, they are referring to the Collective Bargaining Agreement (CBA) also known as the Master Agreement.

Where the term "Master Agreement" is used, the true name of the document is <u>Collective</u> <u>Bargaining Agreement</u> (CBA) and may be used in place of it.

For additional information, please contact either the MHEA (Elena Tullman) or the Board (Eric Abrego, Ralph Binion).

- 1. Welcome
- 2. Team Introductions
- 3. Review & Sign Proposed Ground Rules
 - Both parties reviewed and signed the Ground Rules
- 4. Person assigned to take minutes
 - Both parties agreed that Sharon Whitman would take the minutes of the negotiation meeting.

- 5. Present New Proposals
 - Board Eric handed the association the Board's proposals to update some of the obvious language changes to the CBA.
 - ~ Board Prop 2 CBA language revisions such as updating the dates, striking language that was no longer applicable due to the removal of COVID19 mitigations, etc.
 - MHEA reviewed the language changes.
 - ~ Kathy asked the purpose of the yellow highlighted language.
 - * Ralph responded that everything highlighted in yellow were the proposed changes.
 - Board stated that while the association was reviewing the changes to the CBA, the Board had two other proposals they wanted to give the MHEA, so that they could review all three proposals during their caucus.
 - Board Prop 2 remove the extracurricular stipend schedule from the CBA so that the district has the freedom to hire whomever they need as coaches instead of bringing it to negotiations every year.
 - * Eric additionally, there are about 50-60 coaches and only 22 are actual certified teachers.
 - ~ Board Prop 3 Compensation Package
 - * Eric in addition to what we [Board] added last year when we put in the step and lanes, we [Board] would like to do that again this year, along with additional compensations to every cell, especially addressing the senior [veteran teachers] cells.
 - ~ Board Eric asked if they MHEA had any proposals.
 - MHEA & Kathy were surprised that the Board wanted to take out the extracurricular stipend schedule because it is a compensation.
 - ~ Kathy It is understood that the CBA bargaining unit can only be for certificated personnel.
 - Kathy it would be a hard sell for Elena to go back to her coaches and tell them that their compensation is no longer part of the master agreement. Every contract that I'm familiar with where local associations bargain, the coach's compensation is part of that contract; walk on coaches or non-certificated coaches may not be on there.
 - ~ Discussion continued regarding the extracurricular stipend schedule, adding new sports, hiring at will, etc., the association would reopen negotiations if needed to add a new sport or hire a coach, both party's philosophies on the subject, etc.
 - * Kathy we could open negotiations at any time, obviously it would be subject to negotiations like any other compensation is.
 - * Kathy asked about the google hangout and the district requesting certificated staff visit the hangout during their own schedule. How much time would this take?
 - Elena this is something that could be done during district time at the beginning of the year.
 - Ralph this was originally going to be handled during the two days prior to students returning, but the MHEA did not want any PD, so this was the work around as required by law.
 - * Both parties resumed a quick review of the proposed changes to the CBA before the MHEA caucused.
 - Board the Board again asked if the MHEA had any proposals they wanted to pass across the table.
 - ~ MHEA we do, but we want to caucus first.
 - Caucus 5:15 p.m. 5:35 p.m.
 - Board Eric said that paragraph 2.2 regarding the CARES will be removed.

- MHEA appreciated the salary compensation and will accept that salary schedule and we [MHEA] appreciated you [Board] with regards to the veteran teachers of which we have 60 in this district.
 - MHEA Prop 1 longevity investments for teachers who have been in the district for 10-14-years would receive a stipend of \$1,500 per year, and teachers who have been in the district for 15-years or more receive a stipend of \$2,000 per year.
 - ~ MHEA rejects Board Prop 2 extracurricular stipend schedule, which is a compensation and compensation has to be negotiated each year by Idaho Law.
 - * Elena we understand that there are coaches who aren't teachers, but there are coaches who are, and we need to leave it in the master agreement.
 - * Elena we have some contingency language that will address the concern the Board has regarding adding a swim coach or any coach, the contingency language would state that we [MHEA] allow the Board to add a new sport or new coach by reopening negotiations and have that discussion.
 - MHEA Prop 3 unanticipated revenue, the MHEA would like to add contingency language that in the event of additional unanticipated revenue from local or state sources, the District and the Association agree to reopen negotiations during the current school year to address compensation.
 - * Eric would that also include decreases, unanticipated decreases like what the state did last year with the additional 5% decrease? Are you willing to reopen negotiations if we have a 5% withholding in salaries?
 - * Kathy that is why the ESSR funds were provided to make district whole. I'm not comfortable in agreeing to do that in the event that there was a decrease in funds.
 - Kathy your audit showed a large increase in unanticipated funds that you [Board] put into your fund balance.
 - Eric it's a two-way street, if you want to reopen for an increase in unanticipated funds, you need to reopen for a decrease in unanticipated funds.
 - Elena the Board also has other opportunities to save money such as RIFs.
 - Ralph one of the reasons of having a fund balance is so that we [Board] could pay steps and lanes last year when no other district in the state could not. We are also in the process of replacing the track at a large cost that come from the fund balance because there is no longer Plant Facility money to fix facilities.
 - Kathy use the ESSR money to do your track instead.
 - Levi ESSR money is very restrictive on how and what the money may be used, and track is not allowable.
 - Kathy I don't think we can agree to the decrease part of funds because that could hurt certified.
 - ~ Kathy is the Board open to adding a swim coach?
 - * Ralph not necessarily, but if there is a sport that IHSAA approves and we need to add it, we need the ability to do so without having to go through the process of reopening negotiations.
 - Elena we are in negotiations and it seems to highlight our differences instead
 of our commonalities and the biggest thing we share is the love and caring of
 our student and I cannot see teachers wanting to deny a student an opportunity.
 We as teachers just want to know that we have a voice at the table, and we are
 part of the process. Removing an entire coaching schedule from the master
 agreement is a pretty big step to take for a contingency like this.
 - * Amy Elena, would you [MHEA] be willing to add contingency language that allows the Board to add a coaching position without reopening negotiations?
 - Kathy what about the compensation? Do you [Board] have anything in mind for the compensation for the coaches? We were hopeful to see some sort of

replication of salary increases for the coaches for next year and we would not want them to feel unappreciated.

- Eric there is a place for coaches to move every year, look at the schedule.
- Kathy there isn't any increase to the base.
- * Discussion began on coaching, coaching schedule, opinions, lack of certified staff willing to coach, the majority of coaches are not certified and may not be part of negotiations, etc.
- * Eric part of the reason we [Board] want it out of the agreement is that only 20-22 coaches are teachers, the rest are noncertified or walk-ons, so the majority of those affected are not negotiable. Two years ago, we spent hours and hours on this subject and that centered around just one individual, a cheerleading coach, and that individual wasn't even certified. We spent numerous hours on this one person and why, it doesn't even impact certified staff, but we are still spending hours on this.
 - Eric why are you [Kathy/MHEA] worried about the coach's stipend being removed from the master agreement, keeping in mind that only about 20 coaches are certified teachers?
 - Elena they are still teachers that we need to advocate for. Discussion about coaches began again.
 - Amy two days were spent discussing a cheerleading coach who wasn't even certified, two days on a nonnegotiable item.
 - Eric explained why adding a sport is a far more complex than just adding it to the schedule. How does the district obtain facilities to make everything equitable among all the sports such as a pool, or rodeo grounds, or additional sporting fields or facilities, and at what cost to the district? What would the insurance cost be to the district; what would the cost be to the district to equitably compensate all sports and provide equipment, travel, etc.
 - A long discussion continued.
- Amy asked for clarification on the MHEA proposals.
 - Elena Prop 1 longevity stipend, Prop 2 keeping the extracurricular stipend schedule with contingency language to reopen negotiations, and Prop 3 – unanticipated revenue language to reopen negotiations.
 - Amy regarding the new salary schedule the Board proposed to the MHEA, the Board might want to add a statement about placing new teachers from out of state in the RP1 cell until the SDE advises where the teacher should be place along with backpay.
 - * Discussion continued.
- Caucus 6:01 p.m. 6:28 p.m.
- Board the Board added the language regarding new teachers coming to our district from out of state and that they would start at RP1 until the SDE identifies the teacher's placement. The District would place the teacher in the correct cell an provide backpay to the teacher associated with the new cell placement.
 - ~ Both parties agreed and signed Board Prop 3 [Certified] Salary Schedule.
- Board regarding the MHEA's longevity stipends and referring back to Board Prop 3, Eric wanted everyone to understand that the compensation package costs the district \$389,952, which is in addition to Steps & Lanes. Basically, the Board is giving that to the MHEA to use as they wish. He said the Board chose to propose it as, not counting Steps & Lanes (\$282,000), basically the Board is devoting \$672,000ish extra to the compensation package from last year. The Board values the veteran teachers and wanted to make sure the emphasis went to the veteran teachers. The change in dollars to the veteran teachers is an additional \$3,100, which is 1½ times more than what the MHEA proposed with their longevity stipend proposal (MHEA Prop 1). He went on to review the other categories salary increases. He said he felt the Board was very generous.

- Eric added that Board Prop 1 was how the Board wanted to use the \$389,952, use it to give everyone a salary increases and to take care of the veteran teachers, but he also added the MHEA could use that money how they wished. Eric explained that with the additional longevity stipend money in addition to what the Board wanted to spend would cost an additional \$185,000 on top of what the Board is already giving teachers
- The Board feels the additional \$185,000 on top of what has already been offered is too much and the Board rejects MHEA Prop 1 – Longevity Stipends.
- Board the MHEA wasn't very clear on how they wanted to handle the extracurricular stipends, but nonetheless, the Board wants the extracurricular stipend schedule removed, so reopening negotiations to discuss adding coaches and sports contradicts what the Board wants, so the Board rejects MHEA Prop 2 Contingency Language.
- Board regarding MHEA Prop 3 Unanticipated Revenues. The Board rejects MHEA Prop 3 on the grounds that it isn't bilateral, and the Board is not interested if the MHEA isn't willing to reopen negotiations should there be unanticipated revenue loss.
 - Eric it's a two-way street, but the MHEA only wants to reopen negotiations if there
 is unanticipated revenue but will not agree to reopen negotiations if there are
 unanticipated cuts in finances.
 - ~ Ralph last year when the state gave districts the extra money, COIVID and Leadership money, our district gave really generous stipends to all staff.
 - \sim Elena and the MHEA recognizes those stipends.
- Board reminded everyone that there is no more Plant Facility money and all expenses must now come from general funds. The Board has to be responsible to other things that go on in the district and not just the teachers. The Board has been responsible for the teachers and I think the Board has done a good job of being responsible to the teachers, but we also have an obligation to the taxpayers and to do that we have to have a healthy fund balance to take care of things such as roofs, track, buildings, painting, boilers, etc.
 - The money the Board saves and the money we receive to have a healthy fund balance is needed because the Board wants to provide good packages to teachers, but the Board cannot throw every cent the district has to teachers; that would be irresponsible of the Board and irresponsible to the taxpayers.
- Board reminded everyone that even though we lost a lot of students, the Board didn't cut any of the staffing.
- MHEA & Kathy brought up the extracurricular schedule again and said that the Board didn't want to reopen negotiations to discuss adding additional sports or coaches because it didn't work for the Board.
 - Eric we don't want it in the CBA because it doesn't affect but a few teachers, most coaches are not teachers and the stipend schedule shouldn't be in the CBA, however, we are not stuck on that. At the end of the day, if we agree on everything else, we are willing to leave it in for another year.
 - Amy The Board feels that essentially 12 certificated coaches are affected by the extracurricular stipend schedule because the 12 coaches generally coach other sports, and the Board can't understand why countless hours and days have been spent on this schedule when it doesn't affect but 12 teachers.
 - ~ Elena it would be nice if we could get more teachers to coach.
 - * Eric how hard does the MHEA encourage teachers to coach.
 - * Elena we don't, we don't have an official stand on the matter.
 - ~ A long discussion about coaching, about the lack of teachers as coaches, about what it would take for a teacher to be a coach, how it could raise a teachers PERSI value, why the MHEA finds it important to have the schedule in the CBA, etc.
 - * Kathy finds it hard that so few teachers in our district are coaches.

- Eric its June 23 and the Board would like to wrap this up quickly and we brought you a very healthy compensation package, we are done talking about extracurricular stipends, so the ball is now in the MHEAs court.
- Caucus 6:46 p.m. until 7:01 p.m.
- Elena thanked the Board for the past year, because it was a difficult year and even though we might not have always agreed, we had open and honest communication and that was such an awesome thing and we are grateful to Board.
 - ~ MHEA we are willing to drop the longevity stipends and the contingency language.
 - \sim MHEA we accept the salary schedule.
 - ~ MHEA we accept the contract [master agreement] changes as laid out in the contract [master agreement].
 - \sim MHEA we support leaving the extracurricular stipends schedule as is.
- MHEA We are appreciative of the Board's generous offer and even though we cannot negotiate for them, we are hopeful that both classified staff and administration see generosity as well.
- 6. Agreement
 - Both parties came to an agreement!!!
- 7. Adjourned: 7:15 p.m.
 - Please visit the district website to hear the complete negotiations discussion.