

NEGOTIATION MINUTES

May 1, 2019

To hear the complete discussion of the negotiations meeting of May 1, 2019, please refer to the audio recording link on the MHSD Webpage ([Negotiations Page Link](#)).

BOARD/DISTRICT PRESENT: Amy White – District Counsel, Eric Abrego – Board Chair, Ralph Binion – Board Vice-Chair, Albert Longhurst – Director of Student Services, Will Goodman – Director of Technology, Levi Vick – Business Manager

MHEA PRESENT: Amanda Dickinson – 7th grade Life Science Teacher, Denise Weis – 4th Grade Teacher - North, Daniel Durham – PE Teacher East/North, Luke Franklin – IEA

OTHERS PRESENT: Samantha Stenlund, Jackie Shull, Jim Clark, Bobbie Lockett, Jim Main

MINUTES: Sharon Whitman

NEGOTIATIONS STARTED: 6:00 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.

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

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 (Amanda Dickinson) or the Board appointee (Albert Longhurst).

1. Agenda – no official agenda was presented.
2. Approve the Minutes of the February 12, 2019, Negotiations Meeting:
 - Both parties reviewed and approved the minutes.
3. Negotiation Business Continuation
 - Amy – I know you [MHEA] had a financial meeting with Will and Levi, are there any questions.
 - ~ Amanda – yes, I found the minutes from the board meeting budget workshop and they don’t match…
 - * Levi – those are from last year.
 - ~ Amanda – never mind, I don’t have any questions.
 - Amanda – the \$7 million fund balance, have we officially saved the \$2 million.
 - ~ Will – that is the General Fund amount, so that is how much money we have left to get through the year to pay salaries, bills, utilities, etc.

- ~ Levi – if we closed the doors this past March 31 that is what the balance would be.
 - * Amy – I’m sure you [MHSD employees] all want to be paid.
- Amanda – so is this budgeted, the \$2.3 million at the end of the year. I looking to see if we’ve made our \$2 million.
 - ~ Eric – we are at \$1.7 million and our goal is \$2.8 million.
 - * Amanda – wait, I thought it was \$2 million.
 - * Eric – no, \$2.8 million.
- Levi – it is 8.5% of the entire budget of all funds.
- Amanda – isn’t that number just going to increase every year?
 - ~ Levi – yes, as we get more money each year, and because our monthly expenses will increase each year.
 - ~ Will – 8.5% of the budget is only one (1) month worth of operations expenses (salaries, bills, utilities, supplies, other expenses, etc.). That is 1/12 of the year, so that is to get us through August of every year, because the state doesn’t pay us until September.
- Luke – is it in board policy that you want 8.5% or is it that you just want the 8.5%?
 - ~ Eric – we don’t have it as policy.
 - * Luke – so you aren’t obligated to the 8.5%, it is just the goal.
 - ~ Ralph – it is the amount recommended by the auditors every year. We used to have to take out a short-term loan to pay all of the expenses for August. Since we’ve been trying to build that 8.5%, we haven’t had to take out the loan for the last two years.
 - * Amy – and the loan was with interest.
 - * Ralph – it cost us \$3,000 just to do the paperwork to get the short-term loan that we may or may not need.
- Amanda – do you have a document with how many people are in each cell?
 - ~ Amy – we do and we’ll be giving that to you shortly.
 - ~ Will – the cells won’t have the names, but we have a list of all certified and where they are and how much they are currently paid and how much we anticipate what their pay would be next year.
- Amanda – curiosity, the mines are supposed to contribute to the schools from the mines, is that a thing, are we going to get money from the mines.
 - ~ Will – they have never come back to talk to the Board. I’m not even sure it was approved by the state.
 - ~ Ralph – it wouldn’t come to us, it would go to the state for them to distribute.
- Denise – informed everyone the outcome of the recent insurance committee meeting.
 - ~ Denise – the committee selected SelectHealth as the insurance provider; they have been good to us.
 - ~ Denise – there will be a 5% premium increase compared to the 18.39% increase from other insurance companies.

4. Board Prop 5 – Article 2.0 Compensation

- Amy – handed Board Prop 5 – Article 2.0 Compensation to the MHEA and the Board started to explain that this was the best the Board had to offer.
 - ~ Amy – explained how the new salary schedules were created, the addition of the two extra days on the contracts that the MHEA desired [MEA’s initial proposal/request from earlier negotiation sessions had been a request for four (4) additional work days to be added to the calendar, with prior detailed discussion as to the basis and reasoning for such request addressed at that time] and requested as workdays, giving veteran teachers some sort of compensation, as well as gave them [MHEA] the list of

all certified and what their current salaries are and what the Board anticipates their salaries to be.

- Amy – this is an all in one package that includes salary, benefits, financial information, etc.
 - ~ Amy – the first page details the language issues regarding Article 2 and all of the sub-articles.
- Amy – Article 2.1.1 Salary Schedule, the language in the agreement doesn't need to be changed, as the changes are all in the Exhibits (Exhibit A).
 - ~ Amy – the cost to the District is an estimated \$537,000.
- Amy – Article 2.1.2 Extracurricular Stipends, doesn't have any changes (Exhibit B).
- Amy – Article 2.1.3 & 2.1.4 District Insurance Plan/Insurance Education, the insurance plan proposal language can remain the same with the District picking up the 5% insurance premiums increase for the single employee.
 - ~ Amy – PERSI increased their cost to the District, as well, and they may raise the cost again next year.
 - ~ Amy – this is an estimated cost of \$67,190 and it may go up again next year.
 - ~ Amy – the overall cost increase to the District for salary, benefits, and compensation for certified staff for 2019-2020 school year is \$672,000.
- Amy – Article 2.2 Contract Year, reflecting a 189-day contract, which reflects the two (2) additional workdays, as requested by the MHEA, being added to the calendar at the beginning of the school year, solely as workdays without any students, meetings, or professional development.
- Amy – Article 2.3 Extended Employment, language remains the same.
- Amy – Article 2.4 Certificated Employee Personal Leave, language remains the same.
- Amy – Article 2.5 Certificated Employee Professional Leave, language remains the same.
- Amy – Article 2.6 Reimbursement for Costs – In-Service & Related Training, language remains the same.
- Amy – handed the MHEA the colored salary schedules and the list of certified teachers and their current and anticipated salaries.
 - ~ Will – reviewed and explained the salary charts in detail to the MHEA. He showed them how to follow the schedules from one to another including the number of certified in each cell, reviewed the newly proposed salary schedule for FY20, etc. He also informed the MHEA that these are assumptions.
 - ~ Eric – the new salary schedule is clean and easy to read and understand.
 - ~ Will – referred the MHEA to a certified teacher whom the MHEA needed to speak with about getting one credit so that the teacher could receive an \$8,000 raise.
 - * Luke – is the teacher an MHEA member?
 - * Amanda – we'll have someone contact the teacher.
 - ~ A long and detailed discussion on the salary charts, salary schedule, and the number of certified in each cell, the state mandated beginning salary, etc.
 - * Luke – I appreciate that the Board put out their best offer up front.
 - * Amy – this addresses a couple of “elephants” in the room, by simplifying the salary schedule, by adding the two workdays as you [MHEA] requested, by addressing the \$42,500 beginning salary, by ensuring veteran teachers receive some sort of compensation, etc. The District thought long and hard about all of these things.
 - * Luke – the only concern would be if a teacher is getting a 2% increase and you are adding two more workdays to the calendar, is a teacher really getting a raise.
 - * Amy – mathematically it does.

- * Daniel – it would still be a raise, but we will now be paid an additional two days as workdays. It would be to our advantage, to our benefit to be able to have time in our classrooms, that is kind of a raise in itself, is it not.
- * Luke – the MHEA can sell that.
- * Amanda – I appreciate that you [Will and Levi] did all of this work. It is a lot of work. Let’s caucus.
- Caucus: 6:34 p.m. until 7:04 p.m.
 - ~ Upon return from caucus, the Board clarified that the language in paragraph 5 of the proposal should read “mandatory” as opposed to “scheduled”, consistent with the language in paragraph 1 of the Board’s proposal. Further, for the record it was noted that when this need for clarification was discovered, it was shared between the Board’s representative and the MHEA representative assisting at the negotiations table.
- Board Prop 5 – Article 2.0 Compensation

Board Financial Proposal for 2019/2020 – Compensation to include Salaries and Benefits

1. Salary Schedule (Article 2.1.1) - language to remain the same as in the current Agreement.

Language/Content of Exhibit A to change as presented.

Move the current salary schedule to a 13 cell career ladder schedule adding 2 additional work days to the beginning of the year calendar. These days are designated specifically as employee work days. No mandatory professional development or staff meetings will occur on these two days.

See Attached Charts as explanation

Cost: \$537 000

2. Extra Curricular Salary Schedule (Article 2.1.2) - language to remain the same as in the current Agreement.

No changes to Exhibit B content.

3. District Insurance Plan/Insurance Education (Article 2.1.3 and 2.1.4) - language to remain the same as in the current Agreement.

The district will pay the 5% premium increase for the single employee on the insurance plan for certified staff. The plan benefits remain unchanged.

Cost: \$ 67 810

4. The district will pay the increased cost of the PERSI contribution for certified staff.

Cost: \$ 67 190

Total cost of proposed salary, benefits, and compensation for certified staff for 2019-2020 school year.

Overall cost increase: \$672 000

5. Contract Year – (Article 2.2)

Language in this Article shall be changed to reflect a 189 day school calendar.

This change shall reflect two (2) additional work days being added to the calendar at the beginning of the 2019-2020 school year. Such days will be solely designated as work days for certificated personnel without ~~mandatory~~ staff meetings or professional development activities.

mandatory

6. Extended Employment (Article 2.3) - language to remain the same as in the current Agreement.
7. Certificated Employee Personal Leave (Article 2.4) - language to remain the same as in the current Agreement.
8. Certificated Employee Professional Leave (Article 2.5) - language to remain the same as in the current Agreement.
9. Reimbursement for Costs - In-Service and Related Training - language to remain the same as in the current Agreement.

TA : 5/19

for District : *Eric Abize*

for Association: *Atkinson*

Unofficial

2018-2019 Schedule Placement			
	BA	BA +24	Masters
Row 1	15	0	2
Row 2	12	0	3
Row 3	14	0	0
Row 4	24	2	3
Row 5	0	0	6
Row 6	3	1	3
Row 7	0	0	5
Row 8	0	0	3
Row 9	0	1	1
Row 10	0	4	2
Row 11	0	0	4
Row 12	0	1	2
Row 13	0	0	0
Row 14	0	0	0
Row 15	0	1	1
Row 16	1	20	69
*BA>12			

2018-2019 MHSD Certified Salary Schedule				
	BA	BA+24	Masters	
Row 1	\$ 35,800	\$ 36,950	\$ 37,500	
Row 2	\$ 36,550	\$ 37,500	\$ 38,280	
Row 3	\$ 36,650	\$ 37,780	\$ 40,280	
Row 4	\$ 37,430	\$ 38,780	\$ 42,280	
Row 5	\$ 38,680	\$ 40,280	\$ 44,280	
Row 6	\$ 39,930	\$ 41,780	\$ 46,280	
Row 7	\$ 41,180	\$ 43,280	\$ 48,280	
Row 8	\$ 42,430	\$ 44,780	\$ 49,580	
Row 9	\$ 43,280	\$ 46,230	\$ 50,880	
Row 10	\$ 44,130	\$ 47,680	\$ 52,180	
Row 11	\$ 44,980	\$ 49,130	\$ 53,480	
Row 12	\$ 45,830	\$ 50,580	\$ 54,780	
Row 13	\$ 46,680	\$ 51,730	\$ 56,080	
Row 14	\$ 47,530	\$ 52,880	\$ 57,380	
Row 15	\$ 48,380	\$ 54,030	\$ 58,680	
Row 16	\$ 49,830	\$ 55,780	\$ 60,580	
*BA>12				

19-20 MHSD Career Ladder (Proposed)			
	\$		
RP1	\$ 38,500		0
RP2	\$ 39,000		29
RP3	\$ 39,500		0
P1	\$ 42,500		46
P2	\$ 44,375		1
P3	\$ 46,250		3
P4	\$ 48,125		7
P5	\$ 50,000		13
p6 (BA+24 Required)	\$ 52,000		4
p7 (BA+24 Required)	\$ 54,000		3
p8 (BA+24 Required)	\$ 57,000		27
p9 (MA Required)	\$ 58,580		0
p10 (MA Required)	\$ 61,750		70

2019-2020 Schedule Placement One Step			
	BA	BA +24	Masters
Row 1	0	0	0
Row 2	15	0	2
Row 3	12	0	3
Row 4	14	0	0
Row 5	24	2	3
Row 6	0	0	6
Row 7	3	1	3
Row 8	0	0	5
Row 9	0	0	3
Row 10	0	1	1
Row 11	0	4	2
Row 12	0	0	4
Row 13	0	1	2
Row 14	0	0	0
Row 15	0	0	0
Row 16	1	21	70
*BA>12			

One Step + Prop Grid Diff \$				
	BA	BA+24	Masters	
Row 1	\$ 2,700	\$ 1,550	\$ 1,000	
Row 2	\$ 1,950	\$ 1,000	\$ 4,220	
Row 3	\$ 1,850	\$ 1,720	\$ 2,220	
Row 4	\$ 2,070	\$ 3,720	\$ 3,970	
Row 5	\$ 3,820	\$ 2,220	\$ 3,845	
Row 6	\$ 2,570	\$ 2,595	\$ 3,720	
Row 7	\$ 3,195	\$ 2,970	\$ 1,720	
Row 8	\$ 1,945	\$ 3,345	\$ 2,420	
Row 9	\$ 2,970	\$ 1,895	\$ 3,120	
Row 10	\$ 2,120	\$ 2,320	\$ 1,820	
Row 11	\$ 1,270	\$ 2,870	\$ 3,520	
Row 12	\$ 2,295	\$ 1,420	\$ 2,220	
Row 13	\$ 3,320	\$ 2,270	\$ 2,500	
Row 14	\$ 2,470	\$ 4,120	\$ 1,200	
Row 15	\$ 1,620	\$ 2,970	\$ 1,170	
Row 16				
*BA>12				

One Step + Prop Grid Diff %				
	BA	BA+24	Masters	
Row 1				
Row 2	7.5%	4.2%	2.7%	
Row 3	5.3%	2.7%	11.0%	
Row 4	5.0%	4.6%	5.5%	
Row 5	5.5%	9.6%	9.4%	
Row 6	9.9%	5.5%	8.7%	
Row 7	6.4%	6.2%	8.0%	
Row 8	7.8%	6.9%	3.6%	
Row 9	4.6%	7.5%	4.9%	
Row 10	6.9%	4.1%	6.1%	
Row 11	4.8%	4.9%	3.5%	
Row 12	2.8%	5.8%	6.6%	
Row 13	5.0%	2.8%	4.1%	
Row 14	7.1%	4.4%	4.5%	
Row 15	5.2%	7.8%	2.1%	
Row 16	3.3%	5.5%	2.0%	
*BA>12				

MHSD Prop 5 - 05/01/2019	18-19 MHSD Salary (Not Including Extra Pay, FTE Calculation, or Benefits)	19-20 MHSD Career Salary (Not Including Extra Pay, FTE Calculation, or Benefits)	19-20 \$ Increase	19-20 % Increase	18-19 MHSD Placement	19-20 MHSD Career Placement
ACARREGUI, ERIN	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
AIRHART, SHONDA KAYLEEN	\$ 48,280.00	\$ 50,000.00	\$ 1,720.00	3%	MA-7	P5
ANDERSON, JOE RALPH	\$ 49,830.00	\$ 50,000.00	\$ 170.00	0%	BA12-16	P5
ASH, ROSEMARY R	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
AUSTIN, GLENN M	\$ 35,800.00	\$ 39,000.00	\$ 3,200.00	8%	BA-1	RP2
BARGMAN, LORI A	\$ 52,180.00	\$ 54,000.00	\$ 1,820.00	3%	MA-10	p7 (BA+24 Required)
BARNEY, TAMMY SUE	\$ 37,430.00	\$ 42,500.00	\$ 5,070.00	12%	BA-4	P1
BEARDEN, KIMBERLY A	\$ 37,430.00	\$ 42,500.00	\$ 5,070.00	12%	BA-4	P1
BOWMAN, DARRELL L	\$ 53,480.00	\$ 57,000.00	\$ 3,520.00	6%	MA-11	p8 (BA+24 Required)
BOYLE, BRENDA RAE	\$ 48,280.00	\$ 50,000.00	\$ 1,720.00	3%	MA-7	P5
BRANTLEY, MAURA NOELLE	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
BRANTLEY, MICHAEL J	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
BRESCIA, KAREN JACLIN	\$ 37,430.00	\$ 42,500.00	\$ 5,070.00	12%	BA-4	P1
BUCKLEY, QUAYSHAWNE	\$ 35,800.00	\$ 39,000.00	\$ 3,200.00	8%	BA-1	RP2
BUNDY, ALLIE SUZANNE	\$ 36,650.00	\$ 42,500.00	\$ 5,850.00	14%	BA-3	P1
BUNDY, MATTHEW JOHN	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
BUNDY, NATHAN JOHN	\$ 37,430.00	\$ 42,500.00	\$ 5,070.00	12%	BA-4	P1
BURDEN, ERIN J	\$ 36,650.00	\$ 42,500.00	\$ 5,850.00	14%	BA-3	P1
BURKE, JANIE ANN	\$ 55,780.00	\$ 57,000.00	\$ 1,220.00	2%	BA24-16	p8 (BA+24 Required)
BURNINGHAM, ANNA DEANE	\$ 55,780.00	\$ 57,000.00	\$ 1,220.00	2%	BA24-16	p8 (BA+24 Required)
CAMPBELL-HUGHES, JANET ELIZABETH	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
CARRIER, AMBER	\$ 35,800.00	\$ 39,000.00	\$ 3,200.00	8%	BA-1	RP2
CATHEY, CAMILLE A	\$ 36,550.00	\$ 39,000.00	\$ 2,450.00	6%	BA-2	RP2
CHERRY, HEATHER	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
CLARK, JAMES ROSS	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
CLARK, JAMES W.	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
COOK, CYNTHIA M	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
COOK, DAVID L	\$ 55,780.00	\$ 57,000.00	\$ 1,220.00	2%	BA24-16	p8 (BA+24 Required)
CORDER, JULIA ANNETTE	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
COTTON, ANDREA J	\$ 47,680.00	\$ 50,000.00	\$ 2,320.00	5%	BA24-10	P5
CROCKETT, SAMANTHA RAE	\$ 48,280.00	\$ 50,000.00	\$ 1,720.00	3%	MA-7	P5
DARKES, CARRIE LYNN	\$ 55,780.00	\$ 57,000.00	\$ 1,220.00	2%	BA24-16	p8 (BA+24 Required)
DAWSON, SAMUEL EDWARD	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
DAY, DAN ERNEST	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
DAY, KELSEY LYN	\$ 36,550.00	\$ 39,000.00	\$ 2,450.00	6%	BA-2	RP2
DELAPLAIN, BRITTNEY AGATHA	\$ 36,550.00	\$ 39,000.00	\$ 2,450.00	6%	BA-2	RP2
DEVORE, ROY LEONARD	\$ 48,280.00	\$ 50,000.00	\$ 1,720.00	3%	MA-7	P5

DEVORE, SARAH K.	\$ 55,780.00	\$ 57,000.00	\$ 1,220.00	2%	BA24-16	p8 (BA+24 Required)
DEVORE, TRAVIS	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
DEXTER, TRAVIS	\$ 37,430.00	\$ 42,500.00	\$ 5,070.00	12%	BA-4	P1
DICKINSON, AMANDA LYNN	\$ 36,650.00	\$ 42,500.00	\$ 5,850.00	14%	BA-3	P1
DICKINSON, JOSHUA LELAND	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
DINGUS, JANET L	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
DUNCAN, CRAIG CAMERON	\$ 39,930.00	\$ 42,500.00	\$ 2,570.00	6%	BA-6	P1
DURHAM, DANIEL J	\$ 37,430.00	\$ 42,500.00	\$ 5,070.00	12%	BA-4	P1
EDEN, STEPHANIE	\$ 36,550.00	\$ 39,000.00	\$ 2,450.00	6%	BA-2	RP2
EICH, DIANA LYNN	\$ 36,650.00	\$ 42,500.00	\$ 5,850.00	14%	BA-3	P1
ELLIOTT, BRENDA ANN	\$ 35,800.00	\$ 39,000.00	\$ 3,200.00	8%	BA-1	RP2
ELLIOTT, KRISTINA MARIE	\$ 35,800.00	\$ 39,000.00	\$ 3,200.00	8%	BA-1	RP2
FEENSTRA, ANDREA	\$ 55,780.00	\$ 57,000.00	\$ 1,220.00	2%	BA24-16	p8 (BA+24 Required)
FISH, ANGELA E.	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
FLETCHER, MICHAEL TIMOTHY	\$ 36,650.00	\$ 42,500.00	\$ 5,850.00	14%	BA-3	P1
GAINES, KRISTIN	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
GARCIA, JENNIFER JOYCE	\$ 37,430.00	\$ 42,500.00	\$ 5,070.00	12%	BA-4	P1
GAREY, TAWNIA RENAE	\$ 37,430.00	\$ 42,500.00	\$ 5,070.00	12%	BA-4	P1
GOFF, JESSICA LYNN	\$ 44,280.00	\$ 48,125.00	\$ 3,845.00	8%	MA-5	P4
GOODMAN, TANYA E.	\$ 39,930.00	\$ 42,500.00	\$ 2,570.00	6%	BA-6	P1
GORDON, KAREN SUZETTE	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
HALL, SARAH BETH	\$ 36,650.00	\$ 42,500.00	\$ 5,850.00	14%	BA-3	P1
HANKINS, SANDRA A	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
HARRIS, HEIDI R.	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
HENDERSON, EMILY L	\$ 36,650.00	\$ 42,500.00	\$ 5,850.00	14%	BA-3	P1
HENKE, TRAVIS J	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
HENKE, TRICIA N	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
HENNESSEY, SHANA L.	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
HERRBOLDT, AMY LYNN	\$ 55,780.00	\$ 57,000.00	\$ 1,220.00	2%	BA24-16	p8 (BA+24 Required)
HIGGINS, LYNDY AILEEN	\$ 36,650.00	\$ 42,500.00	\$ 5,850.00	14%	BA-3	P1
HILER, STEPHANIE M	\$ 52,180.00	\$ 54,000.00	\$ 1,820.00	3%	MA-10	p7 (BA+24 Required)
HIRE, AMBER VICTORIA	\$ 36,550.00	\$ 39,000.00	\$ 2,450.00	6%	BA-2	RP2
HOLLAND, DAVID M	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
HOLLAND, KATHRYN Y.	\$ 58,680.00	\$ 61,750.00	\$ 3,070.00	5%	MA-15	p10 (MA Required)
HUDSON, KATHERINE A.	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
HUGHES, KATHERINE M	\$ 36,650.00	\$ 42,500.00	\$ 5,850.00	14%	BA-3	P1
JACKSON, LEN CLEEVEN RC	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
JOHNSON, KELSEY ANNE	\$ 38,280.00	\$ 42,500.00	\$ 4,220.00	10%	MA-2	P1
JOHNSON, LUKE DAVID	\$ 36,650.00	\$ 42,500.00	\$ 5,850.00	14%	BA-3	P1
JOHNSON, MARY KAYE	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)

KARREN, SHERRI L.	\$ 55,780.00	\$ 57,000.00	\$ 1,220.00	2%	BA24-16	p8 (BA+24 Required)
KEENER, BRENT	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
KERN, KEVIN L	\$ 37,430.00	\$ 42,500.00	\$ 5,070.00	12%	BA-4	P1
KIBE, SAMANTHA JULIA	\$ 35,800.00	\$ 39,000.00	\$ 3,200.00	8%	BA-1	RP2
KNUDSON, LYNN J.	\$ 55,780.00	\$ 57,000.00	\$ 1,220.00	2%	BA24-16	p8 (BA+24 Required)
KNUTSON, MELISSA ANN	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
LASUEN, JACLYN MARIE	\$ 37,430.00	\$ 42,500.00	\$ 5,070.00	12%	BA-4	P1
LAWSON, KATHERINE LOUISE	\$ 37,430.00	\$ 42,500.00	\$ 5,070.00	12%	BA-4	P1
LAY, JOHN P	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
LEE, CHRISTINE A	\$ 55,780.00	\$ 57,000.00	\$ 1,220.00	2%	BA24-16	p8 (BA+24 Required)
LEWELLEN, KRISTIAN E	\$ 35,800.00	\$ 39,000.00	\$ 3,200.00	8%	BA-1	RP2
LLOYD, SARAH	\$ 36,550.00	\$ 39,000.00	\$ 2,450.00	6%	BA-2	RP2
LOCKETT, ROBERTA	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
LONGHURST, GINA FAY	\$ 37,430.00	\$ 42,500.00	\$ 5,070.00	12%	BA-4	P1
LOPEZ, JOSE	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
LORD, LINDA DENISE	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
LUCAS, RANDALL LEE	\$ 54,780.00	\$ 57,000.00	\$ 2,220.00	4%	MA-12	p8 (BA+24 Required)
LYONS, REBECCA SWANSON	\$ 55,780.00	\$ 57,000.00	\$ 1,220.00	2%	BA24-16	p8 (BA+24 Required)
MAIN, JAMES W	\$ 46,280.00	\$ 50,000.00	\$ 3,720.00	7%	MA-6	P5
MARTIN, DANIEL RICHARD	\$ 37,430.00	\$ 42,500.00	\$ 5,070.00	12%	BA-4	P1
MAYS, BRENDA MARGARET	\$ 37,430.00	\$ 42,500.00	\$ 5,070.00	12%	BA-4	P1
MCCLUSKEY, KIMBERLY ANNE	\$ 38,780.00	\$ 42,500.00	\$ 3,720.00	9%	BA24-4	P1
MCCLUSKEY, TRACY L	\$ 54,780.00	\$ 57,000.00	\$ 2,220.00	4%	MA-12	p8 (BA+24 Required)
MCCOMBS, NATHANIEL JEREMIAH	\$ 36,550.00	\$ 39,000.00	\$ 2,450.00	6%	BA-2	RP2
MCCOMBS, PAIGE LYNN	\$ 36,650.00	\$ 42,500.00	\$ 5,850.00	14%	BA-3	P1
MCLEAN, CARA LEE	\$ 53,480.00	\$ 57,000.00	\$ 3,520.00	6%	MA-11	p8 (BA+24 Required)
MCLEAN, HARVEY DUNCAN	\$ 36,550.00	\$ 39,000.00	\$ 2,450.00	6%	BA-2	RP2
MEDERIOS, SCOTT HAMILTON	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
MESERVY, LISA MARIE	\$ 55,780.00	\$ 57,000.00	\$ 1,220.00	2%	BA24-16	p8 (BA+24 Required)
MILES, KRISTEN F	\$ 37,430.00	\$ 42,500.00	\$ 5,070.00	12%	BA-4	P1
MILLER, PATRICIA MICHELLE	\$ 35,800.00	\$ 39,000.00	\$ 3,200.00	8%	BA-1	RP2
MILLER-SIRANI, JENNIFER L.	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
MODDE, AMANDA A.	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
MOLONEY, NANCY S.	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
MONTERO, JEFFREY M	\$ 37,430.00	\$ 42,500.00	\$ 5,070.00	12%	BA-4	P1
MOORE, LAUREN MICHELLE	\$ 37,500.00	\$ 39,000.00	\$ 1,500.00	4%	MA-1	RP2
MOOREHEAD, NAUDIA P.A.	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
MORI, KATHY L.	\$ 55,780.00	\$ 57,000.00	\$ 1,220.00	2%	BA24-16	p8 (BA+24 Required)
MORRISON, SHARON	\$ 35,800.00	\$ 39,000.00	\$ 3,200.00	8%	BA-1	RP2
MOSELEY, EUGENE FRANKLIN	\$ 35,800.00	\$ 39,000.00	\$ 3,200.00	8%	BA-1	RP2

MOSLEY, ELIZABETH ANNE	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
MUILENBURG, JESSICA RENEE	\$ 38,780.00	\$ 42,500.00	\$ 3,720.00	9%	BA24-4	P1
MURPHY, STEPHEN R.	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
NICHOLAS, DAWN M.	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
NICHOLAS-SANDBERG, DENISE	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
NIXON, ELIJAH JACOB	\$ 36,550.00	\$ 39,000.00	\$ 2,450.00	6%	BA-2	RP2
NORRIS, NYLA L	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
OGAARD, JUDY	\$ 53,480.00	\$ 57,000.00	\$ 3,520.00	6%	MA-11	p8 (BA+24 Required)
OLSON, RITA A	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
OWENS, YVONNE L.	\$ 46,230.00	\$ 48,125.00	\$ 1,895.00	4%	BA24-9	P4
PAGE, TAUNYA LYNN	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
PAILLE, CHRISTINE D.	\$ 49,580.00	\$ 52,000.00	\$ 2,420.00	5%	MA-8	p6 (BA+24 Required)
PERCY, CATHERINE GRACE	\$ 37,430.00	\$ 42,500.00	\$ 5,070.00	12%	BA-4	P1
PETTI, JOHN H	\$ 50,580.00	\$ 52,000.00	\$ 1,420.00	3%	BA24-12	p6 (BA+24 Required)
PETTY, JESSICA MARY	\$ 37,430.00	\$ 42,500.00	\$ 5,070.00	12%	BA-4	P1
PLATT, MERRI	\$ 36,550.00	\$ 39,000.00	\$ 2,450.00	6%	BA-2	RP2
PRATT, BRANDI	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
PRITCHARD, AMI MICHELLE	\$ 42,280.00	\$ 46,250.00	\$ 3,970.00	9%	MA-4	P3
PROUTY, FREDERICK MITCHELL	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
RAEZER, GEORGE L.	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
RAIRIGH, BETH ANN	\$ 55,780.00	\$ 57,000.00	\$ 1,220.00	2%	BA24-16	p8 (BA+24 Required)
RAUB, BRENDA L.	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
REDMOND, SHERRI ANN	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
RHATIGAN, SARA DAWN	\$ 47,680.00	\$ 50,000.00	\$ 2,320.00	5%	BA24-10	P5
RILEY, BROOKE M	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
ROGERS, LEA	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
ROOPE, NATALIE M.	\$ 35,800.00	\$ 39,000.00	\$ 3,200.00	8%	BA-1	RP2
ROSE, ROCHELLE ANN	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
SANDEFUR, SHELBY ROSE	\$ 36,550.00	\$ 39,000.00	\$ 2,450.00	6%	BA-2	RP2
SAYER, JEREMY B.	\$ 41,780.00	\$ 44,375.00	\$ 2,595.00	6%	BA24-6	P2
SCHAUFLE, PAUL	\$ 54,030.00	\$ 57,000.00	\$ 2,970.00	5%	BA24-15	p8 (BA+24 Required)
SCHOLTE, CHRISTINE MARIA	\$ 46,280.00	\$ 50,000.00	\$ 3,720.00	7%	MA-6	P5
SCHROEDER, KENDA LOU	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
SEXAUER, KATHY	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
SHAIN, KRISTINA ANN	\$ 36,650.00	\$ 42,500.00	\$ 5,850.00	14%	BA-3	P1
SHERIDAN, MICHELLE MARIE	\$ 48,280.00	\$ 50,000.00	\$ 1,720.00	3%	MA-7	P5
SHULL, JACQUELINE	\$ 44,280.00	\$ 48,125.00	\$ 3,845.00	8%	MA-5	P4
SHUMWAY, JENNIFER M	\$ 37,430.00	\$ 42,500.00	\$ 5,070.00	12%	BA-4	P1
SIGWING, REBECCA ANN	\$ 37,430.00	\$ 42,500.00	\$ 5,070.00	12%	BA-4	P1
SIMONS, NIKOLE	\$ 50,880.00	\$ 54,000.00	\$ 3,120.00	6%	MA-9	p7 (BA+24 Required)

SIMONSEN, LAUREN MICHELLE	\$ 36,550.00	\$ 39,000.00	\$ 2,450.00	6%	BA-2	RP2
SMITH, DEENA RENE'	\$ 55,780.00	\$ 57,000.00	\$ 1,220.00	2%	BA24-16	p8 (BA+24 Required)
SMITH, ERIKA ANN	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
SMITH, KATRINA R	\$ 35,800.00	\$ 39,000.00	\$ 3,200.00	8%	BA-1	RP2
SMITH, LORI J	\$ 35,800.00	\$ 39,000.00	\$ 3,200.00	8%	BA-1	RP2
SMITH, MOLLY H	\$ 38,280.00	\$ 42,500.00	\$ 4,220.00	10%	MA-2	P1
STARKEY, PATRICK LYNWOOD	\$ 39,930.00	\$ 42,500.00	\$ 2,570.00	6%	BA-6	P1
STENLUND, SAMANTHA	\$ 38,280.00	\$ 42,500.00	\$ 4,220.00	10%	MA-2	P1
STOVER-RUSSELL, LISA	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
STOWELL, MARSHA LYNNE MCMAHAN	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
STRATTON, AMANDA LAURENE	\$ 49,580.00	\$ 52,000.00	\$ 2,420.00	5%	MA-8	p6 (BA+24 Required)
SULFRIDGE, DONNA RAE	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
THORUSEN, LEISA MARIE	\$ 46,280.00	\$ 50,000.00	\$ 3,720.00	7%	MA-6	P5
TIPPETS, JERRY C	\$ 55,780.00	\$ 57,000.00	\$ 1,220.00	2%	BA24-16	p8 (BA+24 Required)
Totals\Average	\$ 8,401,340.00	\$ 8,837,750.00	\$ 436,410.00	6%		
TROUTEN, CHRISTOPHER D	\$ 36,650.00	\$ 42,500.00	\$ 5,850.00	14%	BA-3	P1
TULLMAN, ELENA	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
VAUGHN, CARLOTTA J	\$ 42,280.00	\$ 46,250.00	\$ 3,970.00	9%	MA-4	P3
VIALL, CAROLA	\$ 47,680.00	\$ 50,000.00	\$ 2,320.00	5%	BA24-10	P5
VICK, JAMIE LYNN	\$ 44,280.00	\$ 48,125.00	\$ 3,845.00	8%	MA-5	P4
VINES, KYA M	\$ 37,430.00	\$ 42,500.00	\$ 5,070.00	12%	BA-4	P1
VOGT, ERIC ALDEN	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
VOGT, GINGER L.	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
WALKER, ROBIN HOPE	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
WALLACE, CHAD TYLER	\$ 53,480.00	\$ 57,000.00	\$ 3,520.00	6%	MA-11	p8 (BA+24 Required)
WALLAERT, KRISTOPHER	\$ 49,580.00	\$ 52,000.00	\$ 2,420.00	5%	MA-8	p6 (BA+24 Required)
WARD, KENNETH DEE	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
WARTHEN, PAM M	\$ 55,780.00	\$ 57,000.00	\$ 1,220.00	2%	BA24-16	p8 (BA+24 Required)
WEBB, AMANDA DEAN	\$ 37,430.00	\$ 42,500.00	\$ 5,070.00	12%	BA-4	P1
WEBB, JANET	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
WEBB, MONTANA RAYLEE	\$ 35,800.00	\$ 39,000.00	\$ 3,200.00	8%	BA-1	RP2
WEIS, DENISE J.	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
WEYGINT, ALLEN W.	\$ 55,780.00	\$ 57,000.00	\$ 1,220.00	2%	BA24-16	p8 (BA+24 Required)
WEYGINT, ELLEN L.	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)
WILCOX, KENDRA LEIGH	\$ 55,780.00	\$ 57,000.00	\$ 1,220.00	2%	BA24-16	p8 (BA+24 Required)
WILSON, HEIDI J.	\$ 44,280.00	\$ 48,125.00	\$ 3,845.00	8%	MA-5	P4
WOLFLEY, HEATHER LORI	\$ 37,430.00	\$ 42,500.00	\$ 5,070.00	12%	BA-4	P1
WOODS, KORRIE LYNN	\$ 36,650.00	\$ 42,500.00	\$ 5,850.00	14%	BA-3	P1
YOUNG, BRET MICHAEL	\$ 44,280.00	\$ 48,125.00	\$ 3,845.00	8%	MA-5	P4
YOUNG, DANIEL BRIGHAM	\$ 60,580.00	\$ 61,750.00	\$ 1,170.00	2%	MA-16	p10 (MA Required)

YOUNG, JODY ANN	\$ 44,280.00	\$ 48,125.00	\$ 3,845.00	8%	MA-5	P4
YOUNG, KATHERINE LOUISE	\$ 35,800.00	\$ 39,000.00	\$ 3,200.00	8%	BA-1	RP2
YOUNG, VICKI L	\$ 47,680.00	\$ 50,000.00	\$ 2,320.00	5%	BA24-10	P5
YTUARTE, LISA MARIE	\$ 35,800.00	\$ 39,000.00	\$ 3,200.00	8%	BA-1	RP2
ZAMORA, KYRIE ALYSSA	\$ 37,430.00	\$ 42,500.00	\$ 5,070.00	12%	BA-4	P1
ZAMORA, TYLER M	\$ 42,280.00	\$ 46,250.00	\$ 3,970.00	9%	MA-4	P3
ZIELKE, PAMELA SUZETTE	\$ 55,780.00	\$ 57,000.00	\$ 1,220.00	2%	BA24-16	p8 (BA+24 Required)

Unoficialia

- Amy – I need to clarify a conversation between Luke and myself during caucus. The language of Article 2.2 Contract Year, should read no “mandatory” staff meetings or professional development activities. We [Board] already made the change.
- Luke – the only conversation we had was the idea of not having the columns for the education piece and setting the barriers of each cell. We are hoping the state would start taking care of the veteran teachers; the state has been taking care of the front end (new teachers) for five years, now it’s time to take care of the veterans.
 - ~ Luke – what I like about this new salary schedule is that it gives us [MHEA] room to do that with the locals. I’ve heard Ralph say that it is important to get the education, so that the District has the most educated professionals in Mountain Home.
 - * Luke – this new salary schedule not only encourages teachers to continue with their education, it also allows us to be creative with the BA24, MA, and other parts of this schedule.
 - ~ Amy – I think you just answered your own question.
 - ~ Luke – I warned the MHEA that the 27 people in P8 would say that they’ve been working for a number of years and when they started, there wasn’t a requirement for a master degree and now they won’t make the maximum amount [requires a master’s degree].
 - * Ralph – there are going to be some teachers who will never max out.
 - * Luke – as a teacher, one could look at the salary schedule and see that one was in the same row as someone who hadn’t worked as long, they could see the equality, but if that someone paid the money to get a master’s degree, that someone gets to move over and then there is no equality.
 - * Denise – this is just an educational piece that we [MHEA] need to have with teachers.
 - ~ Luke – I really like how I can see the components of this schedule. A teacher could decide if they want to make more money or keep things status quo.
 - ~ Luke – this shows that it is okay if a teacher choose to keep just a BA, but that the District will compensate the teacher if they decide to continue with their education. That is the message that we all want to send.
- Discussion continued regarding the salary schedule, the components, those who are maxed out, etc.

5. MHEA PROPOSALS TO THE BOARD – None

6. AGREEMENT – both parties signed off on the remaining Article 2 – Compensation.

- MHEA – will need to have their association ratify the Collective Bargaining Agreement (master agreement) and then the Board would be able to approve the CBA.

7. Adjourn

- 7:20 p.m.