## NEGOTIATION MINUTES May 16, 2016

**DISTRICT ADMINISTRATION PRESENT:** Amy White, Ralph Binion, Frank Monasterio, Albert Longhurst, Cliff Ogborn

MHEA PRESENT: Luke Franklin, Rich Urquidi, Robynn Schipani, Topher Wallaert

**OTHERS PRESENT:** Rhonda Urquidi, Denise Weis, Marilyn Kellerman, Rita Olson, James Main, Janet Hughes

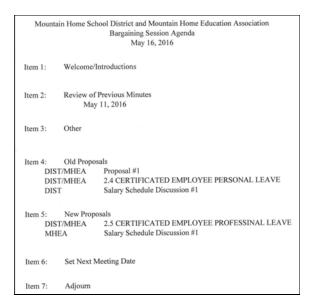
MINUTES: Sharon Whitman

## NEGOTIATIONS STARTED: 4:30 p.m.

These negotiation minutes are a synopsis of the conversations of the negotiation meeting. Both the District Administration Office (Board or District) and the Mountain Home Education Association (MHEA or Association) recorded the negotiation meeting. A copy of the audio is posted on the school district website within a week of the negotiations meeting. For additional information, please contact either the MHEA (Richard Urquidi) or the District Administration Office (Sharon Whitman).

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

- 1. Welcome/Introduction
  - Rich handed out the agenda.



- 2. Review of Previous Minutes May 11, 2016
  - Both parties approved the minutes.
- 3. Other
  - 1.3 Requests to the District Insurance Committee
    - ~ Amy stated for the record, that both teams did communicate via email on Friday, May 13, on the research regarding employee satisfaction with the current insurance carrier.

- 4. Old Proposals Board Proposal 1
  - 2.4 Certificated Employee Personal Leave
    - Both parties previously signed this off, but a correction needed to be made changing the word SubFinder to Aesop.
    - ~ Both parties signed the corrected copy

2.4 CERTIFICATED EMPLOYEE PERSONAL LEAVE
Certificated Personal Leave shall be for purposes as determined necessary by the Certificated Professional Teacher.
All requests for Certificated Professional Leave shall be submitted, if possible, at least five (5) calendar days in advance through the use of the District's SubFinder Aesop Program. It is understood that from time to time circumstances arise that will not permit a five (5) calendar day notice period to allow for an Administrative Supervisor to approve a Certificated Personal Leave request. It is also understood that from time to time an Administrative Supervisor may not be able to approve every Certificated Professional Teacher's request for Certificated Personal Leave due to a shortage of available substitute teachers.
As of the commencement of the 20156-20167 school year:
<ol> <li>Certificated Professional Teachers who have worked for the District for ten (10) years or less shall receive three (3) days of Certificated Personal Leave, which may be accumulated to a maximum of six (6) days of accumulated Certificated Professional Leave.</li> </ol>
<ol> <li>Certificated Professional Teachers who worked for the District eleven (11) to twenty (20) years shall receive four (4) days of Certificated Personal Leave, which may be accumulated to a maximum of eight (8) days.</li> </ol>
<ol> <li>Certificated Professional Teachers who worked for the District more than twenty (20) years shall receive five (5) days of Certificated Personal Leave, which may be accumulated to a maximum of ten (10) days.</li> </ol>
If Certificated Professional Employee does not fulfill his or her contract length, the District will deduct for used Certificated Personal Leave days on a pro-rated basis: one day per three months employment, or major portion thereof.
Prior to the commencement of the employment year, Certificated Personal Leave exceeding the maximum allowed accumulation shall be purchased by the District from the Certificated Professional Teacher at the rate of eighty (\$80.00) dollars per day.
Expires June 30, 20167 School Board Representative Silcal Le Date
Date Proposed: May 16, 2016

- Board Salary Schedule Discussion #1
  - ~ Amy Did you [MHEA] have the chance to discuss the concept or idea of the [Board] Career Ladder?
    - \* Robynn My concern is that the BA>24 and the MA are so close to each other, no real jump [salary-wise], no incentive to get a MA.
      - Amy Remember this [CBA] is for one-year; it is a snapshot of SY16-17, and may look differently next year or the year after.
    - \* Topher The schedule stopped at MA and didn't give the desire for teachers to further their education to MA+10 or PhD. I like incentives, as do other teachers, otherwise you get teachers who don't progress past BA<24; there isn't any incentive to go past MA.
  - ~ Amy Looking at a Career Ladder, how would you [MHEA] propose it look?
    - \* Rich Add one more lane.
  - ~ Amy Have you [MHEA] attempted to create a Career Ladder?
    - \* Rich Yes, and we will have that for you today.
  - Amy So adding one more lane, is what your idea is? I assume that would be addressing educational advancement.
    - Rich Correct.
  - Luke I really liked the Career Ladder compared to what you [Board] have now, I liked the conversation about how the allocation from the state jumps erratically, and your [Cliff's] schedule's jumps are uniform.
    - \* Amy Cliff's Career Ladder version followed the states concept,t but isn't wed to the state's jumps and growths. I commend Cliff for the work.
- 5. New Proposals
  - MHEA Counter to Board Proposal 1 2.5 Certificated Employee Professional Leave
    - Rich This [2,5] is what we had talked about regarding DA leave days. We [MHEA] would like to delete the reference in the third paragraph about the Professional Leave being at the

discretion of each building's Professional Leave Committee. We [MHEA] would like to add the last paragraph that states that eight (8) days would be set aside for anyone wishing to attend DA, no matter what building the person is in; whatever days are not used by March 1, would go back into the Professional Development fund.

- \* Amy Was there a problem this year with someone who wanted to go [DA] and didn't get to go?
  - Robynn In my building, we had someone who couldn't go, but it was a lot of leg work to move that leave from our building to another building.
  - Rich it wasn't a super big problem, but it could be.
- Amy So you want to take eight days off of the top before the PD days are divvied out to the buildings.
  - \* Rich Correct. Again, any days not used by March 1 would go back to the PD funds.
- Amy I assume that the building reps are the people who go to the DA, each rep from each building.
  - \* Rich It is voted on. First, we [MHEA] ask who would like to go and then it goes out districtwide to vote on whom they want to represent, so you could have three people from one building and no one from other buildings.
  - \* Amy The building reps are supposed to go back to the buildings and explain what went on during DA, what they learned, etc., so eight people from one building attending, how would the information be passed to other buildings.
    - Rich The information would get disbursed to the membership.
- Ralph Is there someone who automatically goes, that doesn't have to be voted on?
   \* Rich The president [MHEA].
- $\sim$  Amy We'll talk about that at caucus.

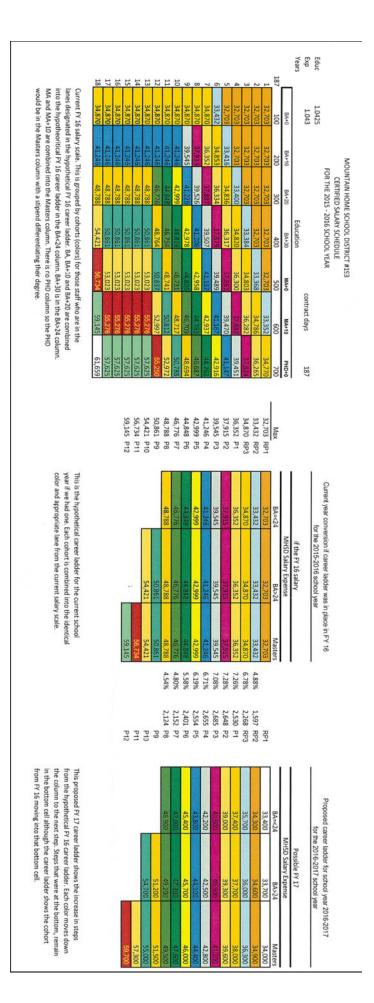
COMPENSATION	
2.5 CERTIFICATED EMPLOYEE PROFESSIONAL	LEAVE
A Certificated Professional Employee seeking to application on the District's Leave Form.	take Certificated Professional leave shall make
Certificated Professional Leave shall be used advance their general professional instruct educationally related to the Certificated Profess or for the advancement, or attainment, or a new	ional skills. Alternatively, such shall be ional Employee's area or areas of certification,
Certificated Professional Leave shall not be util local, state, or national Education Associations, the above-stated Certificated Professional Lea Professional Employees regardless of affiliation	except for those events or meetings that meet ve purposes and are open to all Certificated
Professional Development funds will be allocate Committee on an equitable basis, to be grantee Professional Development Committee. The mo Staff for individual professional development a of-use-of-Professional-Leave, it-shall-be-at Professional-Development-Committee as to wh Development-Leave for individuals to attend th	I, based upon criteria adopted by the Building nies will be used by that Building Certificated ctivities. Notwithstanding-the above limitation -the-discretion-of-each-respective-building's ether-or-not-they-wish-to-allocate-Professional
Each Building will establish a Professional Dev Certificated Staff and may include the Building	elopment Committee, which is representative of Administrator.
The Building Professional Development Comm and allotting the building's allocation of Pro Professional Development Leave Days.	ittee will be in charge of reviewing applications fessional Development funds for Certificated
Eight (8) days will be set aside for individuals t that are not used by March 31, 2017 can be play fund.	o attend the IEA Delegate Assembly. Any days ted back into the Professional Development
	Expires June 30, 20167
School Board Representative M	HEA Representative
Date	te
Date Proposed: May 16, 2016	

- Board Salary Discussion Item 1 Continued Not a Proposal
  - Rich Luke was that [Career Ladder] the last one or is it the new one for today?
    - \* Luke the last one, I haven't costed it out yet, but we can do that during caucus, because just before caucus, I also have a scattergram.
    - \* Both parties reviewed the two Career Ladder discussion items, one from the Board and the other from the MHEA.
  - ~ Rich Ours [MHEA] has the extra lane, the MA+10.

- \* Amy so the [current] BA+0, BA+10, and BA+20 are folded into your Career Ladder under BA.
  - Rich Yes, the first three lanes of our current scheduled is folded into BA.
- \* Discussion on how the columns of the MHEA Career Ladder were broken out and how the original salary schedule columns were folded into the MHEA Career Ladder.
  - BA+0 and BA+10 are folded into MHEA Career Ladder BA
  - BA+20 and BA+30 are folded into MHEA Career Ladder BA+24
  - MA+0 is folded into MHEA Career Ladder MA
  - MA+10 and PHD+0 are folded into MHEA Career Ladder MA+10
- \* Amy Is there a set amount between cells?
  - Luke It is based on \$33,400, and then 4% jumps down the Steps 1-12
- \* Amy Luke, you froze at Step 6?
  - Luke Correct, but I put in the existing amounts from the current salary schedule.
- \* Amy looking at the structure, your BA through MA only has 12 [rows] and MA+10 has 14 [rows], so what was your thought process.
  - Luke It was that unless you [teacher] get more than an MA+10, you [teacher] aren't going to be getting any farther [on the Career Ladder] than where you [teacher] are in those columns. It's motivation for someone to go beyond a MA degree.
- \* Discussion began about the structure, the numbers, the purgatory lanes on the current schedule, the reasoning behind the salaries in each column of the MHEA Career Ladder and how it compared to the Board Career Ladder, how the lanes moved from the current schedule to the Board Career Ladder to the MHEA Career Ladder.
  - ♦ Board Career Ladder Example MA+0 row 5 (\$37,861) on the current salary schedule, would be a MA row P2 (\$37,915) on the 2015-16 Board Career Ladder conversion, and a MA row P3 (\$41,200) on the 2016-17 Board Career Ladder.
  - ♦ MHEA Career Ladder Example MA row P2 (\$37,915) on the 2015-16 Board Career Ladder conversion, and a MA row P3 (\$41,200) on the 2016-17 Board Career Ladder, would be a MA row 4 (\$41,246) on the 2016-17 MHEA Career Ladder, and MA+10 row 4 (\$42,999) on the MHEA Career Ladder.
- \* Amy Was there any salary increase built into this [MHEA Career Ladder] or just movement?
  - Luke just a touch [increase], if you [teacher] were at \$37,824 before, you are now at \$37,915, so no other increase.
- \* Amy Explain how someone who is a MA+10 row 14 (\$56,734) [MHEA Career Ladder] moves.
  - Luke They would drop down to \$56,734, so they wouldn't see an increase.
- \* Amy so the numbers 1-14 [MHEA Careel Ladder] don't equate to the number of years?
   Luke Right.
- \* Amy so the \$59,146 [Board Career Ladder Conversion, green color] would be \$59,146 on your [MHEA] Ladder.
  - Luke Not all of the green, just some of the green.
  - Amy Which some of the green?
  - Luke the \$59,145 [Board current salary schedule] would go into \$59,146 [MHEA Career Ladder], but \$57,625 [Board current salary schedule] would go into \$57,211 [MHEA Career Ladder] concept wise.
- Cliff Starting with the current salary schedule, the same beginning balance for 2017 [BA \$33,400], but then you [MHEA Career Ladder] max out after 6-years [\$41,246], isn't that a little aggressive.
  - Luke No, not really, in another word, in your [teacher] first six years a teacher would be expected to get 24-credits.
- \* Amy When you [MHEA] put this [MHEA Career Ladder] together, what goals were you trying to reach, because when we first put this together you [MHEA] had three goals, no one earns less, teachers top out faster, and showing growth; were those the three issues you were looking at?
  - Luke The thing they [MHEA] wanted was to get rid of the purgatory years.

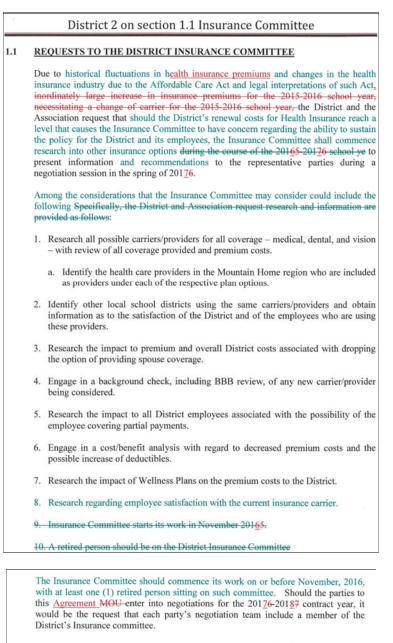
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			54421	52641	50861	48778	46776	44848	42999	41246	39545	37915	36352	34870	BA +24
				54421	52641		48778	46776	44848	42999	41246	39545	37915	36352	MA
			34	21	41	61	78	76	48	99	46	45	15	52	MA+10
	61659	59146	57211	56734	54421	52641	50861	48778	46776	44848	42999	41246	39545	37915	+10
1,777,982 2,007,913									206,230			36,352	174,350	1,361,050	BA BA
2,0			1,578,209		101,722	195,112	46,776	44,848		41,246					BA+24
07,913															MA
07,913 2,079,860			567,340	653,052				46,776	44,848	128,997	82,492	060'64	113,745	363,520	
	61,659	2,365,840		653,052 907,744		52,641	50,861	46,776	44,848	128,997		79,090 41,246			A MA+10

• Discussion began about the purgatory lanes and where Luke put the numbers into his scattergram.





- Amy Any other questions before we caucus?
  - ~ Caucus from 4:57 p.m. until 5:46 p.m.
- Discussion continued on the Board's Career Ladder and on the MHEA's Career Ladder. \*\*\*\*Note: Negotiations had to temporarily relocate to a classroom to use the projector.
  - Luke One of the things that bothered me [about the current salary schedule] were the columns at the bottom, BA+30, MA+0, MA+10, PHD+0, at the last cell there is a big jump from purgatory to 7% increase.
    - \* Amy So about a \$3,000 to \$4,000 jump.
  - ~ Luke To get rid of that jump, I split the difference.
    - \* Discussion regarding Luke explaining the salary differences and moves between BA+24, MA, and MA+10 with an added column of \$57,211.
  - Amy You [Luke] added a cell and you have 14 rows, where did we condense from the District's discussion version [current salary schedule] with 18 rows.
    - Luke I got rid of the repetitive rows and condensed it down to 14 rows.
      - Amy So you took all of the lower purgatory [cells] and squished it.
      - ♦ Luke Yes
  - ~ Amy A BA+30 (\$50,861) row 13 would end up in the BA+30 row 17.
  - ~ Luke I costed out each cell. I will email Cliff our [MHEA] Ladder.
    - \* Discussion began regarding the salaries in the different cells and the costs; the MHEA's addition of MA+10 column the MHEA feels that teachers shouldn't stay at just MA.
  - ~ Ralph Luke the 9.5 million cost that you have, is that the total cost?
    - \* Luke Yes, instructional and ballpark figure.
  - $\sim$  Amy Any other questions?
    - \* Rich Cliff, what figure did you have with salaries?
      - Cliff About a \$150,000 salary increase and this [MHEA Career Ladder] is about \$700,000.
  - Amy Luke, would you email the [MHEA Career Ladder] to Cliff and me.
     \*\*\*\*Note: Luke emailed his Ladder to most everyone involved.
     \*\*\*\*Note: Negotiations moved back into the library
  - ~ Clarification: the salary schedules and hypothetical Career Ladders from both parties are discussion items only and not a proposals.
- Amy We [Board] will need to do some research and some math, but we understand the issues and the priorities you [MHEA] outlined. We will explore some options for a potential fourth column.
- Amy We [Board] will also need to do some homework on the MHEA Counter Proposal to the Board Proposal 1 2.5 Certificated Employee Professional Leave to determine the costs.
- Amy I do have one more thing and it was what you asked for at the last meeting.
  - ~ Amy Board Proposal 2 1.3 Requests to the District Insurance Committee.
    - \* Amy I did change this a little from the concept we talked about. The more we talked about the issues with regard to a trigger, the more we felt that by putting an artificial number, that we at the table choose, takes away the discretion of the Insurance Committee, and they are in a better position than we with regards to matters involving insurance.
      - Amy What this effectively does is it puts this [Section 1.3] into the hands of the Insurance Committee to determine whether they think the numbers for renewal is high enough to go research the data. We [both parties] left the steps that we would like the Insurance Committee to follow, and we converted Steps 9 and 10 into a paragraph.
      - Amy A correction needs to be made to the title because this is Section 1.3 and not 1.1.



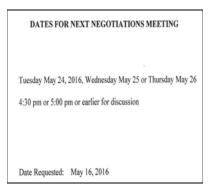
Expires June 30, 20176

- Rich We have one more.
  - ~ Rich MHEA Proposal 1 Recertification Reimbursement
    - \* Amy Is this something that is in the current agreement?
      - Rich No, it is a policy. I believe it used to be in there [CBA]. It is a policy and it can certainly stay in policy, and we can talk about that when we get there, but it's something that we [MHEA] were thinking about putting into the agreement.
    - \* Rich It [recertification reimbursement] sat at \$500 since I've been in the district and one of the questions I asked Cliff was whether we use that whole budget item and he said that we usually don't.
      - Cliff To date, we are at \$10,500 and we budgeted for \$9,000.
      - Rich Okay, I just went off of what you told me [previous meeting].
    - \* Amy And the rest of the language is all policy?
      - ◆ Rich Yes, I just copied from policy.
    - \* Amy Teachers begin their 5-year cycle span with \$500, so teachers can tap that \$500 day 1 of the cycle.

- Rich And then you have to wait another 5 [years].
- Amy And it's front loaded.
- Discussion on how teachers recertify and how the reimbursements worked.

COMPENSATION	
RECERTIFICATION REIMBURSEMENT	r
over a five year span. Only certified reimbursement. This can be used for certified employee's five-year recer Eligible staff with a new reimburse cycle span with \$500.00 600.00. Re workshops relevant towards recerti- reimbursement will run concurrent Department of Education. Rehires ' a new \$500.00 600.00 allotment, bi effective with their date of rehire. 4 allowance at the beginning of their in the recertification cycle with the recertification, other than being rel- requirement. Classes taken must be the classes began, and proof of exp cycle the expenses are charged aga the employee is reimbursed for the cycles in determining the amount o employee will forfeit any unused re unused recertification allotment is: cycle may be reimbursed in the fol in the employees recertification ac reimbursement from a future reimb can be no classes reimbursed find the District Accounts Payable Clerk w the expense to be reimbursed. All Recertification Form (following pa Office. Accounts Payable clurk will veri	ses incurred for recertification is limited to \$500.00 600.00 d staff and program directors are eligible for this or all classes started after September 1, of the year the trification cycle begins through August 31, five-years later. ment cycle starting September 1 will begin their five-year certification money will only be used for classes, credits, or fication. The span of time for eligible expenses ly with the recertification cycle as determined by the State within the same reimbursement cycle will not be eligible for at will have their balance as of their termination reinstated All eligible staff will be granted the \$500.00 finitial employment with the district regardless of their stage State. There is no restriction on the type of classes taken for evant toward certification, who offers the class, or grade e disclosed on the reimbursement or cle bass, or when ir expenses. Each cycle will be independent of all other of expense charged to it. Alt he end of each cycle, the eimbursement allocation. "Borrowing" of other employees not permitted. Classes taken at the end of a recertification lowing cycle providing there is an ample balance remaining count at the end of the first cycle. There can be no pursement cycle for classes started in a previous cycle. There a previous cycle started in a subsequent cycle. The request form and required documentation must be received by the ithin 30 calendar days from the end of the 5-year cycle for reimbursements must be submitted on a Request for ge), and forwarded to Accounts Payable, at the District fy the amount of remaining reimbursement recertification juest for payment. Payment will be made in the next
	Expires June 30, 2017
School Board Representative	MHEA Representative
Date	Date

- Amy One more question. Have you [MHEA] put any thought into the Extracurricular Salary Schedule?
  - ~ Rich I have not.
    - \* Amy Nor have I, but it seems like it is built off the current salary schedule.
    - \* Rich I felt we had enough to tackle right now.
      - ♦ Amy Agreed.
- 6. Next Meeting
  - Rich handed out the proposed dates to meet next.
    - Rich We [MHEA] were looking at May 24, but we are open to May 25 and/or May 26, because it's the end of school, so if we need to get something done, we can get it done.
      - \* Ralph Thursday, May 25, is out, because it is BMHS's graduation.
    - ~ Rich Asked if negotiations could move back to MHJH Libray.
      - Albert We rotated the buildings to try to get and make it easier for other staff to attend.
  - Discussion began regarding where and when to hold the next negotiations meeting as well as possibly meeting earlier in the day on May 25 and 26.
  - Amy We will discuss the two proposals, the insurance, the professional leave, reimbursement, career ladder, and extracurricular.
    - ~ Rich Regarding the salary discussion, where are we going to start?
      - \* Amy we are going to look at a 4-coulumn idea and research the cost of the various schedule suggestions.



- 7. Adjourn:
  - Next Negotiations Meeting: MHJH Library Tuesday, May 24, 2016, 4:30 p.m. 6:00 p.m.

## NEGOTIATIONS ENDED 6:12 p.m.