NEGOTIATION MINUTES May 24, 2016

DISTRICT ADMINISTRATION PRESENT: Amy White, Jack Walborn, Ralph Binion, Albert Longhurst, Cliff Ogborn

MHEA PRESENT: Rich Urquidi, Robynn Schipani, Topher Wallaert

OTHERS PRESENT: Rhonda Urquidi, Denise Weis, Eric Abrego, Frank Monasterio, Jan Hughes,

Rim Bondy, Shelly Rose, Anne Bowlden, Marilyn Kellerman

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).

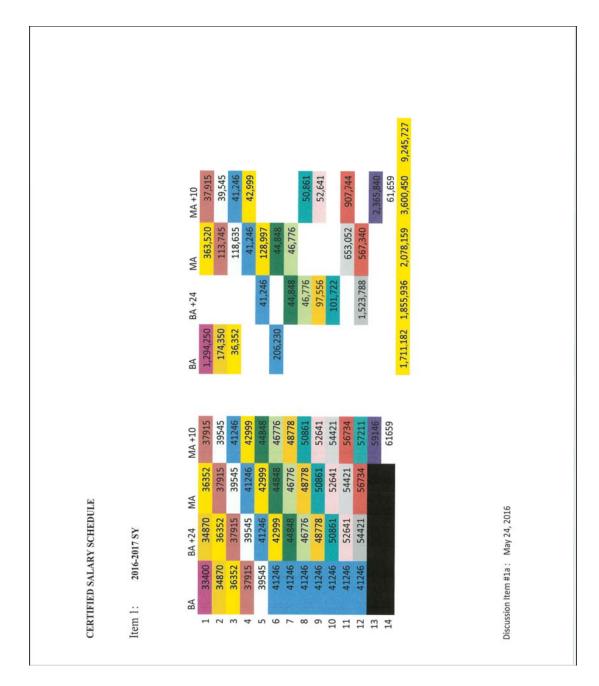
Where the term "master agreement" and "master contract" are used, the true name of the document is Collective Bargaining Agreement (CBA) and may be used in place of it.

1. Welcome/Introduction

• Rich – handed out the agenda.

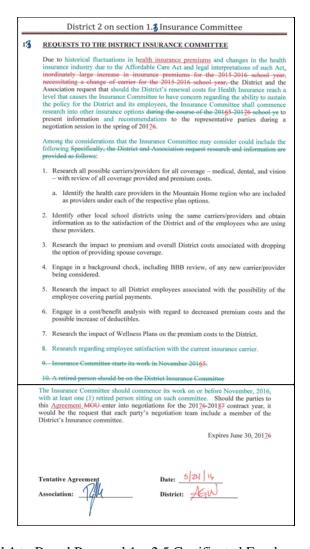
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Mountain Home School District and Mountain Home Education Association
                           Bargaining Session Agenda
May 24, 2016
Item 1:
            Welcome/Introductions
           Review of Previous Minutes
Item 2:
                  May 16, 2016
Item 3:
           Other
Item 4:
           Old Proposals
     DIST/MHEA
                       Proposal #1
                        Salary Schedule Discussion #1
      MHEA
                       Salary Schedule Discussion #1
2.5 CERTIFICATED EMPLOYEE PROFESSINAL LEAVE
      DIST/MHEA
                        1.3 REQUEST TO THE DISTRICT INSURANCE COMMITTEE
      DIST
      MHEA
                        Recertification Reimbursa
Item 5:
           New Proposals
           Set Next Meeting Date
Item 7:
           Adjourn
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- 2. Review of Previous Minutes May 16, 2016
 - Both parties approved the minutes with the correction of a misspelled word.
- 3. Other
 - Rich Luke emailed his "Career Ladder" scattergram to both parties.
 - Rich passed out a revised version of Luke's scattergram.



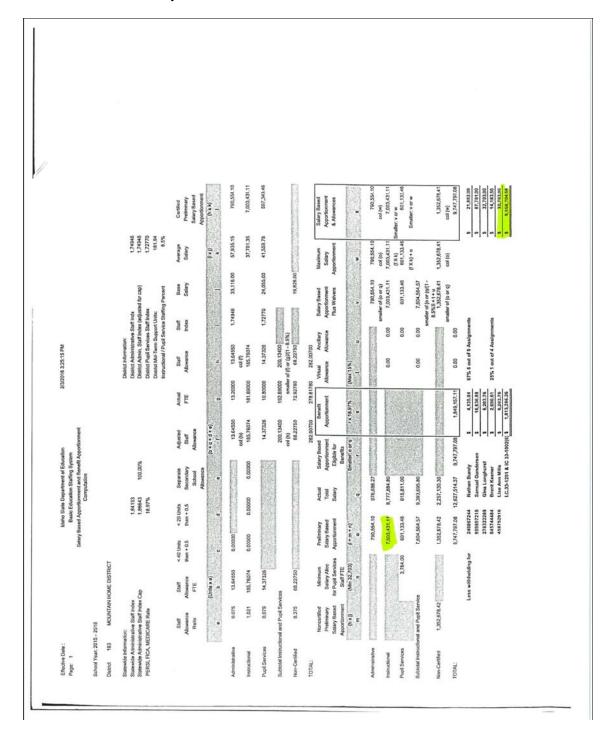
4. Old Proposals

- Board Proposal 1 4.1 District/Association Educational Collaboration, 4.3 District Evaluation/Career Ladder Education Team, [2.1 Compensation] District & MHEA Salary Schedule Discussion, [MHEA Counter Proposal 2.5 Certificated] Professional Leave, [1.3 Request to the District] Insurance Committee, and [MHEA Prop 1] Recertification Reimbursement.
 - ~ Amy where would you [MHEA] like to start?
 - * Rich the salary [schedule] discussions.
 - ~ Rich We [MHEA] would sign off on 1.3 Request to the District Insurance Committee.



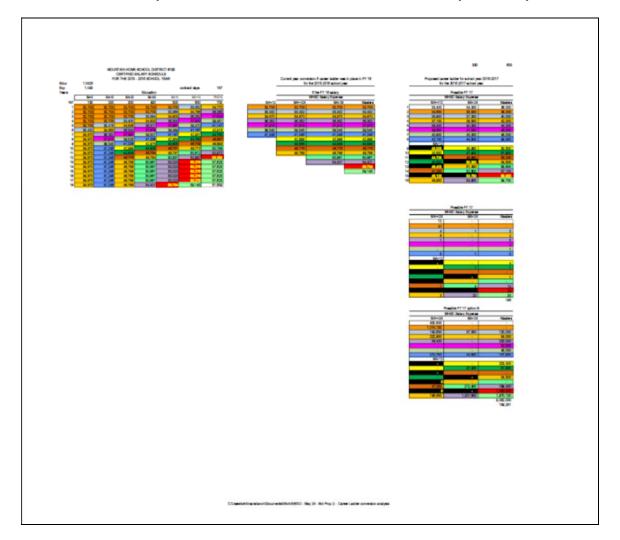
- MHEA Counter Proposal 1 to Board Proposal 1 2.5 Certificated Employee Professional Leave
 - Amy before we go on, we might as well discuss Professional Leave. You [MHEA] had proposed taking eight (8) days off the top of the total Professional Leave days authorized. We spent a lot of time talking about it and a lot of time playing with the language and we [Board] propose that the language remain the same due to the lawsuit from the Freedom Foundation vs Boise School District. The Freedom Foundation is suing the Boise School District because they believe the school district is expending district funds [taxpayer money] for association costs.
 - * Amy referenced and explained the part of the lawsuit relating to Delegate Assembly.
 - Amy we [Board] don't want to take this [language] out of the agreement right now; it's our desire to leave it in with the language it currently has until we are given direction once the lawsuit has been settled.
 - * Rich what is the lawsuit?
 - ♦ Amy Freedom Foundation vs Boise School District
 - * Rich so if we leave it as is, are we able to negotiate being able to use the days as needed?
 - ♦ Amy It's my understanding that you [MHEA] already worked around it this year.
 - ♦ Rich I just want to make sure that we can still do that.
 - ~ Rich we'll [MHEA] talk about that.
- MHEA Salary Schedule Discussion Item 1
 - ~ Both parties reviewed the MHEA Salary Schedule Discussion Item 1.
 - ~ Rich Luke's salary schedule of \$9,245,727 is below the state reimbursement to you [District] of \$9,558,704, a difference of \$312,977.
 - * Amy you [MHEA] mean above what the state reimburses.

- ♦ Rich no, this [amount] is below what the state reimburses; the state reimburses \$9,558,704.
- ♦ Cliff the reimbursement [\$9,558,704] includes classified, certified, student personnel services, administrative, etc.
- ♦ Rich so where do I need to look to see what the reimbursement is?
- ~ Cliff showed Rich the column of the certified reimbursement from the state of \$7,003,431 [difference of \$2,555,273 that would be an additional cost to the District].
 - * Rich thank you.



- Amy other than reallocating where teachers fall on the right side of the table [referring to the MHEA Career Ladder discussion item 1], is there anything different in the left side of the table
 - * Rich I don't believe so.

- ~ Amy is the placement of teachers on the right according to where they fall this year and the computation?
 - * Rich yes.
- ~ Discussion continued regarding the MHEA salary schedule and the Board's salary schedule.
- Amy Cliff also adjusted the retirees, replacements, etc.
- Board Proposal 2 Career Ladder and 2.1 Compensation Package District Insurance Plan
 - Amy handed out the combined Board Proposal 2 Career Ladder and 2.1 Compensation Package – District Insurance Plan. The District Insurance Plan is the same language as what is in the current agreement.
 - ~ Cliff explained the revised Career Ladder. The general concept ties into what was discussed before. He continued to review and explain the columns and steps.
 - * BA=<12 tops out at \$42,150
 - * BA>12 tops out at \$48,950
 - * BA>24 tops out at \$54,900
 - * Masters tops out at \$59,700
 - * Significant jump in salary in BA<12 and BA>24 and MA
 - * MA+10 has been removed, because the state does not fund us for anything more than a MA, so we need to follow suit.
 - * PHD will include a stipend in addition to MA.
 - * The Career Ladder meets the criteria of what the Board was looking for, which is significant jumps in lanes, and capping those with less BA<12; it meets the MHEA's criteria of seeing growth, no one loses money, and top out sooner.
 - * Total salary increase of \$159,281 is more than what is on this year's salary schedule.



District 1 - for Section 2.1.3 District Insurance Plan

DISTRICT INSURANCE PLAN

- The Certificated Professional Teachers of the District may choose to purchase additional benefits from that offered by the District, which can be selected and purchased as pre-tax benefits.
- b. The District shall provide, at no cost to the Certificated Professional Teacher.

 - Employee dental insurance as detailed below
 - * Employee vision insurance as detailed, below
- c. Should the Certificated Professional Teacher choose benefits whose premiums exceed the District's contribution, the Certificated Professional Teacher shall authorize a voluntary salary reduction to pay the excess
- d. No more than two (2) individual changes in allocation of benefits or deduction may be made in any contract year.
- e. The Plan for the 2016-2017 school year is as follows:

MEDICAL - "Select Health Option 2" as presented:

\$1,250 in network/\$2,000 out of network

\$45.00

Prescription Three-tiered system after RX deductible met

DENTAL - Incentive Plan offered by Delta Dental

VISION - offered through LifeMap, which is affiliated with VSP

f. In the event a carrier or applicable law does not require 100% participation in one of the employer-provided benefits listed above, a Certificated Professional Teacher may request that he/she not be included in that benefit. If such a situation does occur, the Insurance Committee shall determine the criteria necessary to grant a request to be excluded from an employer-remoded themefit.

- Jack stated that the Board spent a lengthy amount of time discussing the Career Ladder, the multiple options, the Board's criteria, the MHEA's criteria, etc. The Board is forgoing some of its [Board's] priorities to make the Career Ladder work.
- Amy do you [MHEA] have any questions of any of the proposals? We [Board] did not write out the language associated with this, because we have to be on the same page. In all honesty, the colors explain it all.
- Amy thanked the Board for their in-depth discussion on the Career Ladder.
- Discussion continued.
- Amy any questions.
 - Rich no, not now, we need to digest and discuss this.
- ~ Amy there is a 3.1% increase (\$52,000) [insurance premium increase for the 2016-17SY].
- MHEA Proposal 1 Recertification Reimbursement
 - Amy we [Board] do not have a counter proposal and we will not have a counter proposal. The Board wants to keep this in policy and it's also an issue of timing. We [District] are -(\$800,000) in the red, and we just increased salary by \$159,000 and increased insurance by \$52,000. You [MHEA] can always go to a board meeting and address it as policy.
- 4.1 District/Association Educational Collaboration and 4.3 District Evaluations Education Team
 - Amy we didn't really talk about these in depth, so are you [MHEA] waiting to see if the Career Ladder was going to work.
 - Rich pretty much.
 - Rich our big concern are evaluations and freezing someone [certified] and how are they [Administration] making sure the evaluators are being trained properly, and are there things in place where an employee [certified] could make a grievance and possibly have someone else from another building come in and evaluate.
 - Amy there is no freeze for next year [2016-17]. There is no freeze built into the salary schedule and there is no language regarding it for next year, but the education has to start [regarding evaluations and growth].

- ~ Discussion about the importance of evaluations, especially the following year depending on how or if the state reimburses and what requirements would be tied to the reimbursement.
- ~ Topher as an educator, evaluation is a big deal, it's not that we don't want to be evaluated, it's that we fear what the evaluation is actually going to hold and how much it will weigh and whether or not they [principals] have been educated in how to evaluate. I've been in my classroom for 185-days with kids and the evaluation is 45-minutes. If evaluations really hold weight then where is my say, where is my input?
 - * Amy and that's why the education component is important. Principals have the same concerns.
- ~ Rich and it's not just the evaluation, it's dealing with parent input and dealing with growth and what it is based off of. We [certified] need things in place to make it [evaluations] fair.
 - * Amy and that's why I included an education component.
- ~ Discussion continued about the evaluations and the education component.
- ~ Rich our survey [to members] conveyed that members want to keep the salary schedule intact as much as possible, so if we aren't able to get something hashed out, are we going to be able to look at this one more year or what?
 - * Amy the Board is not interested in staying with the current salary schedule because it doesn't benefit the District and it doesn't benefit teachers, the closer we get to the Career Ladder structure will benefit us all.
- ~ Discussion continued about state reimbursement, legislative actions, proposed salary schedule, 2017-18 school year salary schedule, etc.
- ~ Amy I don't have any document for the extracurricular [stipend schedule].
 - * Rich what are some thoughts regarding the extracurricular stipend schedule.
 - ♦ Amy what I will probably bring is something very similar, but some changes need to be made, and check Title IX. There are 25 certified coaches out of 84 positions.
 - Rich How many classified coaches do we have?
 - ♦ Cliff I didn't look that information up.
 - ♦ Amy Cliff and I will research the new IRS overtime regulations.
 - ♦ Amy The document I will bring to you will probably clarify that the extracurricular schedule is only for certified, classified will have to have a separate schedule.
- Caucus 5:09 p.m. until 5:33 p.m.
 - ~ Rich with regards to the insurance, the \$52,000 is above what we are paying for now correct.
 - * Cliff yes.
 - ~ Rich regarding the Career Ladder, we [MHEA] are trying to clarify the proposed Career Ladder, did you [Cliff] just randomly round up.
 - * Cliff yes, there is no percentage-wise [increments], I just wanted to make sure everyone got something, but it's not an equal something.
- Rich we [MHEA] are going to have a meeting tomorrow and we can get this out to members.
- 5. New Proposals None
- 6. Next Meeting
 - Amy so what we have left on the table is 2.5 Certificated Employee Professional Leave, 4.1 District/Association Educational Collaboration, 4.3 District Evaluations Education Team, Career Ladder, and hopefully something on the extracurricular stipend schedule.
 - ~ Rich I thought we weren't going to do anything with 2.5 Certificated Employee Professional Leave.
 - * Amy correct, but we haven't signed off on it, the original yet.
 - *Discussion began regarding where and when to hold the next negotiations meeting.*

7. Adjourn:

• Next Negotiations Meeting: MHJH Library – Thursday, May 26, 2016, 4:00 p.m. – 5:30 p.m.