

**NEGOTIATION MINUTES**  
**May 26, 2016**

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

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

**OTHERS PRESENT:** Rhonda Urquidi, Denise Weis, Bobbie Lockett

**MINUTES:** Sharon Whitman/Penny Black

**NEGOTIATIONS STARTED:** 4:00 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

Mountain Home School District and Mountain Home Education Association Bargaining Session Agenda May 24, 2016		
Item 1:	Welcome/Introductions	
Item 2:	Review of Previous Minutes May 16, 2016	
Item 3:	Other	
Item 4:	Old Proposals	
	DIST/MHEA	Proposal #1
	DIST	Salary Schedule Discussion #1
	MHEA	Salary Schedule Discussion #1
	DIST/MHEA	2.5 CERTIFICATED EMPLOYEE PROFESSIONAL LEAVE
	DIST	1.3 REQUEST TO THE DISTRICT INSURANCE COMMITTEE
	MHEA	Recertification Reimbursement
Item 5:	New Proposals	
Item 6:	Set Next Meeting Date	
Item 7:	Adjourn	

2. Review of Previous Minutes – May 24, 2016

- No posted minutes until Sharon gets back, check the audio on the website.

3. Other

- Rich – Thanked Cliff for getting the salary schedule to the MHEA.

4. Old Proposals

- Board Proposal 1 – 4.1 District/Association Educational Collaboration, 4.3 District Evaluation/Career Ladder Education Team, MHEA Counter Proposal 2.5 Certificated Professional Leave, and [MHEA Prop 1] Recertification Reimbursement.  
~ Both Parties signed off on the original language of 2.5 Certificated Professional Leave.

District 2 on Section 2.5 Professional Leave

**CERTIFICATED EMPLOYEE PROFESSIONAL LEAVE**

A Certificated Professional Employee seeking to take Certificated Professional Leave shall make application on the District's Leave Form.

Certificated Professional Leave shall be used by a Certificated Professional Employee to advance their general professional instructional skills. Alternatively, such shall be educationally related to the Certificated Professional Employee's area or areas of certification, or for the advancement, or attainment, or a new area of certification by such employee.

Certificated Professional Leave shall not be utilized to attend events or meetings sponsored by local, state, or national Education Associations, except for those events or meetings that meet the above-stated Certificated Professional Leave purposes and are open to all Certificated Professional Employees regardless of affiliation membership without additional fees.

Professional Development funds will be allocated to each building's Professional Development Committee on an equitable basis, to be granted, based upon criteria adopted by the Building Professional Development Committee. The monies will be used by that Building Certificated Staff for individual professional development activities. Notwithstanding the above limitation of use of Professional Leave, it shall be at the discretion of each respective building's Professional Development Committee as to whether or not they wish to allocate Professional Development Leave for individuals to attend the IEA Delegate Assembly.

Each Building will establish a Professional Development Committee, which is representative of Certificated Staff and may include the Building Administrator.

The Building Professional Development Committee will be in charge of reviewing applications and allotting the building's allocation of Professional Development funds for Certificated Professional Development Leave Days.

Expires June 30, 2017

For the Association: 

For the District: 

- Board Proposal 1 – 4.1 District/Association Educational Collaboration, 4.3 District Evaluation/Career Ladder Education Team
  - ~ Amy – What are your [MHEA] thoughts on these?
  - \* Rich – We are going to hold off on these because of the language.

**4. COLLABORATION**

**4.1 DISTRICT/ASSOCIATION EDUCATIONAL COLLABORATION**

The District and the Association shall collaborate together to provide educational opportunities to the District's Certificated Teachers regarding the following issues:

1. Suicidal Ideation Reporting Obligation
2. Abuse, Abandonment and/or Neglect Reporting Obligation
3. The Code of Ethics for Idaho Professional Educators
4. Bullying/Cyber-Bullying, Harassment and Intimidation – Statutes, District Policy and the Administrative Procedure Act
- 4.5 Implementation of Career Ladder Compensation
- 5.6 Any other areas mutually identified

In addition to the matters addressed above, the District, for the 2016-2017 school year seeks to commence an Annual Policy, Code of Ethics and Athletic/Activity Policy and Procedure Review. While the District recognizes this activity will take a small period of time from each certificated employee, the purpose of such is to provide certificated employees with direction and guidance to assist in the performance of job duties and responsibilities. The Board will direct the District's Administration to prepare an annual policy and procedure review list for staff. The annual policy review may be divided into employee groups so as to identify the policies and procedures for review that will be most beneficial to each employee group.

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procedures for review and will forward a link to staff with directions for completing the review. All certificated employees will be required to sign off on the annual policy review verifying that they have read and are aware of the policies and procedures in their respective employee groups.

Expires June 30, 2017<sup>6</sup>

#### **4.3 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.

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 in the past three years and that such may will continue to evolve during the 201<sup>6</sup>5-2017<sup>6</sup> school year with the State Board of Education's development/amendment of the Rules to be included in the Idaho Administrative Procedures Act addressing evaluations and the impact of the Career Ladder for school district salary apportionment.

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.

Upon the issuance of new/amended State Board Rules relating to Evaluations and the Career Ladder, a committee shall be created to review the changes that have been implemented. This committee's report 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, 2017<sup>6</sup>

- Board Proposal 2 – Career Ladder
  - ~ Amy – Have you [MHEA] had the chance to digest this?
    - \* Luke – I have some questions, is there an even percentage with the jumps from cell to cell, step 1-8, or is it random?
      - ◆ Cliff – There is no consistency, it's heavier at the top.
  - ~ Luke – What is the cost of your [Board] salary schedule?
    - \* Cliff – \$159,281 increase, cost of \$9,082,000.
      - ◆ Rich – and the \$159,000 is with the assumed jumps.
      - ◆ Amy – assumed jumps with new people, retirees, etc.
  - ~ *Discussion about the Career Ladder including, presumed 12 new hires, retirees, moves, etc.*
    - \* Rich – [Certified] with less than 12 credits are still getting an increase [salary].
    - \* *Both parties reviewed and discussed the proposed Career Ladder.*
  - ~ Rich – Psychologists and counselors aren't on the salary schedule, so where are they moving?
    - \* Cliff – They will follow the same pattern as the Career Ladder, because the state separated them out of the salary apportionment. Rumor has it that the state might put everyone together.
  - ~ Rich – Your numbers don't include the psychologists and counselors.
    - \* Cliff – Yes [they don't].
  - ~ Topher – The concern was that they [student services personnel] are still seeing growth and not losing money, so it follows your genre of everyone is getting something.
  - ~ Rich – What are the stipends for the PHD?
    - \* Cliff – He won't lose anything. He gets extra days, and couple of other stipends.
  - ~ Luke – Are we going to talk about the Extracurricular Schedule?

Proposed career ladder for school year 2016-2017  
for the 2016-2017 school year

Possible FY 17  
MHSD Salary Expense

	BA=<12	BA>24	Masters
1	33,400	34,000	36,000
2	34,650	35,500	38,000
3	35,900	37,000	40,000
4	37,150	38,500	42,000
5	38,400	40,000	44,000
6	39,650	41,500	46,000
7	40,900	43,000	48,000
8	42,150	44,500	49,300
BA>12			
9	43,000	45,950	50,600
10	43,850	47,400	51,900
11	44,700	48,850	53,200
12	45,550	50,300	54,500
13	46,400	51,450	55,800
14	47,250	52,600	57,100
15	48,100	53,750	58,400
16	48,950	54,900	59,700

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12	-	-	-
31	-	-	-
4	-	1	3
6	-	-	2
1	-	-	5
-	-	-	2
-	-	-	1
5	-	1	3
BA>12			
-	-	-	4
-	-	1	1
-	-	-	-
-	-	-	1
1	-	4	14
-	-	-	25
3	-	22	33

186

Possible FY 17 option B  
MHSD Salary Expense

	BA=<24	BA>24	Masters
400,800	-	-	-
1,074,150	-	-	-
143,600	-	37,000	120,000
222,900	-	-	84,000
38,400	-	-	220,000
-	-	-	92,000
-	-	-	48,000
210,750	-	44,500	147,900
BA>12			
-	-	-	202,400
-	-	47,400	51,900
-	-	-	-
-	-	-	54,500
0	-	-	-
47,250	-	210,400	799,400
0	-	-	1,460,000
146,850	-	1,207,800	1,970,100

9,082,000  
159,281

- Board Proposal 2 – 2.1 Compensation Package – 2.1.2 Extracurricular Stipend Schedule
  - ~ Amy – Handed out Board Proposal 2 – Extracurricular Stipend Schedule.
  - ~ Amy – There are some shaded areas, and it is the Boards proposal that the shaded areas be removed. Basically, the shaded areas in the assignments don't actually exist anymore, but it has been a long time since we've [negotiations committee] discussed the coaching [Extracurricular Activities] stipends. Since all of the "A" assignments no longer exist, we might as well remove Column "A" from the schedule, and same for all of the "K" assignments and stipend column.
  - ~ Rich – We still have a Choral Director, so what changed.
    - \* Cliff – It has been a while since we [District] paid a 7/8 [JH] Choral Director, but when someone leaves a position, the responsibilities change, and we aren't currently paying anyone for that position.
      - ◆ Rich – but we're still paying the band director spot.
      - ◆ Cliff – Yes, he's getting stipends for MHJH/HMS Band, 9-12 Marching Band, and 9-12 Band Director.
  - ~ Amy – The other change on the chart is that we moved Volleyball into column L.
    - \* Topher – Did you move that in an attempt to offset football?
      - ◆ Amy – It's an attempt to start making progress in offsetting football [Title IX].
  - ~ Luke – Do you not have a 9-12 Choral Director?
    - \* Cliff – We haven't paid one in a while.
    - \* Rich – We do have one, so did his job change when we hired someone new.
      - ◆ Cliff – Are you speaking of Mr. Stear? I will have to look into that.
  - ~ Rich – I can see if that spot is going away, then band would go away when Mr. Tippets retires, so they have been paid [the stipend] in the past and I don't understand why they wouldn't get paid that stipend now. I do know that the Choral Director does have things [student activities] that are done outside [of school].
    - \* Albert – is your [Rich] question about whether they are losing pay?
      - ◆ Rich – It's just the stipend; if Mr. Stear has been doing the same things that Blake [Olmstead] did then why hasn't he been getting that stipend.
  - ~ *Discussion on how to reinstate a deleted extracurricular activity position and stipend, how to reevaluate the responsibilities of the reinstated extracurricular activity position about the amount of stipend, etc., began.*
    - \* Amy – This proposal, just like the salary schedule, is for the 2016-17 school year only.
    - \* *Discussion continued about the Choral/Band Director stipend.*
  - ~ Rich – I guess what I'm asking is does Mr. Tippets get both the MHJH/HMS Choral Director stipend and the 9-12 Choral Director stipend?
    - \* Cliff – Yes, he does.
  - ~ Rich – With regards to Blake having been the District Music Coordinator, why don't we have one anymore.
    - \* Cliff – Blake evolved over the decades as Choral and Band Director before we brought Mr. Tippets into the district.
  - ~ Rich – Does someone coordinate all the music programs?
    - \* Amy – From what was explained to me is that each of these individual [music] positions takes care of each of their own "worlds" and that there was no need of a coordinator.
  - ~ Rich – asked permission to speak with the music teacher in the audience.
    - \* Amy – Let's take a break so you can speak with her.
  - ~ *Caucus from 4:20 p.m. – until 4:35 p.m.*
  - ~ Cliff – Mr. Stear is getting the 9-12 Choral Director stipend.
    - \* Amy – So the 9-12 Choral Director will stay on the stipend schedule.
  - ~ Rich – Does Mr. Stear get the MHJH/HMS Choral Director as Mr. Tippets does?
    - \* Cliff – No.
    - \* Rich – Can we keep that [Choral Director] on the stipend schedule anyway, as they are somewhat considered the same position?

- ~ Discussion on how many [student activities] trips the MHJH/HMS Choral Director and 9-12 Choral Director go on.
- ~ Amy – Leave the MHJH/HMS Choral Director on the stipend schedule.
- ~ Rich – You can remove the District Music Coordinator.
- ~ Rich – Change the verbiage on the MHJH & HMS Choral Director to JH and/or HMS Choral Director
  - \* Cliff – May we leave it just “and (&)” this year and discuss it next year?
    - ◆ Rich – That’s fine.
  - \* Luke – The language as is means that the person is paid for the JH & HMS, and if it says “and/or” means that person is paid for JH and HMS or the JH or HMS.
- ~ Rich – Most of the extracurricular positions put in about the same amount of time.
- ~ Cliff – If the overtime regulations come in [IRS Regulations addressing overtime] and affects whether coaches are working overtime and would qualify to be paid time and half, we will need to have another discussion.
- \* Rich – Sure.
- ~ Both parties signed off on the Extracurricular Stipend Schedule, with mutually agreed upon changes.

Mountain Home School District #193  
Coaches Stipends  
Fiscal Year 2016 - 2017

Yrs.	A	B	C	D	E	F	G	H	I	J	K	L
1	762	1,270	1,397	1,524	1,777	2,031	2,285	2,539	2,793	3,047	3,301	3,555
2	785	1,308	1,438	1,569	1,831	2,092	2,354	2,615	2,877	3,138	3,400	3,662
3	808	1,347	1,482	1,616	1,886	2,155	2,424	2,694	2,963	3,233	3,502	3,771
4	832	1,387	1,526	1,665	1,942	2,220	2,497	2,775	3,052	3,330	3,607	3,885
5	857	1,429	1,572	1,715	2,001	2,286	2,572	2,858	3,144	3,429	3,714	4,001
6	883	1,472	1,619	1,766	2,061	2,355	2,649	2,944	3,238	3,532	3,827	4,121
7	910	1,516	1,668	1,819	2,122	2,426	2,729	3,032	3,335	3,638	3,942	4,245
8	938	1,561	1,718	1,874	2,188	2,493	2,811	3,129	3,447	3,765	4,083	4,401
9	966	1,607	1,768	1,928	2,259	2,575	2,891	3,207	3,523	3,839	4,155	4,471
10	994	1,657	1,822	1,982	2,319	2,640	2,962	3,313	3,644	3,976	4,307	4,638
11	1,024	1,706	1,877	2,047	2,389	2,740	3,071	3,412	3,754	4,095	4,436	4,777
12	1,054	1,757	1,933	2,109	2,460	2,812	3,163	3,515	3,866	4,218	4,569	4,921
13	1,086	1,810	1,991	2,177	2,534	2,896	3,258	3,620	3,982	4,344	4,705	5,068
14	1,119	1,864	2,051	2,237	2,610	2,983	3,356	3,729	4,102	4,475	4,848	5,220
15	1,152	1,920	2,112	2,304	2,689	3,073	3,457	3,841	4,225	4,609	4,992	5,377
16	1,187	1,978	2,176	2,374	2,769	3,165	3,560	3,956	4,352	4,747	5,143	5,538
17	1,222	2,037	2,241	2,445	2,852	3,260	3,667	4,075	4,482	4,890	5,297	5,705
18	1,258	2,100	2,308	2,516	3,052	3,468	3,924	4,380	4,796	5,252	5,668	6,104

  

Column	Assignment
A	Intramural Basketball
A	Intramural Volleyball
A	PF Accountability
B	9-12 Drill Team Advisor
B	9-12 Asst Golf
B	9-12 Asst Marching Band
B	9-12 Speech Arts
B	9-12 Weight Prog Supv.
B	Yearbook Advisor
C	JH & HMS Band
C	JH & HMS Choral Director
C	HMS Activity Director
C	7-8 Asst Cheer Coach
C	7-8 Asst Basketball
C	7-8 Asst Football
C	7-8 Asst Track
C	7-8 Asst Volleyball
C	7-8 Asst Wrestling
C	JH Asst X-Country

  

Column	Assignment
D	7-8 Head X-Country
D	9-12 Dance Team Advisor
D	Instrument Repair
E	7-8 Head Basketball
E	7-8 Head Cheerleader
E	7-8 Head Football
E	7-8 Head Track
E	7-8 Head Volleyball
E	7-8 Head Wrestling
F	9-12 Marching Band/Choral
F	9-12 Asst Tennis
G	9-12 Head Golf
G	9-12 Asst Baseball
G	9-12 Asst Softball
G	9-12 Asst Football
G	9-12 Asst X-Country
G	9-12 Asst Soccer
G	9-12 Asst Cheerleader
G	9-12 Asst Wrestling
G	9-12 Asst Volleyball
G	9-12 Asst Wrestling
G	Asst Speech/Debate

  

Column	Assignment
H	9-12 Assoc Dir Athletics
H	9-12 Drama
H	Flag Core
H	9-12 Speech/Debate
H	9-12 Band Director
H	9-12 Choral Director
H	9-12 Asst Basketball
H	9-12 Asst Football
H	9-12 Asst X-Country
H	9-12 Head Tennis
H	Academic Decathlon Adv.
J	9-12 Head Baseball
J	9-12 Head Softball
J	9-12 Head Cheerleader
J	9-12 Asst Football
J	9-12 Asst Soccer
J	9-12 Head Track
K	9-12 Head Wrestling
K	9-12 Athletic Trainer
L	9-12 Head Basketball
L	9-12 Head Volleyball

- ~ Amy – We might have to revisit this with the IRS Overtime Regulations and the Title IX equity issues.
- Board Proposal 2 – 2.1 Compensation Package – 2.1.1 Salary Schedule
  - ~ Rich – Do we have any questions?
  - ~ Robynn – You [District] did a good job, one could tell that a lot of work was put into the salary schedule.
    - \* Rich – There were some questions regarding the uneven jumps, but you [Board] listened to us on the MA piece and we [MHEA] asked for a second lane and you addressed our concern with that; we understand the importance of getting out of the hole [deficit balance], and we wanted to do our part.
    - \* Topher – We appreciate that you [Board] put us as an importance in your schedule, and what you had to do for the District, and we recognize that.
    - \* Rich – Jack, at the last meeting you mentioned that the Board changed their priorities, we [MHEA] appreciate that, and it resounded with us.
  - ~ Luke – People [certified] don't like the verbiage "Career Ladder."
    - \* Amy – it is a legislatively mandated term.
      - ◆ Luke – Maybe we [Districtwide] can do something minor like call it pay scale.
  - ~ *A humorous discussion began on what to call the Career Ladder that would make it more endearing to teachers.*
  - ~ Cliff – I'm for calling it something different, because the Career Ladder is how the District is reimbursed from the state, and if we [MHSD] call it something different then it designates that the Career Ladder is not what we pay our staff [certified] [District pays more than the Career Ladder reimbursement].
    - \* Topher – I think we [MHSD] own it and we can call it what we want.
    - \* Rich – Cliff, you and the Board did an awesome job, and us [MHEA], and you addressed our concerns, but this is ours [MHSD] and I think we should say it is ours.
      - ◆ Both parties renamed the legislative Career Ladder to the Mountain Home [School District] Salary Schedule 2016-2017.
  - ~ Rich – Asked if instead of the column BA=<12, we just call it BA.
    - \* Amy & Cliff – Sure.
  - ~ Both parties signed off on 2.1.1 Mountain Home Salary Schedule 2016-2017, with mutually agreed upon changes.

**MOUNTAIN HOME SALARY SCHEDULE**  
 Proposed career ladder for school year 2016-2017  
 for the 2016-2017 school year

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*Handwritten:* R/MSA  
 AW  
 5/26/16

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5	1	3
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-	1	1
-	-	-
-	-	1
1	4	14
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		9,082,000
		159,281

C:\Excel worksheets\budgets\FY17-Budget\Career Ladder conversion analysis 5-23-16 to Board

- Board Proposal 1 – 4.1 District/Association Educational Collaboration
  - ~ Amy – The words “Career Ladder” is in new step 5, so change it to “Implementation of District’s New Salary Schedule.”
    - \* Rich – Yes.
  - ~ Both parties signed off on Board Proposal 1 – 4.1 District/Association Educational Collaboration, with mutually agreed upon changes.



**4. COLLABORATION**

**4.1 DISTRICT/ASSOCIATION EDUCATIONAL COLLABORATION**

The District and the Association shall collaborate together to provide educational opportunities to the District's Certificated Teachers regarding the following issues:

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2. Abuse, Abandonment and or Neglect Reporting Obligation
3. The Code of Ethics for Idaho Professional Educators
4. Bullying/Cyber-Bullying, Harassment and Intimidation – Statutes, District Policy and the Administrative Procedure Act
- 4.5 Implementation of ~~Career Ladder Compensation~~ DISTRICT'S NEW SALARY SCHEDULE
- 4.6 Any other areas mutually identified

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Expires June 30, 2017

For District: AGW For Association: PM 5/26/16

- Board Proposal 1 – 4.3 District Evaluations/Career Ladder Education
  - ~ Amy – The words Career Ladder are in the title and first paragraph, so talk to me about this one [proposal]. The way the wording is directed is more towards the funding, but I understand that the words may be an issue.
    - \* Rich – I think the wording is okay.
    - \* Luke – and this expires in one year anyway.
    - \* Rich – I think we're good with the language.
  - ~ Both parties signed off on Board Proposal 1 – 4.3 District Evaluations/Career Ladder Education, with mutually agreed upon changes.

**4.3 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.

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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.

Upon the issuance of new/amended State Board Rules relating to Evaluations and the Career Ladder, a committee shall be created to review the changes that have been implemented. This committee's report 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, 2017

For District: AGW For Association: PM 5/26/16

5. New Issue – District Website

- Amy – We all understand the new Career Ladder [Salary Schedule] colors and charts, but from a practical standpoint, the charts will look the same on the website [colors and all], what is your [MHEA] interest in having the language written to delineate what goes where and how. Do you think it's necessary, or do you think the chart alone covers it?
  - ~ Rich – I think we can handle it with the chart.
    - \* Luke – the only time that it gets messy is when someone from out of district looks at it to determine where they would fall [salary schedule] should they want to teach in Mountain Home.
    - \* *Discussion began about how to explain to new experience teachers where they would fall on the MHSD Salary Schedule, how the state would reimburse the District for new experienced teachers, steps versus years, the educational component, etc.*
  
- Recess Duty
  - ~ Robynn – It was brought to my attention that three out of the four elementary schools PE and Music teachers are being asked to do [recess] Duties. We [MHEA] understand that we are not at a Duty-Free contract at this point, but they [Music and PE teachers] feel they have been singled out, because they are the only teachers who have to pull Duty. I spoke with Mr. Gilbert this morning and he was aware of that, and he said that he was thinking about possibly using leadership money to use as a stipend for the Duty.
    - \* Rich – We know that we cannot negotiate for that [Duty Free], but we just wanted to bring it up to you.
    - \* Albert – a building or multiple buildings.
      - ◆ Robynn – three out of four buildings.
  - ~ Amy – I love the fact that you are comfortable enough to go talk to him about it and this is how it is supposed to work. Did he say he was going to bring it up with the Board?
    - \* Robynn – He said that he was going to bring it up at the next administrative meeting.
      - ◆ Amy – Well you have two board members here today, so now they know.
    - \* *Discussion ensued regarding Duty-Free days and stipends, Music and PE teachers feeling singled out, etc.*
  
- Amy – When do you [MHEA] think you will have an association vote?
  - ~ Rich – We're going to put a survey out tomorrow.
  - ~ Amy – When do you [MHEA] think you will know?
    - \* Rich – Hopefully, by the weekend.
  - ~ Luke – Is there a board meeting coming up that you [Board] would have this on the agenda, so that we [MHEA] have a timeline of when to get the association to approve.
    - \* Jack – The third Tuesday of every month; June 21, 2016.
  
- Amy – Congratulations!!!

6. Next Meeting – None needed.

7. Adjourn:

**NEGOTIATIONS ENDED** 5:02 p.m.