

NEGOTIATION MINUTES

July 26, 2017

BOARD/DISTRICT PRESENT: Amy White, Eric Abrego, Ralph Binion (had to leave during second Board caucus), Albert Longhurst, Will Goodman, Cliff Ogborn

MHEA PRESENT: Topher Wallaert, Rosemary Ash, Luke Franklin

OTHERS PRESENT: Denise Weis, Amanda Stratton, Amanda Nida, Brenda Goodsell, Emily Griggs, Jan Hughes

MINUTES: Sharon Whitman

NEGOTIATIONS STARTED: 3:28 p.m.

These negotiation minutes are a synopsis of the conversations of the negotiation meeting. The negotiation meeting was recorded and a copy can be obtained from the Clerk of School Board of Trustees (Sharon Whitman). A copy of the audio is posted on the school district website under Departments, School Board, Master Agreement & Negotiations, within a reasonable amount of time after the negotiation meeting.

When referencing the Board and/or the District Administration Office, the term “Board” or “District” will be used. When referencing the Mountain Home Education Association, the term “MHEA” or “Association” will be used.

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 (Topher Wallaert) or the District Administration Office (Albert Longhurst).

1. Agenda

- None presented

2. Review Negotiation Minutes of July 13, 2017

- Both parties approved the minutes with corrections.

3. Discussion

- Amy – when we left off at the last meeting, you [Topher] said you were going to talk to your members [MHEA members].
 - ~ Topher – we did. We had an informal meeting, good meeting. It was good to hear their [association members] thoughts ideas about what is going on at the negotiations table. We caught them up on what was going on.
 - * Topher – we [MHEA] presented the proposal you [Board] gave to us and explained to them that it was the first initial proposal added on with the coaches stipend. We discussed their ideas and thoughts about it.
 - * Topher – we [MHEA] already knew that they [association members] weren’t going to like what your proposal was. We asked them to come up with an idea of what they would like to see, and we came up with our proposal.

Mountain Home Coaches Stipend Table

Mountain Home School District #193 Coaches Stipends Fiscal Year 2017 - 2018										
Yrs	A	B	C	D	E	F	G	H	I	J
1	1,270	1,397	1,524	1,777	2,031	2,285	2,539	2,793	3,047	3,555
2	1,308	1,438	1,569	1,831	2,092	2,354	2,615	2,877	3,138	3,662
3	1,347	1,482	1,616	1,886	2,155	2,424	2,694	2,963	3,233	3,771
4	1,387	1,526	1,665	1,942	2,220	2,497	2,775	3,052	3,330	3,885
5	1,429	1,572	1,715	2,001	2,286	2,572	2,858	3,144	3,429	4,001
6	1,472	1,619	1,766	2,061	2,355	2,649	2,944	3,238	3,532	4,121
7	1,516	1,668	1,819	2,122	2,426	2,729	3,032	3,335	3,638	4,245
8	1,561	1,718	1,874	2,186	2,498	2,811	3,123	3,435	3,747	4,372
9	1,608	1,769	1,930	2,252	2,573	2,895	3,217	3,538	3,860	4,503
10	1,657	1,822	1,988	2,319	2,650	2,982	3,313	3,644	3,976	4,638
11	1,706	1,877	2,047	2,389	2,730	3,071	3,412	3,754	4,095	4,777
12	1,757	1,933	2,109	2,460	2,812	3,163	3,515	3,866	4,218	4,921
13	1,810	1,991	2,172	2,534	2,896	3,258	3,620	3,982	4,344	5,068
14	1,864	2,051	2,237	2,610	2,983	3,356	3,729	4,102	4,475	5,220
15	1,920	2,112	2,304	2,689	3,073	3,457	3,841	4,225	4,609	5,377
16	1,978	2,176	2,374	2,769	3,165	3,560	3,956	4,352	4,747	5,538
17	2,037	2,241	2,445	2,852	3,260	3,667	4,075	4,482	4,890	5,705
18	2,180	2,398	2,616	3,052	3,488	3,924	4,360	4,796	5,232	6,104

Column	Assignment	Column	Assignment	Column	Assignment
A	9-12 Asst Marching Band	E	9-12 Marching Band/Choral	H	9-12 Band Director
A	Yearbook Advisor	F	9-12 Asst Tennis	H	9-12 Choral Director
B	JH & HMS Band	F	9-12 Asst Baseball	H	9-12 Asst Basketball
B	JH & HMS Choral Director	F	9-12 Asst Softball	H	9-12 Head X Country
B	7-8 Asst Basketball	F	9-12 Asst X Country	H	9-12 Head Tennis
B	7-8 Asst Football	F	9-12 Asst Soccer	I	9-12 Head Baseball
B	7-8 Asst Track	F	9-12 Asst Cheerleader	I	9-12 Head Softball
B	7-8 Asst Volleyball	F	9-12 Asst Track	I	9-12 Asst Football
B	7-8 Asst Wrestling	F	9-12 Asst Volleyball	I	9-12 Head Soccer
B	JH Asst X Country	F	9-12 Asst Wrestling	I	9-12 Head Track
C	7-8 Head X Country	F	Asst Speech/Debate	I	9-12 Head Wrestling
D	7-8 Head Basketball	G	9-12 Drama	J	9-12 Head Cheerleader
D	7-8 Head Football	G	9-12 Flag Corps	J	9-12 Head Basketball
D	7-8 Head Track	G	9-12 Speech/Debate *	J	9-12 Head Volleyball
D	7-8 Head Volleyball			J	9-12 Head Football
D	7-8 Head Wrestling				

* Stipend paid per semester

Receive 1 (one) year credit for every 2 (two) years of experience outside of District
 Assistant coach moving to head coach: receive 1 (one) year for every 2 (two) years experience as an assistant coach
 All experience must be activity specific
 Coaches at the 7-8 level moving to 9-12 level receive 1 (one) year for every 2 (two) years experience at the 7-8 level

**MOUNTAIN HOME SCHOOL DISTRICT #193
EXTRA CURRICULAR STIPEND SCHEDULE - COACHES
FY2012013 SCHOOL YEAR**

Column	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	
1	1,270	1,397	1,524	1,777	2,031	2,285	2,539	2,793	3,047	3,301	3,555																
2	1,308	1,438	1,569	1,831	2,092	2,354	2,615	2,877	3,138	3,400	3,662																
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18	2,180	2,398	2,616	3,052	3,488	3,924	4,360	4,796	5,232	5,668	6,104																

1-11 Head Soccer
1-11 Head Volleyball
1-11 Head Wrestling
1-11 Head Football
1-11 Head Basketball
1-11 Head Tennis
1-11 Head Softball
1-11 Head Baseball
1-11 Head X Country
1-11 Head Track
1-11 Head Soccer
1-11 Head Volleyball
1-11 Head Wrestling
1-11 Head Football
1-11 Head Basketball
1-11 Head Tennis
1-11 Head Softball
1-11 Head Baseball
1-11 Head X Country
1-11 Head Track

1-12 Head Soccer
1-12 Head Volleyball
1-12 Head Wrestling
1-12 Head Football
1-12 Head Basketball
1-12 Head Tennis
1-12 Head Softball
1-12 Head Baseball
1-12 Head X Country
1-12 Head Track
1-12 Head Soccer
1-12 Head Volleyball
1-12 Head Wrestling
1-12 Head Football
1-12 Head Basketball
1-12 Head Tennis
1-12 Head Softball
1-12 Head Baseball
1-12 Head X Country
1-12 Head Track

Approved by Board of Directors
 Approved by Coaches, Year 03
 Approved by Parents, Year 04
 Approved by Students, Year 05
 Approved by Community, Year 06
 Approved by Alumni, Year 07
 Approved by District, Year 08
 Approved by State, Year 09
 Approved by National, Year 10
 Approved by International, Year 11
 Approved by Global, Year 12

4. MHEA Prop 3 – Compensation & Extracurricular Coaches Stipends Schedule.
 - Topher – handed out the MHEA’s 3rd compensation proposal.
 - ~ Topher – regarding the coaches stipends, we [MHEA] want to keep it the same as you [Board] proposed last time.

- * Topher – regarding the Longevity Stipend, we [association members] don't want any part of that.
 - Topher – the members didn't want it because they thought it was a cheap way out and they felt that it didn't take care of everyone in the bottom cells.
 - Amy – because of the grouping of years?
 - Topher – yes.
- * Topher – we asked them what they would like to see as a percentage for everybody even though they knew the different percentages wouldn't be as equal. They agreed that something was better than the stipend, so we put together the salary schedule with a 1% pay increase to the base all the way through the entire schedule; no Longevity of Stipends, everybody gets a percentage of something.
- ~ Amy – we [Board] will take a look.
- ~ Topher – there was a couple of reasons why they [association members] wanted to go in this direction:
 - * There are a lot of demands on teachers this year.
 - * Not only are we bringing out PBIS for the first time, we are bringing out two new curriculums, Journeys and the Math Module for elementary schools.
 - * We also have to problem solve interim assessment problems that we are required to do.
 - * Just because we don't see a percentage doesn't mean the cost of living doesn't go up, and it's true, the cost of living goes up.
 - * Ultimately, there is a lot on our plates as teachers this year and 1% through the entire schedule; not only does it give you [Board] something back in the General Fund, it also gives everyone to increase on the pay scale as well.
- ~ Amy – you [MHEA] are saying the total cost is \$10,051,419, and your last proposal cost \$10,150,000, so effectively its \$100,000 less of a Differential of 10% versus 11%.
- ~ Ralph – do they [certified teachers] already know that they are getting a pay raise [Board Salary Schedule Prop]?
 - * Topher – yes, they do.
- ~ Topher – the whole point of the schedule was originally to discuss the possibility to having an increase in pay through negotiations eventhough the schedule is set up to have a definitive increase as you step down or move across.
 - * The purpose behind the schedule was to negotiate a percentage increase every year.
 - * Ralph – a potential increase, not guaranteed, but potential if monetary funds were better.
 - * Topher – yes.
- Will – on your [MHEA] salary proposal on BA-row 1, you're paying your 1st year teachers more than your BA+24 teachers.
 - ~ Luke – we'll have to take a look at that, thank you Will.
 - * Amy – to clarify, we're using last year's numbers of employees.
 - * Luke – yes, no retirees, no hires, etc.
 - * Amy – so in reality, there will be somebody in that cell.
 - * Luke – yes.
- Eric – quick question about the demands of teachers, let's talk about the PBIS training that you have to go through
 - ~ Topher – that and the fact that we have to implement it.
 - * Ralph – what grades are affected by PBIS?
 - Amy – districtwide (K-12).

- ~ Eric – what does the implementation look like?
 - * Topher – I can only speak for HMS. We’ve had one training for PBIS so far and we’re supposed to be implementing it this year. It [PBIS] is how we operate inside the classroom; we are focused on positive reinforcement to behaviors we would like to see rather than focusing on the negative. Encourage positive behaviors. There’s a lot more to it.
 - Topher – there’s a lot of classroom things that need to change, [we have to] focus on the classroom, how to manage and focus on positive behavior instead of negative. It’s not easy as a teacher because bad behavior happens.
 - Rosemary – it’s teaching positive behavior. As a teacher, I’ll be demonstrating and we actually teach what we want to see in behaviors and what we don’t want to see so that the kids have a clear understanding of the expectation; it’s a school wide expectation, a schoolwide implementation in all areas of the building. It comes with new behavior management styles and we have to learn those as teachers.
 - Topher – as HMS, we have only had one training.
- ~ Albert – explained that since last January, there has been in district in-service, and BSU came down and explained to teachers what PBIS is and what it’s about, and what it should look like over the next five years. It’s about the adults [employees] interactions with adults and making sure everyone is on the same page, and the priorities regarding what behaviors are going to be reinforced.
 - * Albert – it’s more about the adults [employees] than it is about the students. Its not a silver bullet to solve behavior problems, but it is about getting everyone on the same page within the building, to have strategies to measure the effectiveness, etc.
 - * Albert – it’s nothing new, it’s taking something that has been around forever, taking the best practices, and saying here is the best way to go about it [PBIS], etc. It’s nothing earth shattering, it just has research behind it; it is best practices.
- Luke – [referring back to the MHEA proposal] their [MHEA] previous proposals increased everything by 3%, 2%, and 1% based on the old schedule, but because \$34,600 is bigger than the 1%, when we multiplied by the 1% in the BA+24, it came up less, so the new number should be \$34,946 and not \$34,340.
 - ~ Will – the far right side of your [MHEA] proposal should be \$454,961 and not \$454,955 under BA-row 2.
 - * Luke – Will, are you giving me a bad time over \$6?
 - ~ Will – the adjustments come to a cost of \$109,129.99 dollars and not \$10,051,419.
- Amy – asked the Board to caucus. Caucus 3:58 p.m. until 4:43 p.m.

Advance a step with no new hires or retirees plus 1%

	BA	BA +24	MA	BA	BA +24	MA
Row 1	\$34,600	\$34,340	\$36,360	\$34,600	\$34,340	\$36,360
Row 2	\$36,259	\$35,855	\$38,380	\$36,259	\$35,855	\$38,380
Row 3	\$37,522	\$37,370	\$40,400	\$37,522	\$37,370	\$40,400
Row 4	\$38,784	\$38,885	\$42,470	\$38,784	\$38,885	\$42,470
Row 5	\$40,047	\$40,400	\$44,440	\$40,047	\$40,400	\$44,440
Row 6	\$41,309	\$41,915	\$46,460	\$41,309	\$41,915	\$46,460
Row 7	\$42,572	\$43,430	\$48,480	\$42,572	\$43,430	\$48,480
Row 8	\$43,835	\$44,945	\$49,793	\$43,835	\$44,945	\$49,793
Row 9	\$45,106	\$46,410	\$51,106	\$45,106	\$46,410	\$51,106
Row 10	\$46,379	\$47,874	\$52,419	\$46,379	\$47,874	\$52,419
Row 11	\$47,652	\$49,339	\$53,732	\$47,652	\$49,339	\$53,732
Row 12	\$48,925	\$50,803	\$55,045	\$48,925	\$50,803	\$55,045
Row 13	\$50,198	\$52,267	\$56,358	\$50,198	\$52,267	\$56,358
Row 14	\$51,471	\$53,731	\$57,671	\$51,471	\$53,731	\$57,671
Row 15	\$52,744	\$55,195	\$58,984	\$52,744	\$55,195	\$58,984
Row 16	\$54,017	\$56,659	\$60,297	\$54,017	\$56,659	\$60,297
	BA + 12			BA + 12		
	\$173,720	\$92,819	\$102,212	\$173,720	\$92,819	\$102,212
	\$314,514	\$49,339	\$107,464	\$314,514	\$49,339	\$107,464
	\$57,671		\$57,671	\$57,671		\$57,671
	\$48,581	\$54,288	\$766,792	\$48,581	\$54,288	\$766,792
	\$98,879	\$1,441,674	\$3,798,711	\$98,879	\$1,441,674	\$3,798,711
	Total Cost	\$10,051,419	Differential %	Total Cost	\$10,051,419	Differential %
			10%			10%

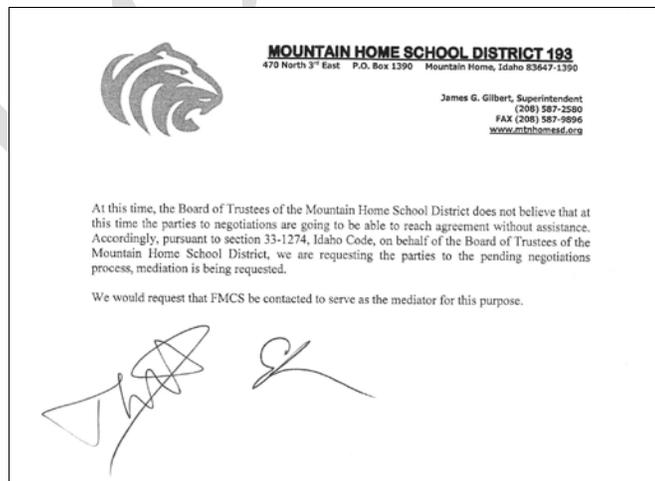
34,946 434,961
\$109,129.99

5. Board Counter Bundle Proposal – Salary Schedule, Extracurricular/Coaches Stipend, and Longevity Stipend.

- Topher – just so you know, if the page tone goes off I’m out of here and these two [Rosemary and Luke] are taking over [referring to incoming storm].
- Amy – we [Board] officially reject your proposal, but we have a counter that is bundled again.
 - ~ The Extracurricular changes that we [Board] previously addressed [the asterisks] throughout the schedule.
 - * Even though the MHEA rejected the Longevity/Loyalty and instead wanted the 1% throughout the schedule, the proposal I’m [Board] bringing back is a stipend.
 - It’s the prior schedule as proposed by the District, with the exception of removal of the stipend that had been previously proposed and replacement with this [referring to counter].
 - Only those individuals who were frozen at MA row 16 last year, and who will not be moving into that cell this year and [those teachers moving into MA row

16 this coming year] will not be getting a raise for moving into it. [Board] calculates it to be about 38 teacher].

- A onetime stipend for those 38 teachers and a 1% of the base figure for what that cell number is in the District proposal, which is \$59,700; it would be \$597 for those 38 teachers.
 - * What that effectively does is gives absolutely everybody [certified] on the salary schedule a raise.
 - ~ Topher – tell me where that stipend falls again.
 - * Amy – MA row 16, far bottom right cell. Those people who are already in that cell.
 - Topher – so BA row 16 and BA+24 row 16 don't get anything.
 - Amy – they can move over those cells and get a \$5,000 raise by getting their credits.
 - Topher – that's a lot easier said than done, but okay.
 - Amy – I know what you're saying.
 - Topher – I don't know that you do.
 - Amy – I'm required to take credits too, believe it or not. [Most professions that require licenses as part of that profession also require employees continually take courses to keep their licenses current.]
 - Topher – asked for a caucus. Caucus from 4:47 p.m. until 4:50 p.m.
6. Board Counter Proposal Package – Salary Schedule, Extracurricular Stipend Schedule, and Onetime Stipend for teachers currently in MA row 16.
- Topher – After our caucus, we [MHEA] agree that we are going to kindly reject your [Board] proposal.
 - ~ Topher – we went to our group [MHEA members], we asked them what they wanted, we presented exactly what they wanted, and so at this point, we request mediation.
 - ~ Amy – that's fine.
 - Amy – we [Board] have a prepared letter [Mediation Request] here if you [MHEA] want to sign it too; we can jointly request it.



7. Mediation Date: TBD

8. Adjourn: 4:58 p.m.