

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.

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 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.

CERTIFIED SALARY SCHEDULE

Item 1: 2016-2017 SY

	BA	BA +24	MA	MA +10	BA	BA +24	MA	MA +10	
1	33400	34870	36352	37915	1,294,250	363,520	37,915		
2	34870	36352	37915	39545	174,350	113,745	39,545		
3	36352	37915	39545	41246	36,352	118,635	41,246		
4	37915	39545	41246	42999		41,246	42,999		
5	39545	41246	42999	44848		128,997			
6	41246	42999	44848	46776	206,230	44,848	46,776		
7	41246	44848	46776	48778		46,776	50,861		
8	41246	46776	48778	50861		97,556	52,641		
9	41246	48778	50861	52641		101,722			
10	41246	50861	52641	54421		653,052	907,744		
11	41246	52641	54421	56734		1,523,788	2,365,840		
12	41246	54421	56734	57211					
13				59146					
14				61659					
					1,711,182	1,855,936	2,078,159	3,600,450	9,245,727

Discussion Item #1a : May 24, 2016

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.

1.3 REQUESTS TO THE DISTRICT INSURANCE COMMITTEE

Due to historical fluctuations in health insurance premiums and changes in the health insurance industry due to the Affordable Care Act and legal interpretations of such Act, ~~inordinately large increase in insurance premiums for the 2015-2016 school year, necessitating a change of carrier for the 2015-2016 school year,~~ the District and the Association request that should the District's renewal costs for Health Insurance reach a level that causes the Insurance Committee to have concern regarding the ability to sustain the policy for the District and its employees, the Insurance Committee shall commence research into other insurance options ~~during the course of the 2016-2017 school year~~ to present information and recommendations to the representative parties during a negotiation session in the spring of 2017.

Among the considerations that the Insurance Committee may consider could include the following ~~Specifically, the District and Association request research and information are provided as follows:~~

1. Research all possible carriers/providers for all coverage – medical, dental, and vision – with review of all coverage provided and premium costs.
 - a. Identify the health care providers in the Mountain Home region who are included as providers under each of the respective plan options.
2. Identify other local school districts using the same carriers/providers and obtain information as to the satisfaction of the District and of the employees who are using these providers.
3. Research the impact to premium and overall District costs associated with dropping the option of providing spouse coverage.
4. Engage in a background check, including BBB review, of any new carrier/provider being considered.
5. Research the impact to all District employees associated with the possibility of the employee covering partial payments.
6. Engage in a cost/benefit analysis with regard to decreased premium costs and the possible increase of deductibles.
7. Research the impact of Wellness Plans on the premium costs to the District.
8. Research regarding employee satisfaction with the current insurance carrier.
9. ~~Insurance Committee starts its work in November 2016.~~
10. ~~A retired person should be on the District Insurance Committee~~

The Insurance Committee should commence its work on or before November, 2016, with at least one (1) retired person sitting on such committee. Should the parties to this Agreement MOU enter into negotiations for the 2017-2018⁷ contract year, it would be the request that each party's negotiation team include a member of the District's Insurance committee.

Expires June 30, 2017

Tentative Agreement

Date: 5/24/14

Association: 7/14

District: AKW

- 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.

- ~ 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

- a. 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, the following:
 - Employee Major Medical Insurance as detailed, below.
 - 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 amounts.
- 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:

Deductible	\$1,250 in network/\$2,000 out of network
Physician Co-pay	\$30.00
Specialist Co-pay	\$45.00
Prescription	Three-tiered system after RX deductible met

DENTAL – Incentive Plan offered by Delta Dental

Plan coverage information will be available on the District's Website

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-provided benefit.

- ~ 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.

NEGOTIATIONS ENDED 5:45 p.m.