

NEGOTIATION MINUTES

July 13, 2017

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

MHEA PRESENT: Topher Wallaert, Rosemary Ash, Luke Franklin

OTHERS PRESENT: Denise Weis, Amanda Stratton, Jan Hughes

MINUTES: Sharon Whitman

NEGOTIATIONS STARTED: 3:30 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

- Amy handed out the agenda.

MHSD & MHEA Negotiations Meeting Agenda 7/13/17	
Item 1:	Address Negotiations Minutes
Item 2:	“Coach’s Stipends” Schedule
Item 3:	Compensation/Salary Schedule
Item 4:	Set next meeting date and time
Item 5:	Adjourn

2. Review Negotiation Minutes of June 29, 2017
 - Both parties approved the minutes with corrections.
 - Cliff – [Topher] before we leave the minutes, there is something that I would like clarified or corrected. On page 10 of the minutes, you [Topher], claimed that there was a time teachers were frozen and administrators received raises.
 - ~ Cliff – in my recollection, that has never happened, would you give me the year and the specifics so that I’m not misinforming people?
 - ~ Topher – I would have to go back; I don’t have the exact years and dates on top of my head. I’ll have to go back and look and get back to you.
 - ~ Cliff – I appreciate if you would, because I don’t ever recall that happening, so for my own personal correctness I would like to make sure I’m staying true.
 - ~ Amy – transparency is a good thing.

3. “Coaches Stipends” Schedule [Extracurricular Stipend Schedule]
 - Amy – one of the other things we talked about during the last session was we both agree that you [MHEA] are here to negotiate for only the teachers [certified].
 - ~ Amy – I want to make sure that in the discussion of the “coaches” stipends schedule, that we clarify that this only applies to certificated teachers, so if there is a walk-on person who happens to have one of these positions, they may be paid this [schedule] or not be paid the same as the schedule. It’s up to the District, and up to now they pretty much have [paid the same as certified coaches].
 - ~ Amy – I just want to make sure that not necessarily the teachers understand, but if a walk-on or classified employee who is assuming that just because this [Extracurricular Stipend Schedule] is in your [MHEA] agreement [CBA], that it’s their entitlement to that [coaches pay]. That may or may not be true because they [non-certified/walk-on] do not fall into that definition of the people [certified staff only] covered under the agreement.
 - ~ Luke – yes, I understand the definition for sure, but it’s common practice.
 - ~ Amy – it is, but I just want to make sure that that person or those people don’t assume.
 - ~ Amy – it’s of particular interest here because I asked how many people [coaches/extracurricular] are under the definition [MHEA] and how many are not.
 - ~ Amy – there are 93 stipends offered and of the 93, only 35 stipends go to certificated employees, so there is a higher percentage of the coaches that either are walk-ons or classified.
 - ~ Amy – I just want to make sure that it is out there that it is not a contract right or a contract expectation [for walk-ons and classified employees].
 - Amy – I also had Sharon go back to last year’s minutes where we discussed the “coaches” stipends, because you [MHEA] had raised the issue of the asterisks and content.
 - ~ Amy – sure enough, neither of us brought it up, neither of us talked about it, it was both sides talking about [the content].
 - ~ Topher – yes, what do we get rid of, what do we keep, etc.
 - ~ Amy – so we agree that neither of us really even thought about it, so from that perspective, we went back and looked to make sure we were all on the same page.
 - Amy – I had said during that last meeting, the first thing we would look at would be the “coaches” stipends.
 - ~ Amy – handed out the 2015-16 “Coaches” Stipends Schedule and the Board’s previously proposed Article 2 – Compensation, Para 2.12. – Extracurricular Salary Schedule revised with an asterisk by the 9-12 Speech/Debate [coach] and definitions.

- ~ Amy – we went back in [CBA minutes of 2016-17] and there were asterisked positions that were removed [during the 2016-17 negotiations], as well as the content box that included the explanation paragraphs, that both parties overlooked.
- ~ Topher – [2017-18 Board Re-proposal with corrections of Article 2 – Compensation, Para 2.12. – Extracurricular Salary Schedule] you [Board] have 9-12 Speech/Debate, which is an asterisked position paid once per semester, are you [Board] only doing that based on the fact that there is certified person in that position and no others?
- ~ Amy – is that the only one that has an asterisk?
- ~ Topher – because there was an assistant cheerleader and head cheerleader.
- ~ Cliff – when we [both parties during the 2016-17 school year] looked at the “Coaches” Stipend before, we moved the head cheerleader to the “J” column with all the other Head Coaches and paid them as much as the Head Football Coach, the Head Basketball, the Head Volleyball, the Head Wrestling coaches, and all of the other “Head” positions.
- ~ Cliff – when we [both parties] moved her over there, we said that she cheerleads in the fall and a little bit in the spring, but it’s basically for football and basketball, so that is a one-time annual salary.
- ~ Amy – it was a salary increase for her role as the head cheerleader.
- ~ Amy – if I recall, some of the other previously asterisked positions don’t exist anymore.
- ~ Luke – the Assistant Cross Country or some other position was on there that was questionable.
- ~ Rosemary – my understanding is the only position that is paid two semesters is the Speech/Debate Coach.
- ~ Cliff – yes, because the Speech Competitions follow the Speech Class and the Debate Competitions follow the Debate Class.
- ~ Amy – both are curricular based.
- ~ Luke – is there not a person who does junior high cheerleading?
- ~ Amy – no, not anymore. That was one of the positions that were eliminated [last year].
- ~ Amy – why don’t you [MHEA] review this, because I would like to take about a 10-minute caucus with the Board.
- ~ Luke - just one more piece of clarification. It looks like the head cheerleader was in column “J” before [2015-16].
- ~ Cliff – yes, and we took out two columns.
- ~ Luke – I see, we took out “K” and “L” and “J” became what “L” was at the top, so before they were getting \$3,000 to \$5,000, and now they are getting \$3,500 to \$6,000, so we increased the amount, but didn’t pay it as per semester. It didn’t double, but it was still an increase.
- ~ Amy – we removed column “A,” “K,” [2015-16] and re-lettered across the top and readjusted some positions from certain columns to other columns.
- ~ Luke – we got rid of “J” and “K.”
- ~ Rosemary – for clarification, the Marching Band and Choir are paid for one semester.
- Caucus from 3:55 p.m., until 4:08 p.m.
- Topher – we [MHEA] looked at this [coaching stipends schedule] and we talked about it, and we truly feel that if an assignment is in two semesters, that it should be paid per semester. Football is only one semester, so it is paid for one semester. If you have cheerleading that is in two semesters, it should be paid two semesters, and pushing everything into “J” as we did, there wasn’t that much of an increase and they were still getting paid per semester.

- ~ Cliff – are you proposing that we pay a cheerleading coach \$10,000?
- ~ Topher – if we have a cheerleading coach with 12-years of experience, then yes.
- ~ Eric – when does cheerleading end?
- ~ Topher – in March.
- ~ Topher – we [MHEA] believe that it is things [coach positions] that only should be paid per semester. Not everything is semester.
- ~ Amy – since things were reshuffled and we [both parties] cut out a few things [column], which of the items identified in the listing, in the activity, in the column, do you believe entail two semesters.
- ~ Luke – before or now?
- ~ Amy – since we are talking about now...
- ~ Topher – Speech/Debate, Assistant Speech/Debate, Band Director, and head cheerleader.
- ~ Amy – what about Choral Director?
- ~ Topher – ...and Choral Director.
- ~ Luke – we weren't sure about Drama either.
- ~ Amy – I'll have to ask if Drama is one or two semesters.
- ~ Topher – I get emails [Drama] throughout the year.
- ~ Albert – it's more of an activity resulting from the [Encore Drama Club] class.
- ~ Albert – they [Drama] do state competition, so it's part of the class.
- ~ Amy – it goes back to Speech/Debate is a Co-Curricular versus an Extracurricular.
- ~ Amy – Drama could be that way, Band and Choral could be that way.
- ~ Amy – is it your [MHEA] proposal that Speech/Debate, Assistant Speech/Debate, Band Director, Choral Director, and head cheerleader would essentially be paid double the amount that they were paid during the 2016-17 school year, or is it your proposal that we take those positions and move them down some columns?
- ~ Amy – do we take what was identified in 2015-16 as semester coaching positions and move them from their current columns down to a column that cuts the pay almost in half, but is paid per semester?
- ~ Luke – no, to the second part.
- ~ Amy – so you want to double their salaries.
- ~ Luke – no, and no to the first part, but somewhere in between.
- ~ Discussion continued regarding coaching positions, previous pay versus current pay, reduction in pay, but double-paid, moving down columns, etc.
- ~ Amy – as a philosophical question, you [MHEA] know from this side [Board] having listened to us over and over crunching pennies, is that where you [MHEA] really want to spend your pennies.
- ~ Topher – well you [Board] are not working with us [MHEA] when it comes to what we want to do with the Salary Schedule [3.6% increase to the base and 2.0% increase to the base], so now I [MHEA] have to look at the other place too.
- ~ Topher – the District is only as good as they want to pay... as much as they want to pay attention to their employees.
- ~ Amy – I will let that stand as you said it, and I choose not to respond to that. Maybe someday you and I will discuss that. That was hard for me to swallow.
- ~ Luke – so it would be somewhere in between that, to answer your question. I [MHEA] don't think it would be cut it in half and then pay them double, so that they are making the same amount, but I don't think that it would be to double their salary.
- ~ Amy – so it's more along the lines of not paying a cheerleader \$10,000.
- ~ Luke – yes, maybe more like \$8,000 would be reasonable.

- ~ Albert – when we are talking about semesters, we need to look at seasons versus semesters; for example, Basketball runs into two semesters, but it’s only a season long, and we know that the coach is going to coach beyond that season; it’s common practice.
- ~ Amy – it splits two semesters.
- ~ Albert – we know that a coach is going to coach beyond a season.
- ~ Amy – football/basketball camps in the summer, etc.
- ~ Albert – to sit there and say that a cheerleader coach should be paid more than a Football Coach or Basketball Coach, just because it runs into another semester. To me, we’re making it more unfair to say that this person [cheerleader] does more than these other coaches do because it just happens to go into multiple semesters.
- ~ Topher – that’s a really good point. I didn’t think about that.
- ~ Rosemary – which is why we might want to consider moving cheerleader back into a different column versus “J.”
- ~ Albert – we need to look at what is fair, because we know which coaches put in more time than what they are being paid.
- ~ Albert – we have coaches who coach because they love to coach and not because of what they are being paid. To me, it is what is fair.
- ~ Topher – that’s a really good point about seasons.
- ~ Amy – and it’s not just seasons, it is summer camp, taking teams to tournaments, etc.
- ~ Luke – and I could make the same argument for cheerleading.
- ~ Amy – absolutely.
- ~ Luke – I know that Football coaches do things more than when the season ends and I think we want to look at this a bit and maybe we want to place some of the positions into different columns.
- ~ A very lengthy discussion continued regarding what is perceived to be semester coaching position staying at semester, but moved down a few columns to keep the current salaries intact; discussion on what is expected and required from the coaches and the amount of work required; what is required for state and state tournaments; discussion about the equity between the work required, the amount of time that is required from the coach to include before school, after school, open gym, summer camps, tournaments, etc.; discussion on the reduced salary by moving down columns, etc.
- ~ Ralph – the Volleyball Coach has been running open gym twice a day.
- ~ Luke – as does the Football Coach, Basketball Coach, and some other coaches.
- ~ Amy – we are in consensus on some things, but it isn’t necessarily just the semester issue, it is what is involved in the season, and what work is involved with each coaching position.
- ~ Topher – agreed
- ~ Ralph – is Encore a club or part of Drama?
- ~ Luke – probably both.
- ~ Amy – I don’t know the answer to Drama, but it wouldn’t surprise me if Drama encompasses more.
- ~ Eric – asked if they are classes; are there practices after school.
- ~ Luke – both just like Choir.
- Topher – asked to caucus. Caucus from 4:20 p.m., until 4:53 p.m. (Ralph Binion had to leave before the end of Caucus).

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	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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11	1,706	1,877	2,047	2,389	2,730	3,071	3,412	3,754	4,095	4,436	4,777																
12	1,757	1,933	2,109	2,460	2,812	3,163	3,515	3,866	4,218	4,569	4,921																
13	1,810	1,991	2,172	2,534	2,896	3,258	3,620	3,982	4,344	4,706	5,068																
14	1,864	2,051	2,237	2,610	2,983	3,356	3,729	4,102	4,475	4,848	5,220																
15	1,920	2,112	2,304	2,689	3,073	3,457	3,841	4,225	4,609	4,993	5,377																
16	1,978	2,176	2,374	2,769	3,165	3,560	3,956	4,352	4,747	5,143	5,538																
17	2,037	2,241	2,445	2,852	3,260	3,667	4,075	4,482	4,890	5,297	5,705																
18	2,180	2,398	2,616	3,052	3,488	3,924	4,360	4,796	5,232	5,668	6,104																

- Topher – after our conversation, we [MHEA] thought, what we would like do is to get the people who held position on the [2015-16] schedule to get back to where they were.
 ~ We want to scratch the idea [semester] of Band and Choral.

- ~ We want to talk about the Assistant Speech/Debate, Speech/Debate, assistant and head cheer.
- Amy – what about Drama?
 - ~ Topher – we don't know enough about Drama.
- Topher – here is what we are proposing.
 - ~ We take head cheer and move them down to “H” [from “J”] and pay them per semester.
 - ~ Assistant cheerleader stays the same [“F”] and is paid per semester.
 - ~ Speech/Debate stays where they are currently [“G”] and is paid per semester.
 - ~ Assistant Speech/Debate moves down [from “F”] to “D” and is paid per semester
- Amy – how much does this cost?
 - ~ A long discussion about experience. [1-year of experience for every 2-years of coaching], placement, per semester pay, the affected coaching positions, the cost, etc.
 - ~ Amy – head cheer move down from “J” to “H” and we double the pay on “H.”
 - ~ Luke – yes.
 - ~ Amy – assistant cheer stays in “F” and we double the pay on “F.”
 - ~ Luke – yes.
 - ~ Amy – Speech/Debate stays in “G” and we double up on “G.”
 - ~ Topher – yes.
 - ~ Amy – Assistant Speech/Debate moves down from “F” to “D” and we double the pay on “D.”
 - ~ Luke – yes.
 - ~ Topher – you are looking at about \$10,156 for both of the cheer coaches...\$8,632 for Speech/Debate. [Will calculated the difference to be about \$6,855 for all of it.]
- Amy – why these positions and not the others?
 - ~ Rosemary – these are the positions that were paid per semester on the 2015-16 schedule.
 - ~ Discussion on the dollar amounts from the 2015-16 schedule as compared to the proposed schedule.
- Eric – clarified the head cheer coach in year 1 would make more than the Football Coach and Basketball Coach [in year 1]. The same for the assistant cheer coach could potentially make more than the Assistant Football and Basketball Coach in year 9.
 - ~ Topher – yes. Eric I'm going to say this.
 - ~ Eric – I'm just asking because I want to make sure that I know what it is that you [MHEA] are asking.
- Topher – as the Head Football Coach, there is no reason why a Football Coach couldn't coach other sports during the school year. There is no reason why they couldn't coach more sports in a different semester.
 - ~ Eric – more seasons [not semesters].
 - ~ Topher – yes, seasons.
- Amy – we spent a long time talking about the difference between semesters versus season. Cheerleading season is longer because it covers Football and Basketball season, but its own [cheerleading] season is Football through Basketball [not a semester].
 - ~ Luke – you have one season that is Football and then you jump into the next season that is basketball.
 - ~ Cliff – those are the individual sports' seasons; the cheerleading season starts August and ends February.
 - ~ Luke – I guess. They [cheerleading] don't do state tournaments/competitions or anything like that.
 - ~ Amy – no competition; cheer is a different category.

- Amy – Let us [Board] caucus. Caucus from 5:05 p.m. until 5:26 p.m.
- Amy – for the record, we [Board] officially reject your [MHEA] proposal on the Coaches Extracurricular Stipend Schedule; however, we have a counter.
 - ~ Amy – this is going to be a package proposal, with 3-elements in it.
 - * Element 1 – Board’s 1st Salary Schedule Proposal, with no increase to the base.
 - * Element 2 – Board’s prior stipend package, with one exception, we’re [Board] changing the word Longevity to Loyalty, for those with 23-years of service and 28-years of service.
 - * Element 3 – the “Coaches” Stipend Schedule [Extracurricular Stipend Schedule].
 - 9-12 Speech/Debate already in “G” stays in “G” paid per semester, as was in our initial coaches salary stipend schedule from earlier today,
 - 9-12 Assistant Speech/Debate goes from “F” to “D” as you [MHEA] had proposed, paid per semester.
 - 9-12 Head cheerleader goes from “J” to “E” instead of your [MHEA] proposal of “H” because it’s going to be paid per semester.
 - 9-12 Assistant cheerleader goes from “F” to “C” and is paid per semester.
 - ~ Topher – for clarification, the first stipend package [Longevity] you offered was for \$500 to \$1,500.
 - ~ Amy – \$500 and \$1,000, for year 23 and year 28.
 - ~ Amy – A total cost for Speech/Debate and Cheer is \$3,809, using the first row/column salary scale.
 - ~ Rosemary – is there any reason you [Board] changed Longevity to Loyalty?
 - ~ Amy – because you [MHEA] like the word, and that Luke had mentioned that it is 23/28 years in the District versus number of years of total teaching, and from the IEA’s perspective, that is considered a loyalty, as opposed to a longevity.
 - ~ Rosemary – so no language change, just the number of years in the District.
 - ~ Amy –yes.
 - ~ Luke – the reason being is some District’s offer both.
 - ~ Luke – to clarify, by putting it in the package [Board Counter Proposal with 3-Elements], you are offering something different from the last time, but really for the Salary and for Loyalty, it’s exactly the same.
 - ~ Amy – yes.
- Topher – [MHEA] requested a caucus. Caucus from 5:32 p.m. until 5:50 p.m.
- Topher – we [MHEA] would like to take your [Board] proposal and ask our members what they think.
 - ~ Amy – informally or formally?
 - ~ Luke – informally.
 - ~ Topher – we [MHEA] would like to informally take this back to our members and ask what they think.

4. Set Next Meeting Date, Time, & Agenda

- July 24, 2017, at 3:30 p.m., at MHJH
 - ~ ****NOTE: since the end of the negotiation meeting, the date to meet changed to July 26, 2017, at 3:30 p.m., at MHJH.*

5. Adjourn: 5:55 p.m.