

NEGOTIATION MINUTES

June 11 2018

To hear the complete discussion of the negotiations meeting of June 11, 2018, please refer to the audio recording.

BOARD/DISTRICT PRESENT: Amy White, Eric Abrego, Ralph Binion (had to leave at 5:00 p.m.), Albert Longhurst, Will Goodman, Levi Vick

MHEA PRESENT: Topher Wallaert, Denise Weis, Amanda Dickinson, Luke Franklin

OTHERS PRESENT: Daniel Katsules, Samantha Stenlund, Jackie Shull, Tammy Jewett, Clif Ogborn, Lori Barth, Marsha Baker

MINUTES: Sharon Whitman

Please review the audio part of the June 11, 2018, negotiations meeting for a complete discussion of topics, concerns, issues, etc., from both parties.

Due to timing issues, this set of minutes will have very little language include, but will include the documents discussed during this meeting.

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 may 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, the term “Board” will be used. When referencing the Mountain Home Education Association, the term “MHEA” will be used. Negotiations is between the School Board, which includes their appointees, and the MHEA, and not with District Administration.

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 Board appointee (Albert Longhurst).

1. Agenda

- Both parties agreed

MHSD & MHEA Negotiations Meeting Agenda
June 11 2018 – 3:30 p.m.

- Item 1: Welcome
- Item 2: Review Minutes of June 6
- Item 3: Discussions
 - A. Article 4.3 District Evaluations/Career Ladder Education Team
 - B. Student-Teacher Ratio
 - C. Article 2 - Compensation
- Item 4: Present New Proposals
- Item 5: Other
- Item 6: Set next meeting date and time
- Item 7: Adjourn

2. Review the Minutes of June 6, 2018

- Both parties approved the minutes of June 6, 2018.
 - ~ Questions about the evaluation policy arose regarding the amount of observations each teacher should have and to what degree.
 - ~ School districts' evaluation policy is dictated by IDAPA rules and any revisions to the evaluation policy must follow the IDAPA revision rules, which include patron input, parent input, and employee input to a degree; IDAPA dictates the majority of the policy.

3. Discussions

- Amy – reminded everyone that additional information and documents were requested by the MHEA. She then asked if they received the documents and information as per the MHEA's PRR letter, and any other information requested during the negotiations meeting.
 - ~ Topher – yes, thank you.
- A. Article 4.3 District Evaluations/Career Ladder Education Team
 - Amy – presented Article 4.3 during the last meeting, but the MHEA requested it be tabled until the language could be further discussed.
 - MHEA – during the last meeting, the MHEA submitted multiple documents with proposed language changes.
 - ~ Board – during the last meeting, the Board rejected the multiple documents, which included the MHEA's proposed evaluation language.
 - Amy – due to the IDAPA and IDAPA procedures, the evaluation policy isn't really conducive to negotiations beyond what the CBA already has, and therefore the Board rejected the MHEA's proposed language.
 - ~ Amy – informed the MHEA that the language couldn't be changed on Article 4.3 until the district's evaluation policy was revised and that the MHEA could address that with the district during the upcoming school year.
 - ~ Amy – since Article 4.3 cannot be changed at this time, does everyone agree on the current language of Article 4.3?
 - ~ Topher – agreed.
 - ~ Both parties signed Article 4.3 District Evaluations/Career Ladder Education Team.

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 continue to evolve during the 2018-2019-2017-2018 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.

JW 6/11/18
Z 6/11/18

B. Student-Teacher Ratio

- MHEA – received all their requested documents, ratios, and secondary class loads from Mr. Goodman and Mr. Vick during the June 6 meeting.

C. Article 2 – Compensation

- The Board offer the MHEA \$175, 596 to use, as they wanted to use it; it could be used for steps & lanes, or all cells, or specific cells, or supplemental salaries, or to add days, etc.
 - ~ The MHEA discussed the offer and said that they felt there was no counter offer given, that the Board just gave them a number, so the MHEA gave a version of a counter offer and asked the Board where they would put the money.
 - ~ The Board stated that currently, everyone with movement would get a 2% pay raise, except the bottom cells that will include a \$300 longevity stipend.
- A long discussion ensued. (*refer to the audio to hear the complete discussion*)

2. COMPENSATION

2.1. COMPENSATION PACKAGE

1. SALARY SCHEDULE

The salaries for Certificated Professional Teachers covered by this Agreement are set forth in the schedule attached as Exhibit A.

- a. Each Certificated Professional Teacher shall be paid

2. EXTRACURRICULAR SALARY SCHEDULE

The salaries for Certificated Professional Teachers covered by this Agreement for performance of Extracurricular Activities are attached as Exhibit B.

3. 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 **2018-2019 2017-2018** school year is as follows:

MEDICAL – "Select Health Option 2 (PPO Plan)" as presented:

Deductible	\$1,250 in network/\$2,500 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.

4. INSURANCE EDUCATION

The District will conduct an educational session(s) for all Certificated Professional Employees, who wish to attend, to address the District's Insurance Program. Such educational program shall be done in conjunction with HUB and/or Select Health so as to assure that the correct information is being provided. Such educational sessions may be conducted as a single group session and/or at individual building levels.

Expires: June 30, **2018-2019**

2.2. CONTRACT YEAR

Each Certificated Professional Teacher's Standard Teacher Contract shall be based upon a 187-day school year.

Certificated Professional Teachers new to the District in the fall of **2018-2019** shall have one additional day of duty associated with an orientation program. Such day will not be part of their base Standard Teacher Contract, but will be compensated to the Certificated Professional Teacher at their daily rate of pay.

Expires: June 30, **2018-2019**

2.3. EXTENDED EMPLOYMENT

A Certificated Professional Teacher, encompassed under the provisions of this Agreement, who is contracted for a day(s) longer than the regular school year shall be paid the amount equal to one additional daily rate of pay of their regular salary.

A Certificated Professional Teacher who agrees to perform an assignment beyond that encompassed in the individual Standard Teacher Contract (i.e. teaching a class period

before or after the typical workday or during the Certificated Professional Teacher's preparation period) shall have his/her salary augmented for such services via a stipend in an amount commensurate to the period of additional assignment. The District or an Administrative Employee of the District may make a request to any Certificated Professional Employee regarding performance of such additional assignment. However, any Certificated Professional Teacher may decline such a request for additional assignment without any adverse impact to the Certificated Professional Teacher.

Expires: June 30, **2018-2019**

2.4. CERTIFICATED EMPLOYEE PERSONAL LEAVE

Certificated Personal Leave shall be for purposes as determined necessary by the Certificated Professional Teacher.

All requests for Certificated Professional Leave shall be submitted, if possible, at least five (5) calendar days in advance through the use of the District's AESOP Program **HR 88339301 Program**. It is understood that from time to time circumstances arise that will not permit a five (5) calendar day notice period to allow for an Administrative Supervisor to approve a Certificated Personal Leave request. It is also understood that from time to time an Administrative Supervisor may not be able to approve every Certificated Professional Teacher's request for Certificated Personal Leave due to a shortage of available substitute teachers.

As of the commencement of the **2018-2019 2017-2018** school year:

- 1. Certificated Professional Teachers who have worked for the District for ten (10) years or less shall receive three (3) days of Certificated Personal Leave, which may be accumulated to a maximum of six (6) days of accumulated Certificated Personal Leave.
- 2. Certificated Professional Teachers who worked for the District eleven (11) to twenty (20) years shall receive four (4) days of Certificated Personal Leave, which may be accumulated to a maximum of eight (8) days.
- 3. Certificated Professional Teachers who worked for the District more than twenty (20) years shall receive five (5) days of Certificated Personal Leave, which may be accumulated to a maximum of ten (10) days.

If Certificated Professional Employee does not fulfill his or her contract length, the District will deduct for used Certificated Personal Leave days on a pro-rated basis: one day per three months of employment, or major portion thereof.

Prior to the commencement of the employment year, Certificated Personal Leave exceeding the maximum allowed accumulation shall be purchased by the District from the Certificated

Professional Teacher at the rate of eighty (\$80.00) dollars per day.

Expires: June 30, 2018 2019

2.5 CERTIFICATED EMPLOYEE PROFESSIONAL LEAVE

A Certificated Professional Employee seeking to take Certificated Professional Leave shall make application in accordance with the District's Award Program and AF SOP Program Leave-Cover.

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 I.E.A. 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 allocating the building's allocation of Professional Development funds for Certificated Professional Development Leave Days.

Expires: June 30, 2018 2019

2.6 REIMBURSEMENT FOR COSTS - IN-SERVICE AND RELATED TRAINING

Reimbursement for Costs - In-service and Related Training: The District shall pay the full cost of tuition and other reasonable expenses incurred in connection with any

workshops, seminars, courses, conferences, in-service or other such training sessions, for which the employee is required to attend by the District's Administration.

- The Board reminded the MHEA that the district was taking a loss when it comes to teachers' salaries, because the district pays our teachers more than what the state reimburses the district.
 - ~ A lengthy discussion continued. (refer to the audio to hear the complete discussion)
- Board – asked the MHEA if they had a change to the supplemental salary schedule.
 - ~ MHEA – no.
 - ~ Board – would the MHEA like to sign off on it?
- Both parties signed the Coaches/Extracurricular Stipend Schedule

EXHIBIT B
COACHES/EXTRACURRICULAR STIPEND SCHEDULE 2017-18 2018-2019

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	1,436	1,563	1,831	2,092	2,354	2,615	2,877	3,138	3,662
3	1,347	1,482	1,618	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	1,721	2,011	2,288	2,572	2,858	3,144	3,429	4,001
6	1,472	1,619	1,768	2,081	2,355	2,649	2,944	3,238	3,532	4,111
7	1,516	1,668	1,821	2,122	2,426	2,729	3,032	3,335	3,638	4,245
8	1,561	1,718	1,874	2,166	2,498	2,811	3,113	3,435	3,747	4,372
9	1,608	1,769	1,930	2,212	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	2,100	2,308	2,525	3,002	3,488	3,921	4,300	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	E	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 Games	I	9-12 Head Basketball
D	7-8 Head Track	G	9-12 Speech/Debate	J	9-12 Head Volleyball
D	7-8 Head Volleyball	G	9-12 Speech/Debate	J	9-12 Head Football
D	7-8 Head Wrestling				

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- Board – moving forward, we offered the MHEA \$175,596 to use as you wanted, but if it were the Board choosing, we would apply it towards steps & lanes, except the bottom row. Anything amount above that cuts into what we are trying to do for a fund balance.

~ With that being said, does the MHEA want to caucus to discuss the offer or do you want to come back with a different offer?

- MHEA – caucused.

4. Present New Proposals

- MHEA – questioned and received answers from the Board on topics such as discretionary funds; the dollar amount of the differential of what the state funds and the district pays; where the money came from to pay for the administrators’ retreat; Amy’s hourly rate; the status of the MHEA’s workday proposal, etc.
- MHEA – presented their revised Longevity Raise and Loyalty Base Pay Raise proposal to the Board.

Longevity Raise: All certified employees who are employed in the bottom row of the career ladder (Row 16) will receive a Teacher Longevity Raise of \$300.

Mountain Home Loyalty Base Pay Raise: All cells in the certified employee pay scale schedule will receive an additional \$750 to the current cell pay.

~ Board – asked how much the MHEA’s proposal cost.

~ MHEA – it is more than the Board’s offer of \$175, 596, it is \$10,263,975 and takes into account some discretionary money.

~ Board – what is the cost of the benefits that the district has to pay that goes along with the \$750 per cell?

- * Levi – 20.13% for part of the benefits package to employees (FICA, PERSI, and Sick Leave Retirement) costing approximately \$30,500 that the district is obligated to pay.

~ MHEA – we don’t count that when we calculate.

~ Board – we do, because it is something that the district has to pay by law.

- Board – caucused to discuss the MHEA’s compensation counter offer and workdays.
- Board – presented the Board counter offer to the MHEA’s counter offer for compensation.

~ Board – we offer \$300 on bottom row to continue from last year’s schedule.

- * Board – First 3 rows for BA & first 2 rows for BA+24 increased.

- * Board – continued Steps & Lanes

- * Board – per cell, with the exception of above mentioned cells, would have a \$280 increase per cell.

~ Board – of the state reimbursement to the district of \$456,365, \$228,630 will go towards salaries, which doesn’t include the district’s obligation to pay for FICA, PERSI, and Sick Leave Retirement; \$225,000 will go towards the fund balance.

- * Board – It puts the Board back a bit in our plans to increase the fund balance, but we are willing to work with you, as you are willing to work with us.

- Board – we are still down three days on the calendar from the financial fiasco, and the MHEA requested workdays be added to the calendar or replace some PD days.

~ Discussion continued. (*refer to the audio to hear the complete discussion*)

~ Board – the Board rejects the MHEA’s workday proposal.

2018-2019 MHSD Certified Salary Schedule
Proposed 6/11/2018

	BA	BA+24	Masters
Row 1	\$ 35,800	\$ 36,950	\$ 37,500
Row 2	\$ 36,550	\$ 37,500	\$ 38,280
Row 3	\$ 36,650	\$ 37,780	\$ 40,280
Row 4	\$ 37,430	\$ 38,780	\$ 42,280
Row 5	\$ 38,680	\$ 40,280	\$ 44,280
Row 6	\$ 39,930	\$ 41,780	\$ 46,280
Row 7	\$ 41,180	\$ 43,280	\$ 48,280
Row 8	\$ 42,430	\$ 44,780	\$ 49,580
Row 9	\$ 43,280	\$ 46,230	\$ 50,880
Row 10	\$ 44,130	\$ 47,680	\$ 52,180
Row 11	\$ 44,980	\$ 49,130	\$ 53,480
Row 12	\$ 45,830	\$ 50,580	\$ 54,780
Row 13	\$ 46,680	\$ 51,730	\$ 56,080
Row 14	\$ 47,530	\$ 52,880	\$ 57,380
Row 15	\$ 48,380	\$ 54,030	\$ 58,680
Row 16	\$ 49,530	\$ 55,480	\$ 60,280
*BA>12			

- MHEA – caucused
- MHEA – accepts the Board compensation offer.

6/11/18

2. COMPENSATION

2.1 COMPENSATION PACKAGE

1. SALARY SCHEDULE

The salaries for Certified Professional Teachers covered by this Agreement are set forth in the schedule attached as Exhibit A.

a. Each Certified Professional Teacher shall be paid _____

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3. DISTRICT INSURANCE PLAN

a. The Certified 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.

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6/11/18

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- 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.

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Expires: June 30, 2018-2019

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before or after the typical workday or during the Certificated Professional Teacher's preparation period) shall have his/her salary augmented for such services via a stipend in an amount commensurate to the period of additional assignment. The District or an Administrative Employee of the District may make a request to any Certificated Professional Employee regarding performance of such additional assignment. However, any Certificated Professional Teacher may decline such a request for additional assignment without any adverse impact to the Certificated Professional Teacher.

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All requests for Certificated Professional Leave shall be submitted, if possible, at least five (5) calendar days in advance through the use of the District's AESOP Program and Skyward Program. It is understood that from time to time circumstances arise that will not permit a five (5) calendar day notice period to allow for an Administrative Supervisor to approve a Certificated Personal Leave request. It is also understood that from time to time an Administrative Supervisor may not be able to approve every Certificated Professional Teacher's request for Certificated Personal Leave due to a shortage of available substitute teachers.

As of the commencement of the 2018-2019-2017-2018 school year:

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Professional Teacher at the rate of eighty (\$80.00) dollars per day.

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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, 2018-2019

2.6 REIMBURSEMENT FOR COSTS – IN-SERVICE AND RELATED TRAINING

Reimbursement for Costs – In-service and Related Training: The District shall pay the full cost of tuition and other reasonable expenses incurred in connection with any

2018-2019 MHSD Certified Salary Schedule
Proposed 6/11/2018

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Row 7	\$ 41,180	\$ 43,280	\$ 48,280
Row 8	\$ 42,430	\$ 44,780	\$ 49,580
Row 9	\$ 43,280	\$ 46,230	\$ 50,880
Row 10	\$ 44,130	\$ 47,680	\$ 52,180
Row 11	\$ 44,980	\$ 49,130	\$ 53,480
Row 12	\$ 45,830	\$ 50,580	\$ 54,780
Row 13	\$ 46,680	\$ 51,730	\$ 56,080
Row 14	\$ 47,530	\$ 52,880	\$ 57,380
Row 15	\$ 48,380	\$ 54,030	\$ 58,680
Row 16	\$ 49,530	\$ 55,480	\$ 60,280
*BA>12			

5. Other

- MHEA – we would like to request that the calendar remain open next year until the MHEA has been able to discuss the calendar with the Board.
 - ~ Board – that is the right time for the MHEA and the district to discuss the calendar.
 - ~ Eric Abrego would like to be part of the discussion.
- MHEA – concerned about teachers and keys.
 - ~ Discussion began about the new badges versus keys, the ability to inactivate badges during days that no one is allowed entry; the ability to have a date ranges for badges, the safety issues that come with everyone having a key, etc.
- MHEA – we never finish talking about teacher supply cards.
 - ~ Board – we rejected that part when we rejected the MHEA compensation package was rejected. That would be an auditing nightmare. However, talking with an administrator, she agreed that something different needed to be done.
- Board – there were many good topic discussions that we have talked about, it doesn't mean they will be put into the CBA, but they are still good conversations that need to continue. The MHEA needs to ensure that due diligence has been done before bringing the issue to the Board.
- Discussion between both parties continued. (*refer to the audio to hear the complete discussion*)

6. Set next meeting date and time

- Both parties agreed to continue negotiations on June 11, until they finish.

7. Adjourn

- 7:00 p.m.