

NEGOTIATION MINUTES

June 23, 2021

To hear the complete discussion of the negotiations meeting of June 23, 2021, please refer to the audio recording link on the MHS D Webpage ([Negotiations Page Link](#)).

BOARD/DISTRICT PRESENT: Eric Abrego – Board Chair, Ralph Binion – Board Vice-Chair, Amy White – District Counsel, Levi Vick – Director of Finance

MHEA PRESENT: Elena Tullman – 2nd VP & Lead Negotiator, Kathy Yamamoto – IEA

OTHERS PRESENT: Elijah Nixon, Cyndi Cook, Amanda Stratton

MINUTES: Sharon Whitman

NEGOTIATIONS STARTED: 5:00 p.m.

These negotiation minutes are a synopsis of the conversations of the negotiation meeting. The negotiation meeting was recorded and has been posted, within a reasonable amount of time after the meeting, on the school district website under Departments, School Board, Master Agreement & Negotiations, or scroll down on the homepage (<https://www.mtnhomesd.org/master-agreement-negotiations.html>).

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

Where the Association uses the term contract, they are referring to the Collective Bargaining Agreement (CBA) also known as the Master Agreement.

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 (Elena Tullman) or the Board (Eric Abrego, Ralph Binion).

1. Welcome
2. Team Introductions
3. Review & Sign Proposed Ground Rules
 - Both parties reviewed and signed the Ground Rules
4. Person assigned to take minutes
 - Both parties agreed that Sharon Whitman would take the minutes of the negotiation meeting.

5. Present New Proposals

- Board – Eric handed the association the Board’s proposals to update some of the obvious language changes to the CBA.
 - ~ Board Prop 2 – CBA language revisions such as updating the dates, striking language that was no longer applicable due to the removal of COVID19 mitigations, etc.
- MHEA – reviewed the language changes.
 - ~ Kathy asked the purpose of the yellow highlighted language.
 - * Ralph responded that everything highlighted in yellow were the proposed changes.
- Board – stated that while the association was reviewing the changes to the CBA, the Board had two other proposals they wanted to give the MHEA, so that they could review all three proposals during their caucus.
 - ~ Board Prop 2 – remove the extracurricular stipend schedule from the CBA so that the district has the freedom to hire whomever they need as coaches instead of bringing it to negotiations every year.
 - * Eric – additionally, there are about 50-60 coaches and only 22 are actual certified teachers.
 - ~ Board Prop 3 – Compensation Package
 - * Eric – in addition to what we [Board] added last year when we put in the step and lanes, we [Board] would like to do that again this year, along with additional compensations to every cell, especially addressing the senior [veteran teachers] cells.
 - ~ Board – Eric asked if they MHEA had any proposals.
- MHEA & Kathy – were surprised that the Board wanted to take out the extracurricular stipend schedule because it is a compensation.
 - ~ Kathy – It is understood that the CBA bargaining unit can only be for certificated personnel.
 - ~ Kathy – it would be a hard sell for Elena to go back to her coaches and tell them that their compensation is no longer part of the master agreement. Every contract that I’m familiar with where local associations bargain, the coach’s compensation is part of that contract; walk on coaches or non-certificated coaches may not be on there.
 - ~ Discussion continued regarding the extracurricular stipend schedule, adding new sports, hiring at will, etc., the association would reopen negotiations if needed to add a new sport or hire a coach, both party’s philosophies on the subject, etc.
 - * Kathy – we could open negotiations at any time, obviously it would be subject to negotiations like any other compensation is.
 - * Kathy – asked about the google hangout and the district requesting certificated staff visit the hangout during their own schedule. How much time would this take?
 - Elena – this is something that could be done during district time at the beginning of the year.
 - Ralph – this was originally going to be handled during the two days prior to students returning, but the MHEA did not want any PD, so this was the work around as required by law.
 - * Both parties resumed a quick review of the proposed changes to the CBA before the MHEA caucused.
- Board – the Board again asked if the MHEA had any proposals they wanted to pass across the table.
 - ~ MHEA – we do, but we want to caucus first.
- Caucus 5:15 p.m. – 5:35 p.m.
- Board – Eric said that paragraph 2.2 regarding the CARES will be removed.

- MHEA – appreciated the salary compensation and will accept that salary schedule and we [MHEA] appreciated you [Board] with regards to the veteran teachers of which we have 60 in this district.
 - ~ MHEA Prop 1 – longevity investments for teachers who have been in the district for 10-14-years would receive a stipend of \$1,500 per year, and teachers who have been in the district for 15-years or more receive a stipend of \$2,000 per year.
 - ~ MHEA – rejects Board Prop 2 – extracurricular stipend schedule, which is a compensation and compensation has to be negotiated each year by Idaho Law.
 - * Elena – we understand that there are coaches who aren't teachers, but there are coaches who are, and we need to leave it in the master agreement.
 - * Elena – we have some contingency language that will address the concern the Board has regarding adding a swim coach or any coach, the contingency language would state that we [MHEA] allow the Board to add a new sport or new coach by reopening negotiations and have that discussion.
 - ~ MHEA Prop 3 – unanticipated revenue, the MHEA would like to add contingency language that in the event of additional unanticipated revenue from local or state sources, the District and the Association agree to reopen negotiations during the current school year to address compensation.
 - * Eric – would that also include decreases, unanticipated decreases like what the state did last year with the additional 5% decrease? Are you willing to reopen negotiations if we have a 5% withholding in salaries?
 - * Kathy – that is why the ESSR funds were provided to make district whole. I'm not comfortable in agreeing to do that in the event that there was a decrease in funds.
 - Kathy – your audit showed a large increase in unanticipated funds that you [Board] put into your fund balance.
 - Eric – it's a two-way street, if you want to reopen for an increase in unanticipated funds, you need to reopen for a decrease in unanticipated funds.
 - Elena – the Board also has other opportunities to save money such as RIFs.
 - Ralph – one of the reasons of having a fund balance is so that we [Board] could pay steps and lanes last year when no other district in the state could not. We are also in the process of replacing the track at a large cost that come from the fund balance because there is no longer Plant Facility money to fix facilities.
 - Kathy – use the ESSR money to do your track instead.
 - Levi – ESSR money is very restrictive on how and what the money may be used, and track is not allowable.
 - Kathy – I don't think we can agree to the decrease part of funds because that could hurt certified.
 - ~ Kathy – is the Board open to adding a swim coach?
 - * Ralph – not necessarily, but if there is a sport that IHSAA approves and we need to add it, we need the ability to do so without having to go through the process of reopening negotiations.
 - Elena – we are in negotiations and it seems to highlight our differences instead of our commonalities and the biggest thing we share is the love and caring of our student and I cannot see teachers wanting to deny a student an opportunity. We as teachers just want to know that we have a voice at the table, and we are part of the process. Removing an entire coaching schedule from the master agreement is a pretty big step to take for a contingency like this.
 - * Amy – Elena, would you [MHEA] be willing to add contingency language that allows the Board to add a coaching position without reopening negotiations?
 - Kathy – what about the compensation? Do you [Board] have anything in mind for the compensation for the coaches? We were hopeful to see some sort of

- ~ Eric added that Board Prop 1 was how the Board wanted to use the \$389,952, use it to give everyone a salary increases and to take care of the veteran teachers, but he also added the MHEA could use that money how they wished. Eric explained that with the additional longevity stipend money in addition to what the Board wanted to spend would cost an additional \$185,000 on top of what the Board is already giving teachers
- ~ The Board feels the additional \$185,000 on top of what has already been offered is too much and the Board rejects MHEA Prop 1 – Longevity Stipends.
- Board – the MHEA wasn't very clear on how they wanted to handle the extracurricular stipends, but nonetheless, the Board wants the extracurricular stipend schedule removed, so reopening negotiations to discuss adding coaches and sports contradicts what the Board wants, so the Board rejects MHEA Prop 2 – Contingency Language.
- Board – regarding MHEA Prop 3 – Unanticipated Revenues. The Board rejects MHEA Prop 3 on the grounds that it isn't bilateral, and the Board is not interested if the MHEA isn't willing to reopen negotiations should there be unanticipated revenue loss.
 - ~ Eric – it's a two-way street, but the MHEA only wants to reopen negotiations if there is unanticipated revenue but will not agree to reopen negotiations if there are unanticipated cuts in finances.
 - ~ Ralph – last year when the state gave districts the extra money, COVID and Leadership money, our district gave really generous stipends to all staff.
 - ~ Elena – and the MHEA recognizes those stipends.
- Board – reminded everyone that there is no more Plant Facility money and all expenses must now come from general funds. The Board has to be responsible to other things that go on in the district and not just the teachers. The Board has been responsible for the teachers and I think the Board has done a good job of being responsible to the teachers, but we also have an obligation to the taxpayers and to do that we have to have a healthy fund balance to take care of things such as roofs, track, buildings, painting, boilers, etc.
 - ~ The money the Board saves and the money we receive to have a healthy fund balance is needed because the Board wants to provide good packages to teachers, but the Board cannot throw every cent the district has to teachers; that would be irresponsible of the Board and irresponsible to the taxpayers.
- Board – reminded everyone that even though we lost a lot of students, the Board didn't cut any of the staffing.
- MHEA & Kathy – brought up the extracurricular schedule again and said that the Board didn't want to reopen negotiations to discuss adding additional sports or coaches because it didn't work for the Board.
 - ~ Eric – we don't want it in the CBA because it doesn't affect but a few teachers, most coaches are not teachers and the stipend schedule shouldn't be in the CBA, however, we are not stuck on that. At the end of the day, if we agree on everything else, we are willing to leave it in for another year.
 - ~ Amy – The Board feels that essentially 12 certificated coaches are affected by the extracurricular stipend schedule because the 12 coaches generally coach other sports, and the Board can't understand why countless hours and days have been spent on this schedule when it doesn't affect but 12 teachers.
 - ~ Elena – it would be nice if we could get more teachers to coach.
 - * Eric – how hard does the MHEA encourage teachers to coach.
 - * Elena – we don't, we don't have an official stand on the matter.
 - ~ A long discussion about coaching, about the lack of teachers as coaches, about what it would take for a teacher to be a coach, how it could raise a teachers PERSI value, why the MHEA finds it important to have the schedule in the CBA, etc.
 - * Kathy – finds it hard that so few teachers in our district are coaches.

- Eric – its June 23 and the Board would like to wrap this up quickly and we brought you a very healthy compensation package, we are done talking about extracurricular stipends, so the ball is now in the MHEAs court.
- Caucus – 6:46 p.m. until 7:01 p.m.
- Elena – thanked the Board for the past year, because it was a difficult year and even though we might not have always agreed, we had open and honest communication and that was such an awesome thing and we are grateful to Board.
 - ~ MHEA – we are willing to drop the longevity stipends and the contingency language.
 - ~ MHEA – we accept the salary schedule.
 - ~ MHEA – we accept the contract [master agreement] changes as laid out in the contract [master agreement].
 - ~ MHEA – we support leaving the extracurricular stipends schedule as is.
- MHEA – We are appreciative of the Board’s generous offer and even though we cannot negotiate for them, we are hopeful that both classified staff and administration see generosity as well.

6. Agreement

- Both parties came to an agreement!!!

7. Adjourned: 7:15 p.m.

- Please visit the district website to hear the complete negotiations discussion.