

NEGOTIATION MINUTES

June 29, 2017

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

MHEA PRESENT: Topher Wallaert, Rosemary Ash, Luke Franklin

OTHERS PRESENT: Denise Weis, Amanda Dickinson, Marilyn Kellerman, Jennifer Devore, Marsha Baker

MINUTES: Sharon Whitman

NEGOTIATIONS STARTED: 3:35 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

- No written agenda was presented.

2. Review Negotiation Minutes of June 13, 2017

- Both parties approved the minutes with grammatical corrections.

3. Discussion

- Amy – at the last meeting, Luke asked about the \$4 million and the Differential and where did the rest of the money go.
- Will – presented the proposed salaries summaries from the last meeting (***the audience was able to view the presentation on the video screen). During the last meeting, I formulated out the two proposals and then showed the Board. The Board wanted this to be presented to the MHEA, as well.
 - ~ Will – presented his notes (summary) formulated-out from the two 2017-2018 proposals offered by the MHEA and the Board, as well as the current 2016-2017 salary schedule that was also formulated-out. He added that this was not an official document, but just how he formulated the numbers out in a manner that he understood.
 - ~ Will – The top box is what the MHEA proposed and their cost of their proposal for next year. Next to that box is the cost of your [MHEA] proposal based on the cells

that everyone [teachers] would be in next year. Next to that [box] is the current 2016-2017 placement numbers are, and directly below that box is the projected placement for 2017-2018.

- * Will – all the formula does is takes the numbers from the projected 2017-2018 cell placement box [numbers] and multiply it by your [MHEA] proposal to determine how much each cell is going to cost; a total [salary w/out benefits] cost [\$10,310,118 million], and adding in the benefits of about 18.97% [\$1,955,829.38 million], which totals about \$12,265,947.38 million.
- * Will – The second box [below the MHEA proposal] is what the Board proposed and it too was formulated-out from their proposal to say how much each cell is going to cost, with a total [salary w/out benefits] cost [\$9,959,700 million], and adding in the benefits of about 18.97% [\$1,889,355.09], which totals about \$11,849,055.09 million.
- * Will – informed everyone that the next two boxes are a bit confusing because he had to take into account those teachers moving down a cell, which everyone [teachers] is moving down a cell [automatic year of experience], plus your [MHEA] proposed salary schedule reflects what your [MHEA] salary percentage increase would be.
 - Will – the bottom box is the current 2016-2017 actual salary schedule and next to that box is the MHEA’s proposed 2017-2018 Step & Lane percentage for each cell; below that box is the Board’s 2017-2018 Step & Lane percentage for each cell.
 - MHEA proposal – those teachers in the top left cell would get a 7% salary increase this coming school year, and flowing all the way through the cells and moving over reflects anywhere from a 6% salary increase to a 9% salary increase. If a teacher moves over a Lane, they could receive anywhere from a 11%, 12%, 13%, 15% salary increase depending on what cell they are currently assigned.
 - Board’s proposal – reflects anywhere from a 2% to 6% salary increase this coming school year, and flowing all the way through the cells reflects anywhere from a 7% to a 10% salary increase, again depending on what cell they are currently assigned.
 - Will – there is one obvious flaw in the box because of the formula, which is the bottom, right-hand corner cell. If you [teacher] move into that corner, you get a 6% salary increase; if you are already in that corner, you get nothing [no salary increase].
- * Will – the cost Difference between the two proposals reflects the MHEA proposal costing an additional \$350,418 thousand in salaries, \$66,474.29 thousand in benefits, for a total cost of \$416,892.29 thousand more than the Board’s proposal.
- * Will – the information below the bottom of all the boxes addresses Luke’s questions that he had at the last meeting.
 - Luke – [Meeting of June 13, 2017] had asked what the District was doing with all of the money that was funded in areas such as Discretionary, Entitlement Funds, and Salary Based Apportionment.
 - ❖ 2016-2017 Total Salaries Over State (Certified, Administrator, Classified) – the SDE allocated \$10,601,883 million for salaries for Certified, Administrator, and Classified. The District salary expense was \$14,313,941 million, which is more than what was reimbursed. That is a Difference of \$3,712,058.00 million more than what was reimbursed to the District.
 - ❖ The SDE Entitlement reimbursement was \$4,732,175.36 million, which left the District with \$1,020,117.36 million.

- ❖ The SDE allocated \$8,373,131.50 million for Certified salaries only. The District Certified Salary expense was \$9,686,761.43 million, which is a Difference of \$1,314,629.93 more than what was reimbursed to the District.
- * Luke – questioned that out of the \$4.7 million additional Entitlement, where did the money go. Of the \$4.7 million, \$3.7 million goes straight to salaries. Of that Difference, \$420,000 thousand is what the District was trying to put into the Fund Balance, which leaves about \$600,000 thousand of total Entitlement left.
 - The \$600,000 thousand left goes to pay the electrical bills; goes towards maintenance expenses; goes towards copier and copier supplies expenses; goes to the Joki Law expenses that requires the District purchase school supplies instead of parents purchasing school supplies; goes to curriculum expenses; goes to liability insurance; goes to Maintenance of Effort expenses that requires the District match the exact dollar amount that the federal government spends on Special Education; goes towards the 30% that the District has to pay for transportation, because the SDE will only reimburse 70% of transportation expenses, etc.
- * Luke – where you [Will] have our [MHEA] percentages of Steps & Lanes, BA column, very bottom, row 16 reflects a 5% increase, but that’s if you [teacher] move in from the previous [cell] to that cell, right?
 - Will – the bottom cell cannot move down, so they [teachers] are a zero percent increase [if they were already in that cell].
 - Luke – so they would be a 3.6% [salary increase as reflected in the MHEA’s salary proposal].
 - Will – correct.
 - Cliff – these percentages do not include if a teacher moves from a BA to a BA+24, or from a BA+24 to a MA.
 - Will – no, the percentages only goes straight down and not for those moving sideways [over to next Lane].
 - Amy – we [both parties] can only guess what the closest numbers might be, [we Board] use the projected numbers, because we don’t know how many teachers are moving from BA to BA+24 or from BA+24 to MA.
 - Will – for those in the audience, the numbers are all up there [on screen]. (***)there were some extra paper copies of the proposal summaries for the audience to review.)

2017-2018 MEA Proposed					2017-2018 MEA Cost					2016-2017 Placement				
	BA	BA +24	MA		BA	BA +24	MA			BA	BA +24	MA		
Row 1	\$ 34,602	\$ 35,224	\$ 37,296		\$ -	\$ -	\$ -			13				1
Row 2	\$ 35,897	\$ 36,778	\$ 39,368		\$ 466,661.00	\$ -	\$ 39,368.00			33	1			
Row 3	\$ 37,192	\$ 38,332	\$ 41,440		\$ 1,227,336.00	\$ 38,332.00	\$ -			1	2	6		
Row 4	\$ 38,487	\$ 39,886	\$ 43,512		\$ 38,487.00	\$ 79,772.00	\$ 261,072.00			5				4
Row 5	\$ 39,782	\$ 41,440	\$ 45,584		\$ 198,910.00	\$ -	\$ 182,336.00							5
Row 6	\$ 41,077	\$ 42,994	\$ 47,656		\$ -	\$ -	\$ 238,280.00							4
Row 7	\$ 42,372	\$ 44,548	\$ 49,728		\$ -	\$ -	\$ 198,912.00							1
Row 8	\$ 43,667	\$ 46,102	\$ 51,075		\$ -	\$ -	\$ 51,075.00			4	2	2		
Row 9	\$ 44,548	\$ 47,604	\$ 52,422		\$ 178,192.00	\$ 95,208.00	\$ 104,844.00							6
Row 10	\$ 45,429	\$ 49,106	\$ 53,768		\$ -	\$ -	\$ 322,608.00				1	2		
Row 11	\$ 46,309	\$ 50,609	\$ 55,115		\$ -	\$ 50,609.00	\$ 110,230.00							
Row 12	\$ 47,190	\$ 52,111	\$ 56,462		\$ -	\$ -	\$ -							
Row 13	\$ 48,070	\$ 53,302	\$ 57,809		\$ -	\$ -	\$ -							1
Row 14	\$ 48,951	\$ 54,494	\$ 59,156		\$ -	\$ -	\$ 59,156.00			1	1	13		
Row 15	\$ 49,832	\$ 55,685	\$ 60,502		\$ 49,832.00	\$ 55,685.00	\$ 786,526.00							25
Row 16	\$ 50,712	\$ 56,876	\$ 61,849		\$ 101,424.00	\$ 1,478,776.00	\$ 3,896,487.00			2	26	38		
					MEA Total	\$ 10,310,118.00	\$ 1,955,829.38	\$ 12,265,947.38						

2017-2018 MHSD Proposed					2017-2018 MHSD Cost					2017-2018 Placement				
	BA	BA+24	Masters		BA	BA +24	MA			BA	BA +24	MA		
Row 1	\$ 34,600	\$ 34,900	\$ 36,000		\$ -	\$ -	\$ -			13				1
Row 2	\$ 35,250	\$ 35,800	\$ 38,000		\$ 458,250.00	\$ -	\$ 38,000.00			33	1			
Row 3	\$ 35,900	\$ 37,000	\$ 40,000		\$ 1,184,700.00	\$ 37,000.00	\$ -			1	2	6		
Row 4	\$ 37,150	\$ 38,500	\$ 42,000		\$ 37,150.00	\$ 77,000.00	\$ 252,000.00			5				4
Row 5	\$ 38,400	\$ 40,000	\$ 44,000		\$ 192,000.00	\$ -	\$ 176,000.00							5
Row 6	\$ 39,650	\$ 41,500	\$ 46,000		\$ -	\$ -	\$ 230,000.00							4
Row 7	\$ 40,900	\$ 43,000	\$ 48,000		\$ -	\$ -	\$ 192,000.00							1
Row 8	\$ 42,150	\$ 44,500	\$ 49,300		\$ -	\$ -	\$ 49,300.00							
Row 9	\$ 43,000	\$ 45,950	\$ 50,600		\$ 172,000.00	\$ 91,900.00	\$ 101,200.00			4	2	2		
Row 10	\$ 43,850	\$ 47,400	\$ 51,900		\$ -	\$ -	\$ 311,400.00							6
Row 11	\$ 44,700	\$ 48,850	\$ 53,200		\$ -	\$ 48,850.00	\$ 106,400.00				1	2		
Row 12	\$ 45,550	\$ 50,300	\$ 54,500		\$ -	\$ -	\$ -							
Row 13	\$ 46,400	\$ 51,450	\$ 55,800		\$ -	\$ -	\$ -							1
Row 14	\$ 47,250	\$ 52,600	\$ 57,100		\$ -	\$ -	\$ 57,100.00			1	1	13		
Row 15	\$ 48,100	\$ 53,750	\$ 58,400		\$ 48,100.00	\$ 53,750.00	\$ 759,200.00							26
Row 16	\$ 48,950	\$ 54,900	\$ 59,700		\$ 97,900.00	\$ 1,427,400.00	\$ 3,761,100.00			2	26	63		
					MHSD Total	\$ 9,959,700.00	\$ 1,889,355.09	\$ 11,849,055.09						
					MEA MHSD Difference	\$ 350,418.00	\$ 66,474.29	\$ 416,892.29						

2016-2017 MHSD Actual					2017-2018 MEA Step Lane Percentage				
	BA	BA+24	Masters		BA	BA +24	MA		
Row 1	\$ 33,400	\$ 34,000	\$ 36,000		--	--	--		
Row 2	\$ 34,650	\$ 35,500	\$ 38,000		7%	8%	9%		
Row 3	\$ 35,900	\$ 37,000	\$ 40,000		7%	8%	9%		
Row 4	\$ 37,150	\$ 38,500	\$ 42,000		7%	8%	9%		
Row 5	\$ 38,400	\$ 40,000	\$ 44,000		7%	8%	9%		
Row 6	\$ 39,650	\$ 41,500	\$ 46,000		7%	7%	8%		
Row 7	\$ 40,900	\$ 43,000	\$ 48,000		7%	7%	8%		
Row 8	\$ 42,150	\$ 44,500	\$ 49,300		7%	7%	6%		
Row 9	\$ 43,000	\$ 45,950	\$ 50,600		6%	7%	6%		
Row 10	\$ 43,850	\$ 47,400	\$ 51,900		6%	7%	6%		
Row 11	\$ 44,700	\$ 48,850	\$ 53,200		6%	7%	6%		
Row 12	\$ 45,550	\$ 50,300	\$ 54,500		6%	7%	6%		
Row 13	\$ 46,400	\$ 51,450	\$ 55,800		6%	6%	6%		
Row 14	\$ 47,250	\$ 52,600	\$ 57,100		5%	6%	6%		
Row 15	\$ 48,100	\$ 53,750	\$ 58,400		5%	6%	6%		
Row 16	\$ 48,950	\$ 54,900	\$ 59,700		5%	6%	6%		

2016-2017 Total Salaries Over State (Cert, Admin, Class)				2017-2018 MHSD Step Lane Percentage			
State Allocation	MHSD Expense	Difference		BA	BA +24	MA	
\$ 10,601,883.00	\$ 14,313,941.00	\$ (3,712,058.00)		--	--	--	
	Entitlement \$ 4,732,175.36			6%	5%	6%	
	Difference \$ 1,020,117.36			4%	4%	5%	
				3%	4%	5%	
				3%	4%	5%	
				3%	4%	5%	
				3%	4%	4%	
				3%	3%	3%	
				2%	3%	3%	
				2%	3%	3%	
				2%	3%	2%	
				2%	2%	2%	
				2%	2%	2%	
				2%	2%	2%	

2016-2017 Total Certified Salaries Over State			
State Allocation	MHSD Expense	Difference	
\$ 8,372,131.50	\$ 9,686,761.43	\$ (1,314,629.93)	

- * Luke – isn't the District Apportioned amounts for benefits? I've asked this question several times at different places [school districts] and I have never gotten a true response.
 - Luke – so when it [presentation] states Benefits are 18.97%, that's more money that you [District] are bringing in, right...or is that a cost?
 - Will – it's part of the state allocation, so the state allocation for Salaries is \$10.6 million for Salaries and Benefits, and the District spends \$14.3 million for Salaries and Benefits. The \$10.6 million for Salaries includes the amount for Benefits, and the District spends \$14.3 million that include the Salary and Benefits, so both those numbers already include Benefits.

- Luke – so when you [Will] say that it [Benefits] is included in the Apportionment...I need an explanation on that because when we [MHEA] look at Apportionment, when I calculate it, I never add in the Benefits piece of it.
- Luke – I assume that they [SDE] are covering FICA, PERSI, etc. [as required by state and federal laws], that you [District] have to pay. So when I look at breaking down the Apportionment, I take the average Salary-Based Apportionment in your [MHSD] district, multiply it by your Support Units, and then multiply it by the .021 or 1.21, whatever that crazy number is that the stated decided to use...1.021 [FTE Allowance] and that gives you [District] your Salary-Based Apportionment for instructional [staff].
- Luke – and then you [Board/District] have the Discretionary, not Discretionary, but Entitlement, which I find hard to use Entitlement when talking about teachers.
- Will – you might be looking at two different figures. If you're [Luke] talking about the charts I just gave you, the bottom charts are straight off of what the state reimburses us [District] for, both Salaries and Benefits.
- Will – the \$10.6 million [SDE reimbursement] and the \$14.3 million [District] include Salaries and Benefits. The figures up above don't include Benefits, that's why Benefits are their own cell.
- Luke – thank you Will. That is helping me.
- Luke – when you [Board/District] say you're spending \$14,313,941 million that is including the amount that you [Board/District] pay over what you are allocated [from the SDE], plus any Benefits that you are giving that are beyond what you are apportioned from the state, right.
- Will – yes.
- * Luke – that is much easier when we [MHEA] make an offer; that makes more sense on why you [Board] came back and said \$3,000.
 - Amy – I figured that this would be the better way for you to understand it.
 - Luke – it's a much better way.
 - Luke – thank you [Will] for doing this [proposed salaries summaries, state allocations, and expenses presentation].
 - Topher – also thanked Will.

4. Proposals

A. Board Re-proposal of Board Prop 1 – Article 2 – Compensation, including all of the language, the Para 2.1.1 – Salary Schedule, the Para 2.1.2 – Extracurricular Salary Schedule, and the addition of a Longevity Stipend (Para 2.1.1.b – Longevity Stipend).

~ Topher – we [MHEA] respectfully decline your proposal.

~ Topher – we [Association] did talk about it as a group. As the Association, we wanted to make sure that this is a team effort [collectively by both parties]. We work together to get where we need to be.

~ Topher – when I look at the proposal you [Board] gave us the first time, there are 38 teachers who don't see anything extra and we need to take care of that. They've worked the longest, they're here, they are the veterans, and we need to take care of our veteran teachers.

B. MHEA Re-proposal of MHEA Counter Prop to Board Prop 1 – Article 2 – Compensation; Para 2.1.1 – Salary Schedule

~ Topher – handed out the MHEA Re-proposal of the MHEA Counter Prop to Board Prop 1.

- * Topher – stated that this proposal is 2% on the base [versus the previous MHEA’s 3.6%], and what it does is it’s a 11% Differential that will actually give a \$200,000 thousand value amount back to the General Fund.
- * Cliff – does this include raises just for the certified?
- * Topher – yes.
- * Amy – so the 2% is 2% increase to the base, so we’re not just hitting the 38 [teachers] at the end, we are hitting every single teacher.
- * Topher – yes.

Advance a step with no new hires or retirees plus 2%

	BA	BA +24	MA	BA	BA +24	MA	
Row 1	\$34,600	\$34,680	\$36,720				
Row 2	\$35,343	\$36,210	\$38,760	\$459,459		\$38,760	
Row 3	\$36,618	\$37,740	\$40,800	\$1,208,394	\$37,740	\$37,740	
Row 4	\$37,893	\$39,270	\$42,840	\$37,893	\$78,540	\$257,040	
Row 5	\$39,168	\$40,800	\$44,880	\$195,840	\$179,520	\$179,520	
Row 6	\$40,443	\$42,330	\$46,920	\$234,600	\$195,840	\$234,600	
Row 7	\$41,718	\$43,860	\$48,960	\$195,840	\$195,840	\$195,840	
Row 8	\$42,993	\$45,390	\$50,286	\$50,286		\$50,286	
Row 9	\$43,860	\$46,869	\$51,612	\$175,440	\$93,738	\$103,224	
Row 10	\$44,727	\$48,348	\$52,938			\$317,628	
Row 11	\$45,594	\$49,827	\$54,264		\$49,827	\$108,528	
Row 12	\$46,461	\$51,306	\$55,590				
Row 13	\$47,328	\$52,479	\$56,916				
Row 14	\$48,195	\$53,652	\$58,242			\$58,242	
Row 15	\$49,062	\$54,825	\$59,568	\$49,062	\$54,825	\$774,384	
Row 16	\$49,929	\$55,998	\$60,894	\$99,858	\$1,455,948	\$3,836,322	
					Total Cost	\$10,150,938	
						Differential %	11%

- * Cliff – each year the teacher advances down a Lane to get to that mark, so some of the teachers in the bottom cell have more years of experience than others teachers. Is this 2% on that bottom cell fair to those teachers in that lower cell?
- * Topher – now you are asking if we are looking at years of experience over placement, right.
- * Luke – Cliff, we [MHEA] use the same selling point with our members as we talk about packages and the fact that when you [teacher] are down at the end, your lifetime earnings go up. The longer that you [teachers] are at the end of the schedule, the more years, that you get the higher salary than everyone else is in the district. No matter if you’ve [teacher] been there for 15-years or for 5-years, the person that has been down there [bottom cell] for 15-years has better lifetime earnings because they’ve been there longer than the person at 5-years. With the increase in the cell, they both get that benefit, but in reality, the person who has been there for 15-years career-wise is making more.
- * Cliff – one can also assume that the person in that cell is 50-years old and the person that has been there for 5-years is probably 40-years. By the time the 40-year old gets there [bottom cell]...if you go from Step 14 to Step 15 in our [Board] salary schedule, you [teachers] are getting a 2% [pay] increase [automatic increase for experience], but it seems like if you [MHEA] are just adding 2% to

everyone at the bottom, your aren't recognizing any years of experience beyond [Step] 16.

- * Topher – with all due respect, the first proposal you [Board] gave us didn't give anyone at the bottom a raise. For you to come back with are we [MHEA] making sure that we are recognizing [experience]...
- * Cliff – I'm just asking.
- * Ralph – you [MHEA] asked for a Longevity Stipend for that cell and we [Board] proposed a Longevity Stipend and you [MHEA] said no, but now you [MHEA] come back with a 2% increase on the base, which in reality is an increase of anywhere from 4%-8% for the entire pay scale.
- * Topher – in which every teacher then sees the benefit of, yes.
- * Ralph – every teacher except for that one bottom corner already gets a 2% to a 6% pay increase based on the salary schedule that we [Board] already have.
- * Ralph – just by being employed for another year, you [teachers] are going to get at least a 2% pay increase already.
- * Topher – not if you [teacher] are in that corner.
- * Ralph – that one bottom corner, yes, you are right, so we [Board] proposed the Longevity Stipend that takes care of that bottom corner.
- * Topher – that [Longevity Stipend] didn't really show a lot of encouragement to the veterans in that corner. It was a longevity step and we appreciate it, but it really was...it was here [teachers] is the bare minimum; when here [MHEA salary proposal] you have a 2% increase that goes to all teachers.
- * Topher – it's interesting that we are still stuck on fact that you [Board] proposed the first one and it didn't have any increase on the bottom and now you [Board] are worried about the teachers not getting enough increase on the bottom.
- * Amy – he's [Ralph] just asking a question.
- * Amy – what you [MHEA] want is a philosophical difference. What Ralph was saying is that if the District puts 2% on the base, then yes, that bottom cell gets 2% [increase] for that corner and every other cell gets between a 4% to 8% pay increases.
- * Amy – in a time when the District has been living in the hole [in the red financially] and has been trying to establish a Fund Balance, which you [Topher] pointed out last time had not been "appropriately handled" and now they [Board] are trying to appropriately handle it.
- * Amy – that's a philosophical difference, where the money goes.
- * Topher – I understand that. Coming from a personal standpoint, I look at this and I see the people above me are making more money than me.
- * Amy – no they aren't. Their percentage of the raise may be higher, but they are still making less than you are.
- * Topher – sure, if you [Board] want to look at it that way. I see it as I'm getting a paycheck to feed my family.
- * Amy – someone who is earning \$59,700 thousand is still earning more than a person making \$47,400 thousand.
- * Topher – I lost you.
- * Amy – people on the bottom cell aren't moving other than a longevity on our proposal; on your proposal it's 2%.
- * Topher – right.
- * Amy – you are still earning more money than those people who are above them on the cells, so I don't understand why you are saying the people above me are making more money than me.

- * Topher – below me, sorry.
- * Topher – by looking at the cell, people below me are making more money and they are getting an increase as well. If I'm a teacher on row 7 and I look at the teachers on our schedule, they still see an increase. There isn't anyone who is not getting an increase.
- * Amy – under our proposal, there isn't anyone who isn't getting an increase either including the Longevity Stipend. It's just how much of an increase.
- * Rosemary – if you [teacher] are in the bottom cell and you haven't reached 23-years or 28-years, you aren't getting an increase either
- * Amy – and that's a good example, because I think Ralph was expecting a counter back on the Longevity Stipend proposal versus a 2% salary increase on the base.
- * Ralph – yes, but what I was expecting, this is not a 2% pay raise, because in reality this is a 2% increase to the base and it's a 4% to 8% pay raise when you add in the increases that they are already getting [in the progression of the salary schedule].
- * Topher – what is wrong with that?
- * Ralph – if we had the money, nothing, but we don't have the money.
- * Topher – with this proposal [MHEA] you [Board] put \$200,000 thousand in the General Fund.
- * Cliff – it's going to take 10-years to build up a Fund Balance.
- * Topher – but this year...
- * Ralph – the problem is that it only applies to the teachers; it may seem as if it adds \$200,000 thousand to the General Fund, but when it applies out to everyone else, the money is gone.
- * Will – if you [Board] put the 2% on the classified [salaries], to keep them in parity.
- * Topher – we don't negotiate for classified.
- * Eric – but we [Board] do.
- * Amy – but you have to understand from their [Board's] perspective...
- * Cliff – we as a District have to look at it, and from an equitable standpoint, historically, what this District has said is whatever is good for certified is also good for administration and classified. As you [Topher] pointed out, it's a team.
- * Topher – so what is the percentage you [Board] are giving the administrators?
- * Cliff – none.
- * Topher – so the administration doesn't see a raise.
- * Cliff – no.
- * Topher – Albert doesn't believe you [Cliff].
- * Albert – historically, it would be 2% across the board.
- * Amy – when the teachers get 2%, then administrators get 2%, and classified get 2%.
- * Amy – I think what he [Topher] is asking for is in this year's budget, for this coming school year, what raise is there for administrators.
- * Amy – none [raises] for the administrators and none for the classified.
- * Cliff – they only get Steps & Lanes.
- * Rosemary – what I'm understanding is the person in row 2 BA is getting a 6% pay increase, and on the other hand, the person on row 16 MA is getting nothing.
- * Amy – except for the proposed Longevity and gap.
- * Rosemary – it confusing me that all of a sudden 2%, that the person getting 8% is unfair to the person getting 2% when others are getting a 6%, or 0%, so it's not fair.

- * Rosemary – all of a sudden, it's gone from a 4% to 8% raise and it was only a 2% to 6% before and those down [bottom cell] here had nothing.
- * Amy – and adding 2% to the base instead of adding it to a cell or a row or a corner flows through entirely would cost an extra \$200,000 thousand, and by the time you do that with classified we will yet again be inappropriately handling the Fund Balance; there won't be one again.
- * Amy – why don't we [Board] caucus and think about that.
- * Topher – before you [Board] caucus, it sounds to me that the administration of the District is just stuck; that they are going to take the \$420,000 thousand and say that we [Board] are putting it into the Fund Balance and we will try our best to do Longevity [Stipend] and we will try our best to add in some things. It sounds like you guys [Board] are flat out going to take the \$420,000 thousand; we're [Board] taking it and there are no other offers that will impede that. Do I have that correct?
- * Topher – it's a constant back and forth argument and now the conversation went to what about those bottom teachers, now it's not equal. The first time you sent it [salary proposal] you didn't bother with the bottom teachers, but now the bottom teachers means something.
- * Cliff – this is the salary scale that you guys [MHEA] approved last year.
- * Topher – but with the idea that it's a constant growing thing. We don't approve it and all of a sudden that's it for the rest of the time, we approve it with the idea that it is constantly going to grow.
- * Amy – and it did because the state put in \$61 million into the structure, which increased the percentages for everyone except those [teachers] in the bottom cells.
- * Cliff – the state doesn't fund the upper level of that scale.
- * Ralph – to us.
- * Amy – you [District] are way above that scale.
- * Cliff – they [SDE] didn't even significantly increase the upper end of their scale.
- * Amy – from your [Topher] question, the Board's team will listen to any proposal you put across the table; they will continue to discuss numbers and math; no one has said this is the last offer, but I think you [MHEA] have fairly surmised that the Board is very serious about establishing the Fund Balance. I can't tell you the amount, but I can say it's fair to say that it is a high priority, because the District has been in the red for a long time and has had to borrow money, and to pay for that [borrow money], so it's not in the team's best interest either.
- * Topher – okay, but Blaine County just signed off on theirs and who is also filing deficit budgets from multiple years, and they signed off on a 2% increase [to the base].
- * Amy – after the second ratification, after the first one failed, after the first proposal.
- * Amy – Blaine County also gets more money.
- * Will – \$10 million a year every year.
- * Amy – it's a different world by comparison. I wish you guys [District] had that kind of money.
- * Amy – when you have an extra \$10 million thrown into your budget just because you're Blaine County and the property [tax] situation.
- * Luke – I understand the money, but Topher's bigger point is if we [MHEA] don't bring something back to folks where the people at the end get something, it's going to be really hard for us to sell.
- * Amy – I understand that, but that isn't what this [MHEA] proposal did.

- * Luke – I see that. My question is more about the longevity. I see the proposed Longevity is 23-years with this District and 28-years with the District, and so that would make it more a loyalty stipend than a longevity, because we are talking about just the District and not the number of years teaching.
- * Amy – the way the current proposal is written, yes.
- * Ralph – we went with monetary at 23[years] and 28 [years], because there is already a trigger at 20-years of an additional day [personal leave day].
- * Luke – so you give an extra day at 20-years.
- * Amy – and the 23-years is what is on the classified salary schedule [28-years would be for certified only].
- * Luke – do we know how many people are affected by the 23-years and the 28-years?
- * Amy – we would have to figure that out.
- * Luke – my document from the state department only gives K-12 and state and not Mountain Home.
- * Luke – the numbers would help because we could sell it to the possible 15 teachers of the 33, but the others would be upset.
- * Amy – you need out of the 38 teachers, how many have been in district versus eligible for the 23 or 28 years.
- * Luke – yes.
- * Cliff – the bottom cells are making about \$60,000 a year and that is a very good salary for Mountain Home. Like everything else, one has to have a maximum of what one can earn.
- * Luke – I was hoping you would not throw my comment back at me regarding career earnings, that’s the point of getting to the end of the scale [salary].
- * Amy – In most worlds [businesses], one hits the end of the scale [salary].
- * Will – calculated and reviewed what the new percentages would be from the MHEA Re-proposal.
- * Rosemary – so there isn’t an 8% increase like what he [Ralph] pointed out.
- * Will/Amy – yes, there is; at the top right, and the next one goes up too.
- Caucus from 4:25 p.m. until 5:25 p.m.
 - ~ Amy – officially, we respectfully decline your [MHEA] offer of a 2% [salary increase] to the base.
 - ~ Amy – you [Luke] had asked for some data and that will take some time, but we did crunch out some numbers.
 - ~ Amy – if you [MHEA] take the 2% to the base, and add 2% to the classified and administrators, and add the benefits costs, it is almost up \$314,000 thousand.
 - ~ Topher – it doesn’t matter to us [MHEA] what classified and administrators get. We [MHEA] are here for the teachers. There was a time when teachers got frozen out and administrators got raises.
 - ~ Amy – I’m just giving you the Board’s perspective.
 - ~ Topher – I know, but I want to put that out there.
 - ~ Amy – it’s like when I asked you [MHEA] what the appropriate Fund Balance should be because that’s what the Board has to think about, and I understand that is not your responsibility, but it is their’s [Board], their responsibility is looking at the team.
 - ~ Luke – what is that number again?
 - ~ Amy - \$314,000 thousand, estimated.
 - ~ Amy – with that, we had some discussion on how that impacts federal programs employees, because they might have to take the money from the General Funds to make up the difference on the 2%, otherwise you will have to pull from the programs,

- which would negatively impact the services of the children, and negatively impacts the Fund Balance, and increases the Maintenance of Effort for Special Education, which is a long-term effort obligation that the school district cannot get out of.
- ~ Amy – we go from \$420,000 thousand, and when we played with the \$337,000 thousand, by the time we looked at the federal programs, it left about \$100,000 thousand or less, so needless to say, we [Board] want to think about this a little bit, before we come back or if we come back with a counter.
- ~ Luke – the ball is in your [Board] court.
- ~ Amy – we [Board] need to do some research on your request for the numbers and break it out by in district versus total years; that will take some time.
- ~ Amy – from that perspective, if something comes back [counter], I would anticipate it would remain in the context of a stipend.
- ~ Amy – we [Board] could have discussed this for another couple of hours, but we didn't want you to have to wait.

C. MHEA asked for clarification on Board Prop 1 – Article 2 – Compensation, Para 2.1.2 – Extracurricular Salary Schedule.

- ~ Topher – we believe that this was an oversight by both parties when we did the coaches extracurricular stuff from last year, there was something that got missed.
- ~ Topher – handed out the coaches/extracurricular stipend schedules from the 2015-2016 CBA and the 2016-2017 CBA.
- ~ Topher – pointed out that the part that states, “paid per semester” is no longer on last year's or on this year's Board proposal, and we're having problems with some coaches.
- ~ Topher – the 2015-16 says any of the coaches that were in the blue font got paid per semester, on last year's schedule, it wasn't on there and we've had coaches come back and asked what changed, and I think it was an oversight.
- ~ Amy – asked for additional clarification.
- ~ Luke – the reason being that those coaches [blue font] go all year
- ~ Amy – [referring to 2015-16 CBA] 7-8 Assistant Cheerleader, Assistant Cross Country, 7-8 Head Cheerleader, 9-12 Assistant Cheerleader, 9-12 Speech/Debate, and 9-12 Head Cheerleader; the Assistant Director of Athletics 9-12 is in a different colored font, but we'll have to figure out why.
- ~ Luke – we are only interested in the blue font coaches.
- ~ Eric – all of the blue font coaches are year-long positions?
- ~ Topher – just the blue ones.
- ~ Eric – even Cross Country?
- ~ Topher – I don't know.
- ~ Luke – that seems weird, maybe it was something that we added. I don't see why an Assistant Cross Country Junior High Coach gets a semester stipend, unless it runs all year.
- ~ Luke – like we [MHEA] said, we didn't think it was intentional, we thought it might have been an oversight.
- ~ Amy – we [Board] can certainly talk about it.
- ~ Cliff – if the 1st semester stipend got dropped off, I'm assuming you would also want the restrictions for advancement dropped off too.
- ~ Topher – we want everything that was missing from the 2015-16 stipends be added back onto the 2017-18 coach's stipend proposal.
- ~ Amy – there is no 7-8 Head or Assistant Cheerleading Coach, so that's two [questionable items] that have been eliminated.

EXHIBIT B

COACHES/EXTRA-CURRICULAR STIPEND SCHEDULE 2015-16

MOUNTAIN HOME SCHOOL DISTRICT #193
EXTRA-CURRICULAR STIPEND SCHEDULE - COACHES
FISCAL YEAR 2015-2016

Yrs	1.270	1.308	1.347	1.387	1.429	1.472	1.516	1.561	1.608	1.657	1.706	1.757	1.810	1.864	1.920	1.978	2.037	2.100
1	1,270	1,308	1,347	1,387	1,429	1,472	1,516	1,561	1,608	1,657	1,706	1,757	1,810	1,864	1,920	1,978	2,037	2,100
2	1,308	1,438	1,482	1,526	1,572	1,619	1,668	1,718	1,769	1,822	1,874	1,933	1,991	2,051	2,112	2,176	2,241	2,308
3	1,347	1,430	1,482	1,526	1,572	1,619	1,668	1,718	1,769	1,822	1,874	1,933	1,991	2,051	2,112	2,176	2,241	2,308
4	1,387	1,426	1,482	1,526	1,572	1,619	1,668	1,718	1,769	1,822	1,874	1,933	1,991	2,051	2,112	2,176	2,241	2,308
5	1,429	1,462	1,526	1,572	1,619	1,668	1,718	1,769	1,822	1,874	1,933	1,991	2,051	2,112	2,176	2,241	2,308	2,376
6	1,472	1,506	1,572	1,619	1,668	1,718	1,769	1,822	1,874	1,933	1,991	2,051	2,112	2,176	2,241	2,308	2,376	2,445
7	1,516	1,551	1,619	1,668	1,718	1,769	1,822	1,874	1,933	1,991	2,051	2,112	2,176	2,241	2,308	2,376	2,445	2,515
8	1,561	1,608	1,678	1,728	1,779	1,831	1,884	1,938	1,993	2,048	2,104	2,161	2,219	2,278	2,338	2,398	2,459	2,521
9	1,608	1,657	1,728	1,779	1,831	1,884	1,938	1,993	2,048	2,104	2,161	2,219	2,278	2,338	2,398	2,459	2,521	2,584
10	1,657	1,706	1,779	1,831	1,884	1,938	1,993	2,048	2,104	2,161	2,219	2,278	2,338	2,398	2,459	2,521	2,584	2,648
11	1,706	1,757	1,831	1,884	1,938	1,993	2,048	2,104	2,161	2,219	2,278	2,338	2,398	2,459	2,521	2,584	2,648	2,713
12	1,757	1,810	1,884	1,938	1,993	2,048	2,104	2,161	2,219	2,278	2,338	2,398	2,459	2,521	2,584	2,648	2,713	2,779
13	1,810	1,864	1,938	1,993	2,048	2,104	2,161	2,219	2,278	2,338	2,398	2,459	2,521	2,584	2,648	2,713	2,779	2,846
14	1,864	1,920	1,993	2,048	2,104	2,161	2,219	2,278	2,338	2,398	2,459	2,521	2,584	2,648	2,713	2,779	2,846	2,914
15	1,920	1,978	2,048	2,104	2,161	2,219	2,278	2,338	2,398	2,459	2,521	2,584	2,648	2,713	2,779	2,846	2,914	2,983
16	1,978	2,037	2,104	2,161	2,219	2,278	2,338	2,398	2,459	2,521	2,584	2,648	2,713	2,779	2,846	2,914	2,983	3,053
17	2,037	2,097	2,161	2,219	2,278	2,338	2,398	2,459	2,521	2,584	2,648	2,713	2,779	2,846	2,914	2,983	3,053	3,124
18	2,100	2,161	2,219	2,278	2,338	2,398	2,459	2,521	2,584	2,648	2,713	2,779	2,846	2,914	2,983	3,053	3,124	3,196

Mountain Home Coaches Stipend Table

Mountain Home School District #193 Coaches Stipends Fiscal Year 2016 - 2017										
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	2,100	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	Year/Book 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 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 Werestling				

- Set Next Meeting Date, Time, & Agenda
 - July 13, 2017, at 3:30 p.m., at MHJH
 - Due to work schedules, the next negotiation meeting might be held July 24, instead.
- Adjourn: 5:47 p.m.