

NEGOTIATION MINUTES

May 22, 2017

BOARD/DISTRICT PRESENT: Amy White, Eric Abrego, Ralph Binion, Albert Longhurst, Cliff Ogborn

MHEA PRESENT: Topher Wallaert, Rosemary Ash, Luke Franklin

OTHERS PRESENT: Rhonda Urquidi, Jan Hughes

MINUTES: Sharon Whitman

NEGOTIATIONS STARTED: 3:45 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 May 15, 2017
 - Both parties approved the minutes.
3. Proposals
 - A. Board Prop 1 – Article 2 – Compensation
 - ~ Amy – presented Board Prop 1 for review.
 - * Dates were changes to June 30, 2018, except for 2.6 – Reimbursement for Costs – In-Service and Related Training was changed to June 30, 2019.

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 his/her individual salary based upon the individual's placement on the schedule for actual educational placement and experience placement.

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 **2017-2018 2016-2017** school year is as follows:

MEDICAL - "Select Health Option 2" as presented:

Deductible	\$1,250 in network/\$2,000 out of network
Physician Co-pay	\$30.00
Specialist Co-pay	\$45.00

Prescription Three-tiered system after RX deductible met

DENTAL - Incentive Plan offered by Delta Dental

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

VISION - offered through LifeMap, which is affiliated with VSP

- f. In the event a carrier or applicable law does not require 100% participation in one of the employer-provided benefits listed above, a Certificated Professional Teacher may request that he/she not be included in that benefit. If such a situation does occur, the Insurance Committee shall determine the criteria necessary to grant a request to be excluded from an employer-provided benefit.

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, 2017**
June 30, 2018

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 **2017 2016** 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, 2017**
June 30, 2018

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, 2017**
June 30, 2018

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. 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 **2017-2018 2016-2017** 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 Professional 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, 2017
June 30, 2018

2.5 CERTIFICATED EMPLOYEE PROFESSIONAL LEAVE

A Certificated Professional Employee seeking to take Certificated Professional Leave shall make application on the District's Leave Form.

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 IEA 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 allotting the building's allocation of Professional Development funds for Certificated Professional Development Leave Days.

Expires June 30, 2017
June 30, 2018

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.

Expires June 30, 2017
June 30, 2019

B. Board Prop 1 – Article 2 – Compensation; Para 2.1.1 – Salary Schedule

- ~ Amy – presented Exhibit A – Salary Schedule for review.
- ~ Cliff – explained the he followed the state requirements.
 - * Increase the beginning salaries of BA Row 1 and BA Row 2; all other BA rows are identical to the 2016-2017 Salary Schedule.
 - * Increase the beginning salaries of BA+24 Row 1 and BA+24 Row 2, all other BA+24 rows are identical to the 2016-2017 Salary Schedule.
 - * Masters Column is identical to the 2016-2017 Salary Schedule.
- ~ Topher – clarified the changes were only to the four cells and didn't include the percent apportionment from the base to move through the rest of the scale.
 - * Cliff – responded yes, because the state increased the minimum salary on their schedule to us [District], so we pass that on the staff [certified].
- ~ Luke – requested a caucus. (3:57 p.m. until 4:29 p.m.)

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

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

C:\Users\lawhite\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.Outlook\3DASWXXB\Career Ladder FY 18 proposed

- ~ Topher – we [MHEA] have a few things we would like to think about and discuss.
- * Topher – we [MHEA] request the current position of all certified on the salary schedule, all the employees and where they fall on the salary schedule.
- * Cliff – clarified the current schedule.
- * Topher – responded, yes.
- * Cliff – clarified that what Topher was asking for was what the MHEA calls a “scattergram.” He then informed everyone that he gave that during the budget workshop in which Topher attended.
- * Luke – we [MHEA] would like that information before they make a counter offer without knowing the cost.
- * NOTE: Topher’s request couldn’t be immediately be found on the Budget Workshop document.
- * Amy – corrected Cliff’s previous statement regarding the salary schedule information being on the Budget Workshop document, when in fact, all the information was emailed to Rhonda Urquidi and a courtesy copy emailed to Topher upon Rhonda’s submittal of a Public Records Request (PRR) in April. Amy informed everyone that she [Rhonda] requested budgetary information including specific line item information such as names, numbers of certified in each Salary Schedule cell and other financial and budgetary documents.

- Amy – gave the MHEA a copy of their PRR requested “scattergram,” as requested and received by Rhonda.

*

Request: 4 Scattergram of the FY 2017 certificated staff

MHSD Salary Schedule 2016-17			
	BA	BA+24	Masters
Row 1	33,400	34,000	36,000
Row 2	34,650	35,500	38,000
Row 3	35,900	37,000	40,000
Row 4	37,150	38,500	42,000
Row 5	38,400	40,000	44,000
Row 6	39,650	41,500	46,000
Row 7	40,900	43,000	48,000
Row 8	42,150	44,500	49,300
	BA+12		
Row 9	43,000	45,950	50,600
Row 10	43,850	47,400	51,900
Row 11	44,700	48,850	53,200
Row 12	45,550	50,300	54,500
Row 13	46,400	51,450	55,800
Row 14	47,250	52,600	57,100
Row 15	48,100	53,750	58,400
Row 16	48,950	54,900	59,700

MHSD Staff placement 2016-17			
	BA	BA+24	Masters
Row 1	13	-	1
Row 2	33	1	-
Row 3	1	2	6
Row 4	5	-	4
Row 5	-	-	5
Row 6	-	-	4

“Committed to Learning Today for Tomorrow’s World”

Row 7	-	-	1
Row 8	4	2	2
Row 9	-	-	6
Row 10	-	1	2
Row 11	-	-	-
Row 12	-	-	-
Row 13	-	-	1
Row 14	1	1	13
Row 15	-	-	25
Row 16	2	26	38

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- ~ MHEA reviewed the “scattergram.”
- ~ Topher – requested Article 2 – Compensation be tabled until next meeting.

C. Board Prop 1 – Article 2 – Compensation; Para 2.1.2 – Extracurricular Salary Schedule

~ Amy – presented Exhibit B –Coaches Stipends for review.

* Amy – only the date changed.

Mountain Home Coaches Stipend Table

Mountain Home School District #193										
Coaches Stipends										
Fiscal Year 2016-2017 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	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 Wrestling				

D. MHEA Prop 1 – New Language – Article 1 – Agreements

~ Topher – presented MHEA Prop 1 – New Language – Article 1 – Agreements; Para 1.5.1 – Working Calendar Days Defined (Non-Student Contact Days)

* Topher – we, as teachers, consider workdays as very valuable especially the days before school starts and after school ends to have the two-days to get our classrooms set up and two-days to pack up our classrooms. We would like to add a new statement of what exactly a workday means for us as teachers.

~ Cliff – you want four additional days in addition to the four PD days.

~ Rosemary – no, we just want the two days at the end and the two days at the beginning to be teacher workdays as scheduled on the calendar.

~ Albert – asked if what they wanted was no professional development and no training?

* Rosemary – the calendar lists those four days as teacher workdays.

~ Amy – read aloud MHEA Prop 1 – Article 1; Para 1.5.1 Working Calendar Days Defined (Mon-Student Contact Days).

Article 1

1.5.1

Working Calendar Days Defined (Non-student Contact Days)

Two (2) Workdays before the first day of student contact for the school year and two (2) Workdays after student contact for the school year ends, will be recognized as teacher work/preparation days. The time used in those days will be used at the discretion of the educator and will not be used for professional development, staff meetings and/or any other directive provided by administration that involves any work or time spent outside the educator's classroom.

June 30, 2019

District Representative _____

Association Representative _____

- * Amy – when do you [Association] propose to get done what is scheduled for the first two and last two days now? What do you normally do and how would you propose to get it accomplished?
- * Topher – some of the elementary schools are using them as PD.
- * Rosemary – corrected Topher and added that all of the elementary schools.
- * Topher – all of the elementary schools are using those days as professional development days which is causing a very hard time for all of those teachers to get all of the end of year stuff done, especially with students in the classrooms.
- * Amy – clarified that at the end of the year or the beginning or both? During the last two days of the school year, those days are being used as Professional Development days in all of the elementary schools.
- * Topher – yes.
- * Amy – what about the first two days?
- * Topher – the first two days are used for PD and the third day, just before the start of school, is a teacher workday.

- * Amy – stated that we [MHSD] would lose four days of PD by doing this [MHEA Prop 1], or is there another way to make up the PD days?
- * Topher – No. We still have the October, January, February, and March PD days.
- * Amy – let me rephrase that, we would have four less PD days than what we currently have.
- * Topher – we would have teacher workdays, where we could actually work in the classrooms.
- * Amy – and we would still have four less PD days than what we currently have now.
- * Rosemary – I don't believe so because the last two days on this year's school calendar are listed as teacher workdays and not PD days, and I don't believe they are being counted as PD days, but they are being used for PD. Elementary teachers have no time to close their classrooms.
- * Amy – what about the high school, how are those days being used?
- * Topher – the same, the exact same. All of us in the district have the exact same [calendar schedule]. All of the elementary schools have been told that the last two days are PD and the first two days as PD, and the last two days are at the discretion of administration; at the elementary level, the days are being used for PD, when the other schools have them as workdays to close up our classrooms.
- * Amy – clarified the first two PD days and the last two days say workday, but at the discretion of administration of the building are being used for PD?
- * Rosemary –at the [discretion] District.
- * Amy – clarified that the last two days at the elementary schools are being used as PD days and the same last two days at the secondary level and at HMS are being used as workdays.
- * Rosemary – at the District [discretion].
- * Topher – HMS uses them as workdays.
- * Rosemary – the calendar says that at the beginning of the year, those are teacher workdays, but two of those days are being used as PD days.
- * Topher – one day is not enough time for teachers to get their classrooms set up for the start of school.
- * Amy – how are the last two PD days at the elementary level being used?
- * Rosemary – for curriculum, the Math Module curriculum.
- * Amy – it's the new Math Module curriculum for the upcoming school year
- * Ralph – asked if those [PD] are taking the full eight hours per day?
- * Rosemary – yes, we get out at 3:00 p.m., on Wednesday, then we have to train all day on Thursday and Friday for our contract time, and there are no days for cleaning out our classrooms at the elementary level.
- * Ralph – said that he doesn't know how long it takes to set up or take down a classroom, but realistically, does it take 16-hours?
- * Rosemary – yes, there is a lot that needs to be done at the elementary level, and elementary teachers are often there for many hours trying to put their classrooms together for the start of school.
- * Topher – HMS is the same; I'll stay from 7:30-8:00 a.m. until 4:00 or 5:00 p.m., to get everything ready.
- * Rosemary – explained all of the paperwork, data entry, IEP's, etc.
- * Amy – we [Board] will talk about it.
- * Cliff – is the PD crucial for the start of the Math Module next school year?
- * Rosemary – they [District] could have it sometime earlier in the year. Yes, it's crucial, but it could have been schedule sometime earlier in the year. It takes time

to set up and close up our classrooms and it's hard to do when we still have students, unless we work outside of our contract time.

- * Cliff – asked if this was a proposal to extend teachers' contracts from 187-days to 189-days or to reduce student contact time by two days?
- * Topher – if we reduce the amount of student contact time, we are jeopardizing the amount of time students need to be in school.
- * Luke – we [Association] didn't discuss those options, it's just that those days are listed as workdays on the calendar, so we need to define a workday; is it a workday, or is it a PD day?
- * Discussion continued about workdays, how the state funds PD, etc., and the restrictions by law.
- ~ Amy – We [Board] will talk about this; is there anything else you have for us.
- ~ Topher – I don't think so.

4. Set Next Meeting Date, Time, & Agenda

- June 13, 2017, at 3:30 p.m., at MHJH

5. Adjourn: 4:55 p.m.