

MEDIATION AGREEMENT MINUTES

September 25, 2017

BOARD/DISTRICT PRESENT: Amy White, Eric Abrego (left at 3:00 p.m.), Ralph Binion, Frank Monasterio (arrived at 3:00 p.m.), Albert Longhurst, Will Goodman, Cliff Ogborn

MHEA PRESENT: Topher Wallaert, Rosemary Ash, Luke Franklin

FEDERAL MEDIATOR: Darrell

MINUTES: Sharon Whitman

MEDIATION STARTED: 10:35 a.m.

The Federal Mediation and Conciliation Service is an independent agency of the United States government, which provides mediation and other conflict resolution services for managing and enhancing labor-management.

The Federal Mediators' sole purpose is to get all disagreeing parties involved to come to an agreement. The mediator may not and will not choose sides, may not and will not determine the outcome, and may not be subpoenaed as a witness.

Mediation is a nonbinding intervention by an independent and impartial third party between disagreeing parties to promote resolution of a settlement.

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. Darrell, Federal Mediator, explained the purpose of the Federal Mediation and Conciliation Service and his background and purpose as the Federal Mediator.
 - Federal Mediation is nonbinding
2. Both parties went into two separate rooms at 10:47 a.m., to prepare any possible proposals.
 - The mediator went back and forth between rooms for the next few hours to deliver any proposed proposals, counter proposals, or rejections.
3. Both parties left for lunch around 12:10 p.m. and returned around 1:20 p.m.
4. Both parties returned to their separate rooms to continue discussions on any possible proposals, counter proposals, and/or rejections.
 - The mediator continued to go back and forth between rooms for the next few hours to deliver any proposed proposals, counter proposals, or rejections.
5. Both parties agreed to the salary schedule, which consisted of adding \$300 to BA+12 Row 16 only, to BA+24 Row 16 only, and to MA Row 16 only.
 - Coach's salary schedule remained the same as the 2016-2017 CBA.

6. Both parties returned to the boardroom to summarize their agreement.
 - Darrell explained what was agreed upon.
 - ~ Steps & Lanes: add \$300 to BA+12 Row 16 only, add \$300 to BA+24 Row 16 only, and add \$300 to MA Row 16 only, contingent upon ratification vote with neutral presentation.
 - * Essentially, present the proposal as is and no campaigning against it, and no social media, or any other form.
 - ~ Coach's stipends went back to book [status quo; remained the same as what was agreed upon in the 2016-2017 CBA].
 - ~ All other negotiation items went back to book.
 - Topher – yes, we agree.
 - ~ Amy – yes, we agree.
7. Darrell stated that a settlement has been reached.

2017-2018 MHEA Proposal +\$300 Row 16

	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
Row 9	\$ 43,400	\$ 46,000	\$ 50,600
Row 10	\$ 44,650	\$ 47,500	\$ 51,900
Row 11	\$ 45,900	\$ 49,000	\$ 53,200
Row 12	\$ 47,150	\$ 50,500	\$ 54,500
Row 13	\$ 48,400	\$ 52,000	\$ 55,800
Row 14	\$ 49,650	\$ 53,500	\$ 57,100
Row 15	\$ 50,900	\$ 55,000	\$ 58,400
Row 16	\$ 52,150	\$ 56,500	\$ 59,700

\$300 added to
BA+12 Row 16
BA+24 Row 16
MA Row 16

Contingent upon ratification vote
w/ neutral presentation

Topher Walkart 

Frank Nowstergio - BOARD DIST. 199 

Roxa W. Ramirez 

- Amy asked Sharon to email a copy of the signed salary schedule agreed upon proposal to the MHEA.
8. Date of Ratification
 - Darrell asked the MHEA when they expected to ratify.
 - ~ Topher replied that they had to wait for one of their MHEA reps to return, but he hoped it would be in a week or two. He added that he would do his best to have it ratified before the October 17 board meeting.
 9. Adjournment: 6:19 p.m.