

NEGOTIATIONS

April 16, 2019

Meeting Began: 4:06

Those negotiation team members present: Wes DePew, Tina Williams, Abbie Vogt, Shelley Coats, Kim Kidd, Sherry Bingham, Kelly Arritt, Karl Sandmann, Dr. Cox, Josh Aston, TL Lowder, Kerri Tibbitts

Check In

Approval of Minutes

With a clerical correction on page 1, which was initialed, the minutes were approved from April 2, 2019

Insurance Committee Recommendation

Paul Strauch and Todd Seamons presented to the team the recommendations from the Insurance Committee. Mr. Seamons informed the team the state pool declined the District due to high claims. Other insurance companies came in at a higher rate - Blue Shield was 16%; Pacific Source 15%. The committee's recommendation was to stay with Select Health. In order to keep the insurance affordable to the District, the deductibles were increased. The new deductible rates will start in January.

The prescription benefit will remain the same. There was no increase in Delta Dental, vision or life insurance. If staff has Willamette Dental, there will be a cost to the employee of \$3.42 due to a higher increase in Willamette's insurance.

Dr. Cox stated that Select Health's data indicated a company our size should only have 18 employees with claims of over 20,000. Our District has 51.

Todd Seamons was asked to create a comparison of the three plans for employees. Karl Sandmann stated it would be nice if employees could get questions they may have to their representative, and these questions would be sent to Todd before he meets with building staff. He can then create a question and answer sheet for employees. Mr. Seamons stated he would be willing to meet with schools if needed.

Question Regarding Semesters:

Shelley Coats asked if all schools were moving to semesters. Dr. Cox stated there were some questions regarding semesters with one middle school. It was discussed if there were complications/concerns, middle school would have one year before changing to semesters. The feedback from parents is that all schools be on the same schedule. It was pointed out that while there would be more periods to teach, teachers would often have the same number of students.

SALARY SCHEDULE (see attached):

Boe Rushton shared a salary option from the MCEA in which they had loyalty bonuses and tried to have equitable steps. It was noted there were some cells that teachers were making less than their current salary which was addressed.

Dr. Cox presented the District's salary schedule proposal. This gives a loyalty raise and equal distribution. Instead of everyone getting a 3% raise, it shows all certified receiving a raise and those who have been in the District for 20 or more years will receive a loyalty raise.

Caucus called 5:35 p.m.

Returned 5:55 p.m.

The MCEA asked that the original amounts for loyalty bonuses be increased. Dr. Cox increased this bonus to 20 years - \$350; 25 years - \$525; and 30 years - \$800. This bonus is for cumulative years of teaching in the Minidoka School District.

The loyalty bonus addresses those staff who were frozen for so many years in the District. Dr. Cox stated with the salary schedule presented by the District the **average** raise would be approximately 4.3% next year.

When questioned about the impact on the budget, Dr. Cox informed the team that at the April 15, 2019 Board Meeting, a balanced budget with the increase in insurance.

Michelle DeLuna stated that grandfathered teachers need to bring in their credits before negotiations are completed. This way she will know who will be placed in the new grandfathered cells and make sure the budget is balanced. Any credits turned in after May 15th, those people will not be moved into the new grandfathered cells. A memo will be sent out to those teachers this applies to.

Shelley Coats asked about the Master Premium for teachers. She understood the State has given the District money for all costs. Tina Williams stated it was difficult for the State to figure out the amount to distribute. They have guaranteed the PERSI, FICA and the \$4,000.

Caucus 6:28 p.m.
Returned 6:45 p.m.

Wes DePew stated the MCEA was pleased with the District's proposal. Tina Williams stated she was excited that the District and MCEA has created their own salary schedule and loyalty bonus.

Tina Williams asked if a grandfathered teacher wants to retire but come back and double dip, are they able to return to their grandfathered salary? Dr. Cox stated they would come back at the bottom of the salary schedule. Karl Sandmann asked about the loyalty bonus. Dr. Cox stated they would continue to get that bonus.

Amended Agenda:

A motion was made by Tina Williams to amend the agenda to include language. The team agreed to the motion.

MCEA asked for clarification on a scheduled professional development day, if teachers were attending a conference, would that be a conflict. Administrators stated no, it is still professional development.

The language regarding sick leave and professional development was approved by the team.

A motion to approve the insurance committee's recommendations for Select Health and the Willamette Dental increase was made by Dr. Cox, seconded by Wes DePew. Motion carried.

A motion to approve the proposed Salary Schedule developed jointly by the MCEA and Minidoka School District was made by Wes DePew, seconded by Kelly Arritt. Motion carried. (salary scheduled attached)

Agenda for April 25th (Thursday)

Check In
Approval of April 16 Minutes
Master Agreement Review
Stipends Attached to Master Agreement
Discussion on Teacher and Employee of the Year
Celebration
Adjournment

A motion was made by Wes DePew to approve the agenda for April 25, seconded by Josh Aston. Motion carried.

A motion was made for adjournment by Wes DePew, seconded by Josh Aston. Motion carried. Adjournment was at 7:04 p.m.

Superintendent

Date

MCEA Representative

Date