

NEGOTIATIONS

3/6/18

Meeting Began: 4:07

Check In

Those present: Dr. Cox, Maren Oppelt, Maria Fassett, Kim Kidd, Karl Sandmann, Wes DePew, Heather Hepworth, Laurie Copmann, Tina Williams, Shelley Coats, Dr. Cox, Kerri Tibbitts (minutes), TL Lowder (Facilitator)

Audience Members: Michelle DeLuna, Jacoby Sneddon, Nikki Sayer, John Kontos, Mary Andersen, Cindy Bartlome, Jennifer Anderson, Tara McCall, Patti Egbert, Ashley Johnson, Margery Sneddon, Mary Ann Shaff

Minutes:

With a clarification on a statement from Dr. Cox, the minutes were approved for February 27, 2018.

Setting Agenda:

The team approved to move setting the agenda (item 3) to item 9.

Prep Time Language:

MCEA did not have the language completed. It was tabled until the next meeting.

Class Size K-5:

Interests

1. Best education
2. Safe environment for students/teachers
3. Present teacher burn-out/retention of teachers
4. Classrooms most important entity in the system
5. K-5 – building blocks for the rest
6. High student achievement
7. Teacher morale/mental health/stress levels
8. Sense of urgency related to action
9. Procedure for classroom make up (balance)
10. Procedure for grade level balance
11. Adequate facilities
12. Veteran teachers carry bigger load

Dr. Cox asked the MCEA what they are looking for. He suggested brainstorming to come up with strategies. It is not fiscally responsible to set a limit of students in a classroom. The Board is concerned with class size as well as administrators. Shelley Coats stated the guidelines/policy in place is not working and students in these large classrooms are not getting an adequate education.

2. Complex schedule (going into the night)
3. Level of education
4. Remuneration for education
5. Emotions/behavioral problems increased need for counseling
6. Mental health of counselors (confidentiality issues)
7. Scarcity of qualified counselors
8. Counseling vs. scheduling time.

Dr. Cox: Sherry Bingham checked into other districts, and many do not have extra pay for counselors except supplemental contract days. Twin Falls District does pay more. Tina Williams stated she thought Jerome District listed it as pupil services and added 20% on the counselors' contracts.

Dr. Cox stated that this deals with adding to their salary which should be discussed when we address benefits/salaries.

A caucus was called 6:07

Returned 6:17

Options

- A. Provide additional stipend for mental health licensure provided mental health services are provided (Dr. Cox)
- B. Option A plus "or administrative certification."
- C. Stipend to all counselors (Tina Williams)
- D. Maintain current level of leadership stipend \$1,200
- E. Stipend increased to \$3,600

Dr. Cox stated he is ok with the options, but no agreement will be made until budgets and salaries are discussed.

Laurie Copmann asked if that was a straight across the board \$3,600 for all counselors. There are six counselors in the District. The team agreed to table this issue until salaries are discussed.

Master Education Premium

MCEA stated the State has funded the first part of this program. Due to the large amount of work that goes into this, they are asking the District to pay for benefits if the State does not, so teachers will receive the full \$4,000 allocated by the State for three years. The team agreed to table this until the next meeting.

Personal Leave

The report from Michelle DeLuna was shared in regards to amount of days used, carried over, etc. Comments from classified staff were also shared. MCEA did not have results from certified staff. This is tabled until the April 10th meeting when more information is available.

Professional Development

Interests

1. Grade and subject specific PD and Tech Day
2. CPI/Behavioral Training

