

NEGOTIATIONS

March 19, 2019

Meeting Began: 4:05

Those negotiations team members present: Kelly Arritt, Wes DePew, Tina Williams, Abbie Vogt, Shelley Coats, Kim Kidd, Michele Widmier, Laurie Copmann, Karl Sandmann, Boe Rushton, TL Lowder, Kerri Tibbitts

Audience members: Mary Andersen, Bonnie Heins, Lisa Anderson, Rhett Jones, Michelle DeLuna, Andrea Schaefer

Check In

Approval of Minutes

The minutes from March 5 and March 12, 2019 were approved.

Calendar/Professional Development

Dr. Cox asked for a 10-minute caucus 4:15-4:25

INTERESTS: CALENDAR/PD INTERESTS

PD Interests from March 12th Meeting

1. Most Beneficial Activities for Students
2. Well Organized Beginning of School
3. Protect Morale by Minimizing Stress at the Beginning of the School Year
4. Help New Teachers
5. Time to Become Familiar with New Programs
6. Time to Work with Data to Set Classroom Goals
7. Respect and Honor Teacher Input (94.4% on survey)
8. Best Use of Time for Teacher Improvement
9. Bite-sized PD
10. Staff Engaged in PD
11. Staff Learn Tools at the Beginning of the Year
12. Department and Grade Level Meetings as Part of the PD
13. Data Review Opportunities
14. Strengthen Vertical Alignment
15. Accountability and Measurability

PD Interests from March 5 Meeting

16. Teacher Growth/Improvement
17. Student Growth/Improvement
18. Problem Solving
19. Teacher Input
20. Wise Use of Funds
21. Importance to District
22. Objective(s) Clearly Communicated to All (purpose of PD, why this PD)
23. Specific to Academic Disciplines (6-12)
24. Sufficient Quantity to Affect Results
25. Impact of PD on Teachers
26. Sufficient Tim to Implement
27. Use of District Experts

PD Interests from March 19th Meeting

28. Minico – Semesters (Plan to end December 20th and Start January 6th)

29. Full Day PD Due to Cost of Presenter

Dr. Cox asked to go through the options as if we were putting them up for the first time. The team agreed.

MCEA asked to add another interest (#28). The admin team also asked to add another item (#29).

OPTIONS

- A. August 19th - which is scheduled as a PD day, changed to a teacher work day (Wes)
- B. August 20th - (6th/9th grade orientation) PD half day, teacher work day half day (Wes) DELETED
- C. April 24th - eliminate that PD day and make it a student contact day (Wes) DELETED
- D. January 3rd and February 17th be the trade days (Wes)
- E. August 14th, 16th and 19th half day work day, half day PD day (Josh)
- F. Establish PD/Data Days DELETED (Dr. Cox)
- G. April 24th - Data Day (Dr. Cox)
- H. August 16th - Teacher Prep Day (Shelley)
- I. August 19th - half day PD, half day teacher prep (Shelley)
- J. April 14th - Data, problem solving, team building (Shelley)
- K. PD - define it (Dr. Cox)

Shelley Coats stated that this year's April 26th trade day for technology was a good use of time.

Dr. Cox stated November 1 scheduled as a PowerUp day, and that half of one of the two trade days (1/3 and 2/17) next year will also be used for tech PD. There will be 1.5 days of tech PD for next year.

Tina Williams told the team that teachers appreciated the trade days. Staff was given certain things needing to be accomplished which held them accountable.

Laurie Copmann expressed concerns with a half day work day, half day PD day, when a person comes to present there is a cost. We need to be careful when a trainer is brought in and not make it so they cannot do what is needed for the training.

Tina Williams stated the only desired change is to August 19th, make it as a teacher work day.

Karl Sandmann stated April 24th is a PD day and could be used for data, the master schedule, sit with teams/administrator to review what is needed.

Dr. Cox indicated that the information that had been shared with the team, will be taken back to the administrators. They can define April 24th which should be open at the administrative building level. Some buildings may have not been doing this or scheduled the day this way. Shelley Coats stated she felt it needed to be written down, so administration follows it.

Caucus called: 4:15 – 4:20

MCEA asked that PD be defined. Dr. Cox stated there would be a list. Dr. Cox withdrew his option F. Establish PD/Data Days.

COMBINATIONS

1. A, B, F, H, I (Karl)
2. I, G, F, B, (Dr. Cox)
3. A, B, F, I (Karl)
4. A, I (Tina/Boe)

It was noted that options B and F are already on the calendar. Options were reviewed for the above combinations.

Caucus called 4:55 – 5:00

Voting on Combinations

1. NO – Laurie Copmann, it was because of option A, full teacher work day on the 19th and the 16th limits the time for professional development. Dr. Cox, we added the 14th as a workday to have enough days on the calendar this year and future calendars may not have as many days available before school starts. Michele Widmier mentioned with a half PD, half teacher work day, the PD is often looked at to work with teams. Kelly Arritt, when we met as administrators there was a concern that the amount of PD was going down too low. At the elementary level, they didn't want to lose a PD day. We took two PD days and made it student contact days.
2. NO – Dr. Cox, each principal has the option to provide additional time. Wes/Tina, felt teachers have shown they want those work days at the beginning of the year. It gives them two days to get ready for school.
3. NO – Laurie Copmann, understands what the MCEA is saying, but there has to be time to have conversations. When it is a workday, everyone does their own thing and most times don't work as a team. Kim Kidd, understands as a former teacher but at the same time if we have to be able to call a meeting, it limits being able to do so. Kelly Arritt and Michele Widmier, feel defining PD will help.
4. NO – Since it also included option A, the same argument would apply as #1 or #3

Caucus called: 5:14 – 5:18

Karl Sandmann stated MCEA agrees the admin have a valid argument. Would like to put back up option 2, I, G, F, B, (Dr. Cox)

Voted on Combination (I, G, F, B) YES Professional Development will be defined - August 19th, half day PD and half day teacher prep day. August 16th will be teacher prep day, January 3rd and February 17th will be trade days. Professional development will be defined in the language in the Master Agreement. Dr. Cox and Maren Oppelt will write the language and will be brought back to members for approval.

Budget Presentation.

Michelle DeLuna reviewed the budget with the team. She stated Medicaid funds have been used to the point where there is no longer a fund balance. She had to reduce \$100,000 from Medicaid, to special ed, to the general fund. None of these services can be cut as they are required by law.

She said the budget includes a 3% increase for administration, which the State has set and classified salaries with a 3% increase and a step.

Literacy: With the State's budget increase to literacy, the District is looking to add teaching positions in grades K-3. Laurie Copmann stated that part of the literacy budget is also used for Waterford, the NW Cooperative Learning contract and five literacy coordinators.

Classified Salaries: Budgeted for a 3% raise this year. We currently have 91 classified, next year there will be 87.5. Shelley Coats asked where those cuts would be taken. Dr. Cox informed the team with the amount of students at Heyburn, the Board approved two additional paras. It was only for one year. There will be a slight shift of students with the proposed boundary change for Heyburn. Students on 700 West, south of the freeway will attend Paul Elementary which will go to the Board next month.

Shelley Coats asked with the increase number of special ed students which will be in the general classroom, will there be more help. Dr. Cox stated the District has not received any additional funding. Special ed paras will continue to do what they are doing.

Michelle DeLuna also informed the team that PERSI will be increased next year for both the employee and employer. There will be more taken out of your check.

The highlighted items on the budget are non-touchable items. Michelle DeLuna stated she was worried about the lower contingency fund because of salaries needing to be paid in the summer.

Shelley Coats asked how much summer school generated. Michelle DeLuna stated it is approximately \$350,000. The District spent \$85,000 for salaries with the exception of Mr. Kontos who is an administrator. We spend roughly \$100,000 for salaries and benefits. The left over amount is put on the salary based apportionment.

Shelley Coats noted that utilities were over a five year spread. Michelle DeLuna stated she is budgeting almost exactly what is needed to cover those costs.

Michelle informed the team we do not have information for health benefits yet, but she is budgeting a 5% increase. She did state that our Worker's Comp will probably be going up due to the fact there have been several employees injured this year.

Tina Williams asked if MCEA could see a final budget from last year. Dr. Cox stated he and Michelle DeLuna will work on a report for specific items. Michelle DeLuna stated the budget that was handed out shows exactly what we have spent.

Tina Williams stated that on the general budget fund assumption, it seemed low if trying to adopt a science curriculum. Dr. Cox stated we will not buy the entire curriculum out of this budget, only things needed for teachers over the summer of 2020. More curriculum would be purchased the following year. Dr. Cox said he would get a break down on curriculum costs from Ashley Johnson.

Michelle DeLuna informed the team since November we have lost 61 students, so we currently have 205 units. She is budgeting for 206.5 units.

Tina Williams asked where the technology money is budgeted. Michelle DeLuna stated it is a different budget. It is used only for technology in the classroom or devices for the classroom. With supplemental levy funds we are continuing to purchase student laptops, and upgrade internet speed in buildings.

Karl Sandman asked if certified salaries are just teacher salaries. It was clarified it includes teachers, counselors, speech pathologists, psychologists and anyone who is certified.

Salary Schedule Options - Dr. Cox suggested we discuss the format of the salary schedule.

Tina Williams stated the MCEA would like to keep the three columns. This gives teachers a chance to work on their education and be rewarded for it. They would also like to keep steps continuing down instead of staying stagnant for a few years. MCEA would like the grandfathered to be moved into the salary schedule. Michelle DeLuna stated on the website she has posted scatter grams which shows what it would be like on the career ladder of the state and grandfathered put into those slots. Team members looked at the files that were posted on the website.

Wes Depew stated some of those people in certain cells on the career ladder didn't get a 3% raise. Dr. Cox stated that supplemental contracts were issued to those who did not get the raise. He informed the team that a new salary schedule will be created. Tina Williams and Wes Depew stated it's important that it shows the 3% increase in all cells in order for negotiating the correct amount.

SALARY SCHEDULE INTERESTS:

1. Remain with Three Column Current Salary (Tina Williams)
2. Loyalty or Longevity Bonus to Reward Those Who Have Been Here (Tina Williams)
3. Competitive with Other Districts (Shelley Coats) DELETE
4. Above Competitive for Other Districts (Tina Williams)
5. Include Grandfathered in Salary Schedule (Tina Williams)
6. Have More Steps than the State Proposed Career Ladder (Boe Rushton)
7. Reward and Retain Veteran Teachers (Shelley Coats)
8. Attract and Retain New Teachers (Shelley Coats)

9. Teacher Morale (Shelley Coats/Kelly Arritt)
10. Strike a Balance Between Class Size and Budget (Michele Widmier)
11. Equity for All Staff (Dr. Cox) [He stated he had concerns expressed to him with some staff getting a big raise, some not. If we establish a salary schedule, we may be able to correct that. We need to look at equity across the board and have an equitable salary schedule.]
12. Effective Communication of the Rationale Why We Are Doing It (Dr. Cox)

Shelley Coats asked that her option #3 be deleted.

Michelle DeLuna informed the team that on the website it shows the projected career ladder based on where the State is going, but is an estimate. There is also for informational purposes, all of the staff and how many years they have been in the District.

Dr. Cox asked team members to brainstorm some salary schedule options between now and our next meeting. The idea is to look at different options and look at the pot of money we have. The same pot of money has to pay for our health insurance. The health insurance committee does not meet until April 4th, so they will have a recommendation for us by the April 12th meeting.

Ideas for the salary schedule:

- Three Columns (BA, BA+24, Masters)
- Longevity Bonus and How Often
- Do you Get the Bonus for a Certain Amount of Years, (Continual Bonus)
- Four Columns (fourth column showing bonus)
- Longevity Bonus vs. Loyalty Bonus (years of experience vs., years in District)
- More Steps than the State which has eight
- Equity

Shelley Coats asked Dr. Cox where we are competitively. Dr. Cox stated he feels we are already competitive because of the technology we have. We have had no new teachers resign so far this year. Most who have previously left did so because of getting married.

Laurie Copmann stated the biggest challenge is people are not going into the teaching profession. We hire those who have a degree and train them to become teachers. Dr. Cox stated our mentoring program is helping keep our teachers.

AGENDA FOR APRIL 2nd

- Check In
- Approval of Minutes for March 19, 2019
- Review Salary Schedule
- Sample Salary Schedules
- Salary Schedule Option List
- Check Out

Dr. Cox stated if we go with a salary schedule it is contingent upon the budget.

Dr. Cox also stated he does not recommend activity stipends be put in the Master Agreement because of constant changes.

Check Out

A motion for adjournment was made by Tina Williams, seconded by Wes DePew, motion carried.

Adjournment: 7:05 p.m.



 Superintendent

4-2-19
 Date



 MCEA Representative

4-2-19
 Date