

# NEGOTIATIONS

April 2, 2019

Meeting Began: 4:00

Those negotiation team members present: Wes DePew, Tina Williams, Abbie Vogt, Shelley Coats, Kim Kidd, Michele Widmier, Laurie Copmann, Karl Sandmann, Dr. Cox, Ashley Johnson, TL Lowder, Kerri Tibbitts

Audience members: Andrea Schaeffer, Michelle DeLuna, Jacoby Sneddon, Danelle Stutzman, Maryann Schaff

## Check In

### Approval of Minutes

With a clerical correction on page 3, the minutes were approved form March 19, 2019.

Before beginning the items on the agenda, Shelley Coats asked about the technology survey. She stated if teachers take the time out to do survey, the data should come back to the teachers. Ashley Johnson stated the information is given to the tech integrators and their administrator. Laurie Copmann stated in the administrator meeting they can do a reminder to share data survey with their staff.

Shelley Coats also asked if technology budget is a levy, state or general budget and number of teachers hired over the past few years and how many stayed. Michelle DeLuna informed her that it is a line budget from the State. It can only be used for district student use.

Dr. Cox handed out a report with the projected curriculum budget. He stated the District will purchase some this year, so teacher will be able to review it this summer. Tina Williams asked why ELA was just for sixth grade. Ashley Johnson stated they are looking at the gap between fifth and sixth grades.

A question was asked in regards to emergency provisional certification, and why the jump in number of new hires with without certification. Andrea Schaffer stated the law had changed the certification standards. If a teacher does not have enough points, they are put on provisional. If they are put on provisional, they have one year to take tests and more courses, so they can get a regular content certificate.

### Review of Salary Schedule Interests

Caucus called 4:23 – 4:30

#### SALARY SCHEDULE INTERESTS:

##### Interests from 3/19/19

1. Remain with Three Column Current Salary (Tina Williams)
2. Loyalty or Longevity Bonus to Reward Those Who Have Been Here (Tina Williams)
3. Above Competitive for Other Districts (Tina Williams)
4. Include Grandfathered in Salary Schedule (Tina Williams)
5. Have More Steps than the State Proposed Career Ladder (Boe Rushton)
6. Reward and Retain Veteran Teachers (Shelley Coats)
7. Attract and Retain New Teachers (Shelley Coats)
8. Teacher Morale (Shelley Coats/Kelly Arritt)
9. Strike a Balance Between Class Size and Budget (Michele Widmier)
10. 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.]
11. Effective Communication of the Rationale Why We Are Doing It (Dr. Cox)
12. Everyone get a raise every year

***Interests added 4/2/19***

13. Raises granted as money allows
14. Education lane to include full money from SDE
15. Keep it simple/consistency/equal amount between steps
16. Legacy staff not getting education money from the state
17. At least the same certified percentage increase as administrators and classified

Salary schedules were reviewed with team members. Dr. Cox reminded the team that what is decided with this budget, will affect ten other people we have on another budget. Shelley Coats asked how many out of the grandfathered are retiring. Andrea Schaeffer stated there are still people turning in their notice of retirement.

A copy of the projected career ladder was also handed out. It was noted that certified staff is costing the District \$108,000 above what the State gives us. Dr. Cox shared an Excel spreadsheet, prepared by Michelle Deluna, that automatically changed salaries, instead of having to list salaries.

Caucus called: 4:58 – 5:05

MCEA shared the spreadsheet they had created giving everyone a 3% raise. There was some confusion with the spreadsheet with the amount of increase given to teachers. Dr. Cox stated they had met with Todd Seamons in regards to insurance. The current insurance we have, Select Health, went down from 17% to 12%; however, we have only budgeted only for a 5% increase. Dr. Cox asked if the team wanted to take money out of salary to pay for insurance.

Caucus called 5:50 – 6:10

Wes DePew stated the MCEA likes the idea of more clarity in the salary schedule. They also would like two education lanes, and teachers should be awarded what the State has set aside.

It was voted that the steps on the MCEA spreadsheet were approximately \$1,300 to equalize them. MCEA would like time to do the rest of the column the same way.

Dr. Cox asked Michelle DeLuna to add another step to what we currently have in the salary schedule shared by the District.

Dr. Cox explained his idea to combine the top two grandfathered. Shelley Coats asked if the extra steps are considered longevity steps. Dr. Cox stated how long we make it or how far in between is up for discussion.

Karl Sandmann stated the grandfathered are not getting any increases for having a master's degree.

MCEA stated those who are retiring are not figured in the budget. Michelle DeLuna informed them when we lose experienced teacher, the pot of money from the State goes down. She clarified that we only get the average salary of all teachers in the District.

Karl Sandmann stated he believed with the legacy (grandfathered) money given it brings the raise up to 3%.

Dr. Cox stated there may not be a 3% raise due to the increase in health insurance. Kim Kidd also expressed concern that our deductible has increased almost every year. Sherry Bingham also reminded the team that PERSI will be deducting more from employee's paychecks.

Dr. Cox asked Michelle DeLuna to create the same budget but with a couple of more cells. Michelle will also email the spreadsheet to members to see what they may come up with. She informed members to make sure the cells are not less than last year.

Tina Williams made a motion to cancel the meeting for April 9, 2019, seconded by Shelley Coats. Motion carried.

The Insurance Committee will meet April 11<sup>th</sup>, then bring a recommendation to the team on April 16. Dr. Cox stated the reality is that we can only get insurance down to 10%. Todd Seamons is getting quotes from other insurance companies.

## **Agenda for April 16th**

Check In  
Approval of April 2 Minutes  
Insurance Committee Report  
Insurance Discussion  
Salary Schedule Comparison  
Check Out

## **Agenda for April 25<sup>th</sup> (Thursday)**

Check In  
Approval of April 16 Minutes  
Salary Benefit Options  
Language  
Master Agreement Review  
Check Out

---

Superintendent

Date

---

MCEA Representative

Date