

NEGOTIATIONS

5/23/16

Those Present: Dr. Cox, Tina Williams, Maria Fassett, Morgan Coats, Shelley Coats, Ashley Johnson, Suzette Miller, Sherry Bingham, Bryan McKinney, Karl Sandmann, Tina Williams, Michelle Widmier

Call to Order: Meeting began at 2:15p.m.

Check In:

Approval of

Minutes: Minutes from May 19, 2016 – There were several changes needed. They will be presented on May 24, 2016 for approval.

Insurance: Todd Seamons prepared a comparison sheet showing what we have this year and what is being offered for the next school year. There were questions asked last week and the following information was shared: a. With Select Health - IHC, University of Utah, and Hunstman are covered with a cancer diagnosis. b. Select Health offers 20 physical therapy visits (20 for physical, 20 for occupational, 20 for speech). If going over this amount, your doctor needs to request additional visits for approval. If it is not approved, it will be an out of pocket expense (does not apply to deductible). c. Emergency room visits – once your deductible is met, it will be a \$200 charge each time you visit the ER.

Procedural

Language: The team will decide on May 24, 2016 whether to delete section J. All other sections were approved.

Work Day:

Changes were made on the staff calendar clarifying teacher work/instruction day. They are labeled professional or instructional. There was a question on April 14, 2017. It will be half day professional and then due to the conferences, teacher will be able to leave the second half of the day. Concerns were expressed that other things were being scheduled and teachers can't get things finished.

Interests

Teacher time in classroom
Occasional short meeting
Teacher directed
Consistency across district
Utilize work day effectively
Teacher responsibilities
Defining clarification/options
Time to organize and prepare

Options

1. Acceptable activities list
2. Teacher directed activities
3. Will not be a professional day
4. Not admin directed professional day
5. No staff meetings
6. No admin directed staff meetings
7. Exception for crisis
8. Express the value of having that day
9. Exceptions for a very brief meetings
10. Exception brief meetings, less than 15 minutes

Voted: 1, 2, 5, 8, 9 NO
 2, 5, 8, 9 NO
 2, 7, 8 NO
 1, 2, 4, 5, 8, 10 NO
 2, 4, 8 NO
 1, 2, 8, 9 NO
 2, 8, 9 YES

The language will be created by Michele Widmier and Tina Williams

Evaluations: The MCEA decided to table this item until next year.

Salaries: The team reviewed the new general budget draft. The following questions were asked:

Difference between contingency/carry over funds

Dr. Cox and Michelle DeLuna explained the difference between carry over and contingency. Carry over is the amount of money in the bank at the end of this year from funds not used. The contingency is the money that is set aside for emergencies.

School operations fund: This is doubled from last year (more money from the State). This money was put in building's discretionary accounts for supplies, furniture, upkeep, etc.

Buses: This account fluctuates because of the depreciation on buses we have.

Leadership Premium Stipends: Some stipends at the secondary schools did not qualify for the qualification from the State. Those that had these type of stipends, were given another position that met the qualifications.

Enrollment Increases: We are expecting approximately 100 new students a year. Enrollment varies during the year because of move ins – move outs. It was asked about having an emergency levy, and the Board is reluctant to use this option. Michelle explained to the team that there has to be a large amount of students moving in. The State has a certain percentage/formula that is used to determine if a levy is needed. Most of our funding is based on attendance which was lower this year.

The number of FTEs on the budget was questioned. MCEA cards signed by members show there are 246, but the budget shows 224. It was explained that the State bases the enrollment on FTEs some of which are in other parts of the budget. Those who are half time only count half.

Some team members expressed frustration over administrative salaries. Dr. Cox explained that several years ago administrators were cut days and still are not up to what was originally set. Administrators also did not get raises some years in the past. The District is trying to do right by everyone. Additional teachers have been added to help with class size.

Caucus called by MCEA for 15 minutes (4:38 p.m.)

It was pointed out that seven grandfathered staff members would make more money if they decided to go onto the career ladder. That would have to be decided by those employees and the MCEA.

It was asked why one certified teacher was at such a low salary. This is due to the fact that the teacher has not turned in any credits earned.

MCEA reminded the team that several years ago MCEA offered furlough days, so District could stay in the black. It was done in the best interest of students.

The MCEA suggested everyone get the same raise. There are concerns over those on the ladder not getting the same raise. If everyone received a 3% raise, we would be within the amount allocated for salaries. Another suggestion was to add more cells to the career ladder for grandfathered staff. Suggested they don't move everyone onto the ladder this year. MCEA would visit with those staff members that are grandfathered.

Those with a Master's Degree need to be recognized more. There are many teachers who don't have their masters and it should be encouraged for them to do so. Those that do have the degree, should be paid accordingly.

A suggestion was made to leave everyone where they are, no raises, but pay for better benefits. This would not be feasible, it goes over the budget we have.

Dr. Cox made the following proposal:

Select Health option #3

Currently proposed salary schedule

Offer 3% to those who are grandfathered

Leave the amounts for BA + credits/MA+credits the same as last year (\$200, \$400, \$700)

Team will meet again on May 24, 2016 at 1:30 p.m.

Adjournment: 6:10

Maria Fussett 5-24-16
MCEA Signature

Jenny [Signature] 5-24-16
MCSD Signature

