

**NOTICE OF NEGOTIATIONS MEETING OF THE BOARD OF TRUSTEES  
MINIDOKA COUNTY JOINT SCHOOL DISTRICT #331  
RUPERT, MINIDOKA COUNTY, IDAHO**

**NOTICE IS HEREBY GIVEN** that an **Special Meeting** of the Board of Trustees of the Minidoka County Joint School District is posted for **Tuesday, May 23, 2023 at 4:30 PM** at the **District Service Center 310 10th Street Rupert, ID 83350** at which meeting the following business will be conducted:

**CALL TO ORDER & ROLL CALL:**

Bonnie Heins, Chair	Dr. Kenneth Cox, Superintendent
Rick Stimpson, Vice Chair	Kerri Tibbitts, Board Clerk
Russ Suchan, Trustee	Reed Cotten, School Counsel
Jeff Gibson, Trustee	
Mary Andersen, Trustee	

1. Approval of Minutes	2
2. Salaries	9
3. Approval of the 2023-2024 MCEA Agreement	12
4. Adjournment	

#boldsubject#

\*\* Robert's Rules of Order will govern all meetings

\*\*\* Any person needing special accommodations to participate in the above-noticed meeting should contact the Minidoka County School District one (1) day prior to the meeting at 310 10<sup>th</sup> St., Rupert, Id. (208) 436-4727

## NEGOTIATION MINUTES

5/19/23

Those present on team: Laurie Copmann, Sherry Bingham, Angela Davidson, Dr. Parker, Dyann Blood, Brandi Milliron, Wes DePew, Nicole Toner, Maren Oppelt, Doug Pease

GROUND RULES AND STANDARDS: The team reviewed and approved the ground rules and standards.

### ISSUES FOR DISCUSSION

- Mental Health (Maren Oppelt) – Employees need more information as to what is covered by our insurance and how many visits. It is important to have easy access for those who are facing a crisis. There needs to be something that shows what is covered and who offers services or resources for those in need.

Sherry Bingham - We have EAP that allows every employee and family five visits with a professional. From her understanding those visits are not too hard to get. There is a district mental health committee that meets. She encouraged staff to join the committee to help share information with staff. The committee keeps a list of resources available. Sherry Bingham will make available resources for staff and families.

Maren Oppelt – She asked if a small committee could meet before school ends. Chelsey Ball will contact Maren Oppelt or Nicole Toner to help with the information. The team agreed to this process.

- Lack of Substitutes (Wes DePew) – Maren Oppelt shared in Idaho the Center for Teacher Learning might be able to create a class to help train substitutes. Those who attend the class be paid more money per day for subbing. They could receive a credit in which the District would reimburse them. It was also suggested Dr. Parker contact CSI to see if they would be willing to work with substitutes in the area. Substitutes might be reimbursed for their training time if they sub in our District. Brandi Milliron expressed concern teachers were being pulled away from prep time to sub. Wes DePew asked if the admin and the board could help in regards to subs. Dr. Parker felt the admin needed to talk about it and make sure we have qualified sub at the same time. Laurie Copmann felt admin could help to fix the problem if the MCEA team felt they could trust admin. Wes stated it was a good idea. Brandi Milliron asked how this will all be communicated back to staff. Michele Widmier said she would send out information and encourage information to be reiterated at staff meetings.
- Professional Development (Maren Oppelt) – There are many differences between schools/secondary. The MCEA would like to see more professional development that pertains to grade levels/subject. It was suggested we contact Cassia to see if some of the professional development could be done jointly. MCEA suggested IEA has a good training on dyslexia.
- Sherry Bingham – asked the team if Ashley Johnson could speak on this. The team agreed. There is training already scheduled. Elementary will have two full days of training, they are required to have a credit when recertifying. It is offered in August and September. Mountain West is offering the training. Secondary is required to have a training for 2-3 hours.
- Brandi Million stated communication is needed regarding training. Many teachers don't understand it is a requirement. Ashley Johnson will send out the requirements and dates of training. Brandi Milliron also stated many people are going to professional development conferences but none of the information is shared.
- Laurie Copmann felt it should be an expectation of admin for those attending to share the information. The team approved the process for Professional Development.

Break 9:58

Returned 10:10

## BUDGET REVIEW

- Michelle Deluna presented and explained the process of creating the budget. The State is requiring we go back to ADA and not enrollment based. We will contribute to a state pool in order to have protection for next year. We will budget for revenue at 212 units. You can view all budgets here [file:///A:\dsc-nas\Users\\$\Staff\ktibbitts\My%20Documents\SALARY%20SCHEDULE.xlsx](file:///A:\dsc-nas\Users$\Staff\ktibbitts\My%20Documents\SALARY%20SCHEDULE.xlsx)  
We do not use the state salary schedule. It is the goal to get all grandfathered staff into the salary schedule.
- The State gave money for a 4% increase to administrators.
- The \$6,539 given by the State is distributed by how many FTE's the District has. We are currently over from the State allocated.
- Classified money was given from the State to help raise salaries. Michelle DeLuna stated her goal was to have no hourly beginning pay be less than \$14 an hour.
- PERSI rates are changing. For certified they will be increasing and classified is decreasing. Classified will have less taken out of their checks, while certified will have more.
- Activity stipends are being increased another \$50,000 to get them updated and attract more coaches.
- Contingency goal is 5% (1.8 million)
- 2.6 million of the fund balance will be used to balance the budget.
- 1.8 million remain in ESSR funds. Some staff are paid with these monies. If we hire all the staff back that admin is wanting after next year there will be a problem.

Break 11:00

Returned: 11:10

### INTERESTS (SALARIES)

- A. Follow legislative plan for salaries (Maren Oppelt)
- B. Competition with districts in the valley (Wes DePew)
- C. Retaining and recruiting (Wes DePew)
- D. Meet expectations of educators as they have read in actual bill (Wes DePew)
- E. Meet Governor's expectations that he has said numerous times (Wes DePew)
- F. Money equitable for all certified teachers (Laurie Copmann)

Caucus: 11:16

Returned 11:37

### Explanation of Interests:

- Wes DePew – interests meet the expectation of educators as they read in the actual funding of the bill for salary of teachers; it meets the expectations the Governor has repeated numerous times as to what teachers should be given.
- Laurie Copmann – the \$6359 has to work in the budget. It has to be equitable for all certificated teachers and what the budget allows.
- Wes DePew – competing districts have met the expectations of what the bill says.
- Laurie Copmann – We are wanting to follow the Governor's plan but there's a couple of things needing to be clarified. What is your understanding of the plan?
- Wes DePew – The bill says \$6359 added to each teacher's salary.
- Wes DePew asked if Michelle Deluna could explain where the budget it. Team agreed.
- The expectation of \$6359, not all cells will receive that. \$6359 for 212 units is \$1,482,000. We have 280, divide that with the \$6359 ends up being around \$5330. Money has to be divided by all staff.
- Michelle Deluna stated the admin are reducing a few in staff numbers, but there's not a lot they want to cut in the buildings.
- Wes DePew asked with being cut 1.75 staff at Minico, is that accounted for in the budget? Michelle Deluna stated yes.

- Laure Copmann - stated the admin tried to decide what was the best number to have without affecting the structural piece.
- Sherry Bingham - stated a special ed teacher is retiring at Paul and that person would have to be replaced.
- Laurie Copmann – Admin worked hard to make appropriate amounts of staff in every building.
- Wes DePew – Is the District planning to carry over one more year with ESSR funds? It was stated not all extra staff is with ESSR funds.
- Dr. Parker – ESSR funds are used to balance the budget next year.
- Angela Davidson – Admin tried to eliminate what was possible.
- Wes DePew – He asked Michelle Deluna to explain the budget as far as certified is concern.
- Michelle Deluna – The recommendation is that every cell is increased by \$5300. You take the 280 divide by 1,482,000 to come to \$5300 getting everyone on the salary schedule. There would be no more grandfathered. Maybe 4 people would go to P6. The average raise would not equate to some not getting the full amount.

Caucus: 11:54

Returned: 12:07

#### OPTIONS (SALARY)

- A. Green proposed salary schedule #2. It is equitable, grandfathered cells are eliminated, divides money amongst all teachers.
- [file ://\dsc-nas\Users\\$\Staff\ktibbitts\My%20Documents\SALARY%20SCHEDULE.xlsx](file:///\\dsc-nas\Users$\Staff\ktibbitts\My%20Documents\SALARY%20SCHEDULE.xlsx)
- It is equitable, grandfathered cells are eliminated, divides money amongst all teachers.
  - Admin – with that option \$6,100 is close to \$260,000 what do we cut?
  - Wes DePew asked Brandi Milliron to report what the state has as of April 12 with ESSR funds. She reported we have \$3,262,000. Michelle Deluna stated it is more like 1.8 million. She is still requesting payments that have occurred through the year. After August payment the amount will be more accurate.

Lunch: 12:12

Returned: 12:50

#### OPTIONS CONTINUED (SALARY)

- Wes DePew – asked Michelle Deluna on classified how much more than 4% was budgeted.
  - Laurie Copmann – You’re not seeing the big picture because we don’t have benefits, maybe look benefits then go back to salary.
- B. Look at benefits before doing salary
- Sherry Bingham – Benefits and insurance has to come out of the district budget, why wasn’t that proposed earlier? Laurie – didn’t think it out.
- C. Laurie Copmann – stick with \$5,300 so we do not have to cut any people (orange salary #2) same link as above.
- Wes DePew – We have been given multiple proposals by the district.
  - Laurie Copmann – If we want to use the MCEA’s proposal, we would have to cut. Cutting people is not an option

Caucus: 12:56

Returned: 1:10

- Wes DePew - He asked Dr. Parker the two options, \$263,000 difference between the two. He was confused if this was not an option why was it given? Dr. Parker stated because of cost. All of these are options we are going to sacrifice or take a hit.
- After discussion to honor the request made earlier, if we want to bring up insurance if approved by the committee it is fine with the MCEA.
- Laurie Copmann – If we do discuss it, we have everything on the table. The team agreed to the proposal.

## INSURANCE

### INTERESTS

- A. Stay with current plan. Talked to staff and there are different plans out there, not all fit all and it's better for people with an HSA. The state plan is for a bigger budget. (Sherry Bingham)
- B. Get an insurance plan that is most beneficial for most employees and retains employees (Dr. Parker),
- C. Be able to talk benefits versus cost (Dr. Parker).

### OPTIONS

- Lexi Baker was asked to speak to the team regarding insurance. Team agreed. The numbers for the current year is \$11,800 for next year it is \$12,500. There is a difference to stay on our current plan of \$400,000. The state insurance could possible cost approximately \$800,00. However, if staff resigned and were not replaced, it would be easier to cover the cost.
- Concerns: 1)The state plan only has one cleaning and x-rays have to be paid for by the employee with Blue Cross dental plan.2) Maren Oppelt stated that if kids were halfway through braces they would have to buy a private policy if they were on Delta or Willamette dental. 3)The cost for employees would be approximately \$921 a year to pay premiums. 4)HSA drops from \$223 to \$50. Life insurance – we would continue with our current life insurance plan. 5)There is a difference on prescriptions on non-preferred, but the state has a benefit for specialty drugs. 6)MCEA was told we would have to pay for all employees whether or not they took insurance. It would depend which is less expensive for the district. If we do choose to pay for only those currently enrolled, could we add additional people. Yes. 7)The deductible with the state would begin in July. We are locked into the insurance for five years. Does the state insurance go up? It could increase, but the increases the state has is much lower usually than private insurance. 8)Only 100 people answered the survey and that is only 20% of our employees. 9)MCEA was told if going to the state plan, several people would be RIF'd. Brandi Milliron asked Board Chair, Bonnie Heins, to speak on the issue of people being RIF'd. She stated it is a board decision to make and no one is being rified. Our goal is to get the best for our employees to keep and retain employees. 10)A lot of people didn't know anything about the insurance even though Lexi visited every school but two.

Break 1:40

Returned: 2:55

- Wes DePew asked why the correct information/numbers have not been given to the team. Does our representative not know?
- Nichole Toner asked if there was chiropractor coverage – yes.
- The state will help retirees shop plans that meet their needs.

### OPTIONS INSURANCE

- A. Stay on current plan (Wes DePew)
- B. Everyone will be getting a raise, provide no insurance to pay \$5 million into the budget (Dr. Parker)
- C. Go to the state plan (Brandi Milliron)
- D. Vote on the options

Dr. Parker suggested we get more information and come back to the issue.

### Options

- A: All Yes
- B: NO, need insurance, it is a big option to have.
- C: NO, some staff want to stay on the current insurance, we are locked in for five years, can't afford it.

VOTE RESULTS: Option A, stay on current plan.

### RETURNED TO SALARIES

## OPTIONS

- A. Green proposed salary schedule #2 [file:///\\dsc-nas\Users\\$\Staff\ktibbitts\My%20Documents\SALARY%20SCHEDULE.xlsx](file:///\\dsc-nas\Users$\Staff\ktibbitts\My%20Documents\SALARY%20SCHEDULE.xlsx) It is equitable, grandfathered cells are eliminated, divides money amongst all teachers.
- B. This option was to look at insurance
- C. Laurie Copmann – stick with \$5,300 so we do not have to cut any people (orange salary #2) same link as above.
- D. Get grandfathered teachers onto the salary schedule (Sherry Bingham)
- E. \$6,100 do away with class wallet, loyalty bonus, leadership stipend
  - We just voted to save money with current insurance, go back to what the state superintendent said (Brandi Milliron).
  - We have more people we need to do what's best for every staff (Laurie Copmann)
  - We have to compete with many counties how does this option compete with others (Wes DePew)?
  - Cassia County offered the teachers close to \$6100.

Caucus: 2:40

Returned: 3:05

The team voted to approve Nicole Manning and Heather Hepworth to replace Brandi Milliron and Angela Davidson due to time constraints.

- The ISDE appointment for our district says we are currently over our allotment for administrators, yet when asking for the full amount for teachers it's not something willing to be spent. (Brandi Milliron)
- The state said and additional \$6,369 shall be committed to each cell (Maren Oppelt)
- The proposed budget only has \$5,300 built in it (Michelle Deluna). If going with an additional amount, we would have to make cuts.
- Every year something has to be cut, why is coming up with additional money for admin ok but not teachers (Maren Oppelt)?
- The budget for software is \$900,000 is in general fund. Can it be moved back into the plant facilities levy (Brandi Milliron)? It was stated that there were some unexpected costs and it might be able to be moved back in the levy funds when we go out for another levy (Michelle Deluna).

Break: 3:19

Returned: 3:25

- Laurie Copmann clarified that Cassia received \$6,025 of the state money.
- Wes DePew – clarification with Kerri Tibbitts. There have been 23 people resign or retired. Yes.
- Dr. Parker talked to each building and this is how the budget was built.
- Laurie Copmann – some are being replaced.
- Dr. Parker on the frequently asked questions at Roadshow it was stated the elective board will determine the allocation.
- Wes DePew- Teachers want the amount approved.
- Sherry Bingham – We have to distribute it to all teachers, even though there are extra. She also suggested that grandfathered be put on the salary schedule.

Caucus 3:30

Returned 3:45

- Maren Oppelt – asked for clarification on salary based apportionment for admin. We're allowed for 16.8 but we have 17.87. No one is saying we don't need admin. The district is currently going to pay for \$200,000 close to \$300,000 more than the state allows for administration, but we are being told no. We feel our admin are supporting us but wondering why it is ok here, but not there?

- Laurie Copmann – In the district she feels they have tried hard to be fair across the board with everyone. For people to single out admin she finds offensive.
- According to state department figures we are only over 6 teachers. This was referring to enrollment not ADA.
- Option E would take care of the grandfathered in the salary schedule.

Caucus 3:44

Returned: 3:55

- Wes DePew asked for this option to be put on paper to see how it affects everyone.
- TL Lowder asked the team if extending the time would be ok. The team approved.
- Michelle Deluna and Ashley Johnson created a salary schedule to show items Laurie Copmann had in her option.
- Wes DePew asked that this is with the exception of counselor stipends. Yes.
- Laurie Copmann asked to vote on options.
- Wes DePew asked to meet another time.

Caucus: 4:12

Returned 4:25

- Maren Oppelt – MCEA feel they need more time to look everything over and ask to adjourn until Tuesday after school.
- Dr. Parker stated he didn't think it would do any good. Other admin stated the best offer is on the table.
- Sherry Bingham asked what would happen to the options? It was decided to vote on the options.
- A. Green proposal, option #2 NO, special ed budget doesn't support it, not financially feasible.
- B. (Look at benefits)
- C. \$5,300 stay with proposal orange #2 NO, can't support with any integrity since that's not what the governor said, not fair to members and other teachers.
- D. Duplicate
- E. \$6,100 do away with class wallet, leadership stipends and loyalty bonus. NO, it does not meet the intention of the law, loyalty bonus being taken away is offensive to teachers who have been with the district for many years.

Caucus: 4:33

Returned 4:42

- Time is needed to show people if this is the right decision. We want to come back at 4:30 on Tuesday (Wes DePew).
- If you're agreeing to this, we should make the decision. (Laurie Copmann) No, I'm not agreeing, we need to come back on Tuesday.
- This is a final offer. (Dr. Parker)
- This is why we want to show employees what the final offer is before we vote. (West DePew)
- Your people are teachers and you have been given power to negotiate for them (Sherry Bingham).
- It is understood, but taking away other things we're dealing with, class wallet, leadership stipend, loyalty bonus, needs to be transparent (Wes DePew).
- Dr. Parker, you understand that's what we did to get the \$6,100 and it's the same things other district have done.
- Wes DePew – understands that but other employees don't know that.
- If it was voted down, the option would have to be redone? (Heather Hepworth) Yes.

A motion to reconvene on Tuesday, May 23, 2023 at 4:30 was made by Maren Oppelt, seconded by Wes DePew. Motion carried.

A motion for adjournment was made by Nicole Toner, seconded by Wes DePew. Motion carried.

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Superintendent Signature

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Date

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MCEA Representative

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Date



# 2023-2024 GENERAL FUND BUDGET

**(\$6100 PER TEACHER, CURRENT INS)**

## BEGINNING BUDGET

Based on 212 units (protected)

2023-2024 Est Actual Cost Est to be Reimb by State

MATH AND SCIENCE \$59,000  
CAREER COUNSELOR \$62,300  
LITERACY \$473,000

**Salary Based Apportionment:**

Admin Salaries 18.8 FTE (inc summer admin) 4% inc step	1,740,000	1,269,000	(471,000)
Certificated Salaries 250.25 FTE plus 13 FTE inter/coach	15,016,000	13,986,000	(1,030,000)
Classified Salaries 102 FTE plus 28 FTE inter aides 8% & step	4,010,000	3,191,000	(819,000)
20.34% benefits for above certified salaries*	3,408,000	3,103,000	(305,000)
18.83% benefits for above classified salaries*	755,000	601,000	(154,000)

**Other Salaries:**

<b>Leadership Stipends-</b>	17,000		
Occupational Specialist Stipend \$3000 x 6	18,000	-	(18,000)
Interscholastic and Extra days Stipends (inc \$50,000)	390,000	-	(390,000)
Extra Days, Prep Subs, -0- hrs, Credit Recovery	60,000	-	(60,000)
Employee of the Year/Retirement/Pers leave/Wellness	20,000	-	(20,000)
Classified Loyalty Bonus	57,000		
Activity Duties/Homebound	20,000		
Substitutes	170,000		
Alternative Summer School	100,000		
20.34% Benefits for other & 7.65% non full	152,000		
Health benefits 412 FTE Current Plan (6.63% INCREASE) \$11,723	4,830,000	4,859,000	29,000

CAREER COUNSELING \$18,000  
LITERACY AIDES \$72,000  
COMMUNITY COOR \$16,000

Math & Science \$14,700  
Career Counselor \$23,500  
Literacy \$176,000  
Comm Coor \$11,700

**Other Discretionary and Operating budgets:**

Transportation Budget 46 fte plus operations	2,300,000	1,766,000	(534,000)
Schools Activity Transportation	120,000	-	(120,000)
Athletics Discretionary	15,000	-	(15,000)
Safe Environment and Community Resource	35,000	-	(35,000)
Contracted Behavior Counseling & Athletic Trainer	40,000	-	(40,000)
Schools Operational Funds \$1230 per unit	250,000	-	(250,000)
Teacher Supply allocation \$200 per teacher			-
Curriculum	100,000	15,000	(85,000)
Career Counseling Events(Staffing included above)	-	-	-
Professional Development/GT	140,000	140,000	-
Literacy Initiative Training and Mentoring	170,000	170,000	-
FAST FORWARD/Advanced Opportunities-NNU	70,000	70,000	-
Remediation- Credit Recovery & Curriculum	83,000	83,000	-
Copier/Printer usage budgets	100,000	-	(100,000)
Utilities including telephone	780,000	-	(780,000)
Workers Comp and Liability Insurance	525,000	-	(525,000)
Support Services discretionary & idla	110,000	-	(110,000)
Grounds and Custodial (inc 40,000 schools custodial supplies)	400,000	-	(400,000)
Software/Internet/Servers/Printers/Computers/Access Points	650,000	-	(650,000)
9th and 6th grade laptops	250,000		
Carpet and Paint (leave from supp transfer)	150,000		
Supplemental levy Transfer to Plant Projects	2,100,000		
Bus depreciation transfer to plant	266,000	-	(266,000)
Food Service Benefit Match	45,000	-	(45,000)
Medicaid Match Transfer Out	200,000	-	(200,000)
Contingency 5%	1,800,000	-	(1,800,000)

Michelle Deluna: Supplemental

Total estimated expenses 22-23 41,462,000 (12,152,000)

**Other State Reimbursements:**

Tuition Equivalency		150,000	150,000
Property Tax Replacement 438		120,000	120,000
Lottery 437		288,000	288,000
Maintenance Match		14,000	14,000
State Distribution factor for Operations \$19,537 per unit		4,142,000	4,142,000

**Local sources:**

Supplemental levy		2,250,000	2,250,000
Tort Levy		15,000	15,000
Tax Penalty and interest		10,000	10,000
Interest/Fees		275,000	275,000
Rental of buildings		5,000	5,000
Secondary Activity Duties		20,000	20,000
Erate		120,000	120,000
Other local revenue and insurance dividends		40,000	40,000
Medicaid Match Transfers In		200,000	200,000
indirect costs transfer		80,000	80,000
Estimated 22-23 Carryover****		2,600,000	2,600,000

deficit 39,582,000 (1,823,000)

Amount needed to be covered by ESSER III ARP

Move the following expenditures from above:

7 Behavior Aides	\$	255,000
4 Instructional Coaches	\$	277,500
4 Certified Elementary	\$	277,500
5 Certified Secondary (1 High, 2 Middle, 2 ALT )	\$	350,000

Intervention aides	Students	Allocation	\$	650,000	FTE
Acequia	260	8%	54,254		2
Heyburn	527	17%	109,968		3
Paul	500	16%	104,334		3
Rupert	664	21%	138,555		4
Alt	180	6%	37,560		1
East	461	15%	96,196		3
West	523	17%	109,133		3
			<b>1,810,000</b>		20

NEGOTIATION MEETING

5/23/23

Members at the table: Brandi Milliron, Wes DePew, Nicole Toner, Maren Oppelt, Doug Pease, Laurie Copmann, Dyann Blood, Angela Davidson, Dr. Parker, Sherry Bingham.

Members "Checked In"

Approval of Minutes: With the correction on page 4 about chiropractic information. The statement should have read can someone pull from the chiropractic coverage if not used to help cover i.e. physical therapy. With that correction made, the team approved the minutes from May 19, 2023.

Salaries: Wes DePew stated they received a lot of feedback and found out information as to what teachers wanted. Nicole Toner read a statement from the MCEA asking for the \$6100 and keep the loyalty bonus (class wallet and leadership stipends would be cut).

Caucus: 4:45

Returned: 458

Laurie Copmann asked to vote on this option.

All members agreed to the \$6100, keeping the loyalty bonus.

Approval of the MCEA Agreement: there is nothing to be changed, only to add the new salary schedule and insurance.

Wes DePew: He stated there were concerns regarding the health insurance. He felt clarification was needed. He asked Sherry Bingham how many people would having the state insurance affect. She stated she would need to do the math with Michelle Deluna, but felt it was approximately 40 paras. Wes DePew: there is information the state insurance would cost less and we need to deal with this. He asked if the agenda could be amended.

Kerri Tibbitts stated it could be amended but it had to be a team decision.

Dr. Parker stated there's a lot to talk about and correct information needs to get out to people so we have accurate information for next year.

Brandi Milliron: A lot of people are not happy and asked Lexi Baker when insurance had to be finalized? Lexi Baker stated we had a couple of weeks.

Wes DePew: If we choose to reopen negotiations, Maren Oppelt would send a letter to Dr. Parker stating the MCEA has asked to reopen negotiations to address insurance.

Adjournment: Laurie Copmann made a motion to adjourn, seconded by Nicole Toner. The team agreed.

\_\_\_\_\_  
Superintendent Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
MCEA Representative Signature

\_\_\_\_\_  
Date

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5/19/23

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Maren Oppelt – She asked if a small committee could meet before school ends. Chelsey Ball will contact Maren Oppelt or Nicole Toner to help with the information. The team agreed to this process.

- Lack of Substitutes (Wes DePew) – Maren Oppelt shared in Idaho the Center for Teacher Learning might be able to create a class to help train substitutes. Those who attend the class be paid more money per day for subbing. They could receive a credit in which the District would reimburse them. It was also suggested Dr. Parker contact CSI to see if they would be willing to work with substitutes in the area. Substitutes might be reimbursed for their training time if they sub in our District. Brandi Milliron expressed concern teachers were being pulled away from prep time to sub. Wes DePew asked if the admin and the board could help in regards to subs. Dr. Parker felt the admin needed to talk about it and make sure we have qualified sub at the same time. Laurie Copmann felt admin could help to fix the problem if the MCEA team felt they could trust admin. Wes stated it was a good idea. Brandi Milliron asked how this will all be communicated back to staff. Michele Widmier said she would send out information and encourage information to be reiterated at staff meetings.
- Professional Development (Maren Oppelt) – There are many differences between schools/secondary. The MCEA would like to see more professional development that pertains to grade levels/subject. It was suggested we contact Cassia to see if some of the professional development could be done jointly. MCEA suggested IEA has a good training on dyslexia.
- Sherry Bingham – asked the team if Ashley Johnson could speak on this. The team agreed. There is training already scheduled. Elementary will have two full days of training, they are required to have a credit when recertifying. It is offered in August and September. Mountain West is offering the training. Secondary is required to have a training for 2-3 hours.
- Brandi Million stated communication is needed regarding training. Many teachers don't understand it is a requirement. Ashley Johnson will send out the requirements and dates of training. Brandi Milliron also stated many people are going to professional development conferences but none of the information is shared.
- Laurie Copmann felt it should be an expectation of admin for those attending to share the information. The team approved the process for Professional Development.

Break 9:58

Returned 10:10

### BUDGET REVIEW

- Michelle Deluna presented and explained the process of creating the budget. The State is requiring we go back to ADA and not enrollment based. We will contribute to a state pool in order to have protection for next year.

We will budget for revenue at 212 units. You can view all budgets here [file:///\\dsc-nas\Users\\$\Staff\ktibbitts\My%20Documents\SALARY%20SCHEDULE.xlsx](file:///\\dsc-nas\Users$\Staff\ktibbitts\My%20Documents\SALARY%20SCHEDULE.xlsx)

We do not use the state salary schedule. It is the goal to get all grandfathered staff into the salary schedule.

- The State gave money for a 4% increase to administrators.
- The \$6,539 given by the State is distributed by how many FTE's the District has. We are currently over from the State allocated.
- Classified money was given from the State to help raise salaries. Michelle DeLuna stated her goal was to have no hourly beginning pay be less than \$14 an hour.
- PERSI rates are changing. For certified they will be increasing and classified is decreasing. Classified will have less taken out of their checks, while certified will have more.
- Activity stipends are being increased another \$50,000 to get them updated and attract more coaches.
- Contingency goal is 5% (1.8 million)
- 2.6 million of the fund balance will be used to balance the budget.
- 1.8 million remain in ESSR funds. Some staff are paid with these monies. If we hire all the staff back that admin is wanting after next year there will be a problem.

Break 11:00

Returned: 11:10

#### INTERESTS (SALARIES)

- A. Follow legislative plan for salaries (Maren Oppelt)
- B. Competition with districts in the valley (Wes DePew)
- C. Retaining and recruiting (Wes DePew)
- D. Meet expectations of educators as they have read in actual bill (Wes DePew)
- E. Meet Governor's expectations that he has said numerous times (Wes DePew)
- F. Money equitable for all certified teachers (Laurie Copmann)

Caucus: 11:16

Returned 11:37

#### Explanation of Interests:

- Wes DePew – interests meet the expectation of educators as they read in the actual funding of the bill for salary of teachers; it meets the expectations the Governor has repeated numerous times as to what teachers should be given.
- Laurie Copmann – the \$6359 has to work in the budget. It has to be equitable for all certificated teachers and what the budget allows.
- Wes DePew – competing districts have met the expectations of what the bill says.
- Laurie Copmann – We are wanting to follow the Governor's plan but there's a couple of things needing to be clarified. What is your understanding of the plan?
- Wes DePew – The bill says \$6359 added to each teacher's salary.
- Wes DePew asked if Michelle Deluna could explain where the budget it. Team agreed.
- The expectation of \$6359, not all cells will receive that. \$6359 for 212 units is \$1,482,000. We have 280, divide that with the \$6359 ends up being around \$5330. Money has to be divided by all staff.
- Michelle Deluna stated the admin are reducing a few in staff numbers, but there's not a lot they want to cut in the buildings.
- Wes DePew asked with being cut 1.75 staff at Minico, is that accounted for in the budget? Michelle Deluna stated yes.
- Laure Copmann - stated the admin tried to decide what was the best number to have without affecting the structural piece.
- Sherry Bingham - stated a special ed teacher is retiring at Paul and that person would have to be replaced.
- Laurie Copmann – Admin worked hard to make appropriate amounts of staff in every building.

- Wes DePew – Is the District planning to carry over one more year with ESSR funds? It was stated not all extra staff is with ESSR funds.
- Dr. Parker – ESSR funds are used to balance the budget next year.
- Angela Davidson – Admin tried to eliminate what was possible.
- Wes DePew – He asked Michelle Deluna to explain the budget as far as certified is concern.
- Michelle Deluna – The recommendation is that every cell is increased by \$5300. You take the 280 divide by 1,482,000 to come to \$5300 getting everyone on the salary schedule. There would be no more grandfathered. Maybe 4 people would go to P6. The average raise would not equate to some not getting the full amount.

Caucus: 11:54

Returned: 12:07

#### OPTIONS (SALARY)

- A. Green proposed salary schedule #2. It is equitable, grandfathered cells are eliminated, divides money amongst all teachers.

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- It is equitable, grandfathered cells are eliminated, divides money amongst all teachers.
- Admin – with that option \$6,100 is close to \$260,000 what do we cut?
- Wes DePew asked Brandi Milliron to report what the state has as of April 12 with ESSR funds. She reported we have \$3,262,000. Michelle Deluna stated it is more like 1.8 million. She is still requesting payments that have occurred through the year. After August payment the amount will be more accurate.

Lunch: 12:12

Returned: 12:50

#### OPTIONS CONTINUED (SALARY)

- Wes DePew – asked Michelle Deluna on classified how much more than 4% was budgeted.
  - Laurie Copmann – You're not seeing the big picture because we don't have benefits, maybe look benefits then go back to salary.
- B. Look at benefits before doing salary
- Sherry Bingham – Benefits and insurance has to come out of the district budget, why wasn't that proposed earlier? Laurie – didn't think it out.
- C. Laurie Copmann – stick with \$5,300 so we do not have to cut any people (orange salary #2) same link as above.
- Wes DePew – We have been given multiple proposals by the district.
  - Laurie Copmann – If we want to use the MCEA's proposal, we would have to cut. Cutting people is not an option

Caucus: 12:56

Returned: 1:10

- Wes DePew - He asked Dr. Parker the two options, \$263,000 difference between the two. He was confused if this was not an option why was it given? Dr. Parker stated because of cost. All of these are options we are going to sacrifice or take a hit.
- After discussion to honor the request made earlier, if we want to bring up insurance if approved by the committee it is fine with the MCEA.
- Laurie Copmann – If we do discuss it, we have everything on the table. The team agreed to the proposal.

#### INSURANCE INTERESTS

Stay with current plan. Talked to staff and there are different plans out there, not all fit all and it's better for people with an HSA. The state plan is for a bigger budget. (Sherry Bingham)

- A. Get an insurance plan that is most beneficial for most employees and retains employees (Dr. Parker),
- B. Be able to talk benefits versus cost (Dr. Parker).

OPTIONS

- Lexi Baker was asked to speak to the team regarding insurance. Team agreed. The numbers for the current year is \$11,800 for next year it is \$12,500. There is a difference to stay on our current plan of \$400,000. The state insurance could possible cost approximately \$800,00. However, if staff resigned and were not replaced, it would be easier to cover the cost.
- Concerns: 1)The state plan only has one cleaning and x-rays have to be paid for by the employee with Blue Cross dental plan.2) Maren Oppelt stated that if kids were halfway through braces they would have to buy a private policy if they were on Delta or Willamette dental. 3)The cost for employees would be approximately \$921 a year to pay premiums. 4)HSA drops from \$223 to \$50. Life insurance – we would continue with our current life insurance plan. 5)There is a difference on prescriptions on non-preferred, but the state has a benefit for specialty drugs. 6)MCEA was told we would have to pay for all employees whether or not they took insurance. It would depend which is less expensive for the district. If we do choose to pay for only those currently enrolled, could we add additional people. Yes. 7)The deductible with the state would begin in July. We are locked into the insurance for five years. Does the state insurance go up? It could increase, but the increases the state has is much lower usually than private insurance. 8)Only 100 people answered the survey and that is only 20% of our employees. 9)MCEA was told if going to the state plan, several people would be RIF'd. Brandi Milliron asked Board Chair, Bonnie Heins, to speak on the issue of people being RIF'd. She stated it is a board decision to make and no one is being rified. Our goal is to get the best for our employees to keep and retain employees. 10)A lot of people didn't know anything about the insurance even though Lexi visited every school but two.

Break 1:40

Returned: 2:55

- Wes DePew asked why the correct information/numbers have not been given to the team. Does our representative not know?
- Nichole Toner asked if it is possible to pull from the chiropractic fund if you have not used the visits to help with i.e. physical therapy.
- The state will help retirees shop plans that meet their needs.

OPTIONS INSURANCE

- A. Stay on current plan (Wes DePew)
- B. Everyone will be getting a raise, provide no insurance to pay \$5 million into the budget (Dr. Parker)
- C. Go to the state plan (Brandi Milliron)
- D. Vote on the options

Dr. Parker suggested we get more information and come back to the issue.

Options

- A: All Yes
- B: NO, need insurance, it is a big option to have.
- C: NO, some staff want to stay on the current insurance, we are locked in for five years, can't afford it.

VOTE RESULTS: Option A, stay on current plan.

*RETURNED TO SALARIES*

OPTIONS

- A. Green proposed salary schedule #2 [file:///\\dsc-nas\Users\\$\Staff\ktibbitts\My%20Documents\SALARY%20SCHEDULE.xlsx](file:///\\dsc-nas\Users$\Staff\ktibbitts\My%20Documents\SALARY%20SCHEDULE.xlsx) It is equitable, grandfathered cells are eliminated, divides money amongst all teachers.
- B. This option was to look at insurance
- C. Laurie Copmann – stick with \$5,300 so we do not have to cut any people (orange salary #2) same link as above.
- D. Get grandfathered teachers onto the salary schedule (Sherry Bingham)
- E. \$6,100 do away with class wallet, loyalty bonus, leadership stipend
  - We just voted to save money with current insurance, go back to what the state superintendent said (Brandi Milliron).
  - We have more people we need to do what’s best for every staff (Laurie Copmann)
  - We have to compete with many counties how does this option compete with others (Wes DePew)?
  - Cassia County offered the teachers close to \$6100.

Caucus: 2:40

Returned: 3:05

The team voted to approve Nicole Manning and Heather Hepworth to replace Brandi Milliron and Angela Davidson due to time constraints.

- The ISDE appointment for our district says we are currently over our allotment for administrators, yet when asking for the full amount for teachers it’s not something willing to be spent. (Brandi Milliron)
- The state said and additional \$6,369 shall be committed to each cell (Maren Oppelt)
- The proposed budget only has \$5,300 built in it (Michelle Deluna). If going with an additional amount, we would have to make cuts.
- Every year something has to be cut, why is coming up with additional money for admin ok but not teachers (Maren Oppelt)?
- The budget for software is \$900,000 is in general fund. Can it be moved back into the plant facilities levy (Brandi Milliron)? It was stated that there were some unexpected costs and it might be able to be moved back in the levy funds when we go out for another levy (Michelle Deluna).

Break: 3:19

Returned: 3:25

- Laurie Copmann clarified that Cassia received \$6,025 of the state money.
- Wes DePew – clarification with Kerri Tibbitts. There have been 23 people resign or retired. Yes.
- Michelle Deluna visited with each principal and this is how the budget was built.
- Laurie Copmann – some are being replaced.
- Dr. Parker on the frequently asked questions at Roadshow it was stated the elected board will determine the allocation.
- Wes DePew- Teachers want the amount approved.
- Sherry Bingham – We have to distribute it to all teachers, even though there are extra. She also suggested that grandfathered be put on the salary schedule.

Caucus 3:30

Returned 3:45

- Maren Oppelt – asked for clarification on salary based apportionment for admin. We’re allowed for 16.8 but we have 17.87. No one is saying we don’t need admin. The district is currently going to pay for \$200,000 close to \$300,000 more than the state allows for administration, but we are being told no. We feel our admin are supporting us but wondering why it is ok here, but not there?
- Laurie Copmann – In the district she feels they have tried hard to be fair across the board with everyone. For people to single out admin she finds offensive.
- According to state department figures we are only over 6 teachers. This was referring to enrollment not ADA.

- Option E would take care of the grandfathered in the salary schedule.

Caucus 3:44

Returned: 3:55

- Wes DePew asked for this option to be put on paper to see how it affects everyone.
- TL Lowder asked the team if extending the time would be ok. The team approved.
- Michelle Deluna and Ashley Johnson created a salary schedule to show items Laurie Copmann had in her option.
- Wes DePew asked that this is with the exception of counselor stipends. Yes.
- Laurie Copmann asked to vote on options.
- Wes DePew asked to meet another time.

Caucus: 4:12

Returned 4:25

- Maren Oppelt – MCEA feel they need more time to look everything over and ask to adjourn until Tuesday after school.
  - Dr. Parker stated he didn't think it would do any good. Other admin stated the best offer is on the table.
  - Sherry Bingham asked what would happen to the options? It was decided to vote on the options.
- A. Green proposal, option #2 NO, special ed budget doesn't support it, not financially feasible.
  - B. (Look at benefits)
  - C. \$5,300 stay with proposal orange #2 NO, can't support with any integrity since that's not what the governor said, not fair to members and other teachers.
  - D. Duplicate
  - E. \$6,100 do away with class wallet, leadership stipends and loyalty bonus. NO, it does not meet the intention of the law, loyalty bonus being taken away is offensive to teachers who have been with the district for many years.

Caucus: 4:33

Returned 4:42

- Time is needed to show people if this is the right decision. We want to come back at 4:30 on Tuesday (Wes DePew).
- If you're agreeing to this, we should make the decision. (Laurie Copmann) No, I'm not agreeing, we need to come back on Tuesday.
- This is a final offer. (Dr. Parker)
- This is why we want to show employees what the final offer is before we vote. (West DePew)
- Your people are teachers and you have been given power to negotiate for them (Sherry Bingham).
- It is understood, but taking away other things we're dealing with, class wallet, leadership stipend, loyalty bonus, needs to be transparent (Wes DePew).
- Dr. Parker, you understand that's what we did to get the \$6,100 and it's the same things other district have done.
- Wes DePew – understands that but other employees don't know that.
- If it was voted down, the option would have to be redone? (Heather Hepworth) Yes.

A motion to reconvene on Tuesday, May 23, 2023 at 4:30 was made by Maren Oppelt, seconded by Wes DePew. Motion carried.

A motion for adjournment was made by Nicole Toner, seconded by Wes DePew. Motion carried.

\_\_\_\_\_  
Superintendent Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
MCEA Representative

\_\_\_\_\_  
Date