

**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 **Wednesday, May 14, 2025 at 4:15 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	

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| 1. Benefits Per IC 33-1275 (3) states: For purposes of this section, "compensation" means salary and benefits for professional employees. "Benefits" means employee insurance, leave time and sick leave benefits. | 2 |
| 2. Review of the IBB Process | 5 |
| 3. Ground Rules and Standards | 13 |
| 4. Interests | |
| 5. Issues | |
| 6. Salaries (if time allows) | |
| 7. 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 10th St., Rupert, Id. (208) 436-4727

Ins. Eligible Count		Certified Admin		FICA & PESRI 21.13%		Total FICA & PESRI
		1 Step	2 Steps	1 Step	2 Steps	
		16	General Fund	1,588,693.79	1,665,814.84	
16	Total Salary Cost	1,588,693.79	1,665,814.84	335,691.00	351,986.68	
			Difference	77,121.05		

Ins. Eligible Count		Certified Non-Admin		FICA & PESRI 21.13%		Total FICA & PESRI
		1 Step	2 Steps	1 Step	2 Steps	
		1	College & Career	70,027.00	72,127.00	
218	General Fund	13,955,696.73	14,395,721.91	2,948,838.72	3,041,816.04	
10	Literacy	570,345.00	585,307.00	120,513.90	123,675.37	
1	Math & Science	66,227.50	68,327.00	13,993.87	14,437.50	
2	Title I-A	130,002.30	134,870.60	27,469.49	28,498.16	
2	Title I-A & State EL	135,854.00	140,054.00	28,705.95	29,593.41	
1	Title I-A, Title I-C, & Title III-A	67,927.00	70,027.00	14,352.98	14,796.71	
1	Title I-C	51,302.00	52,352.00	10,840.11	11,061.98	
1	Title I-C & Title III-A	66,427.00	68,527.00	14,036.03	14,479.76	
1	Title I-D	68,527.00	70,627.00	14,479.76	14,923.49	
1	IDEA	77,478.00	79,053.00	16,371.10	16,703.90	
1	Title IV-A	70,762.30	74,712.85	14,952.07	15,786.83	
2	Title II-A	114,395.90	117,965.90	24,171.85	24,926.19	
242	Total Salary Cost	15,204,913.13	15,648,296.33	3,208,027.50	3,308,522.83	
			Difference	443,383.20		

Ins. Eligible Count		Classified		FICA & PESRI 19.61%		Total FICA & PESRI
		1 Step	2 Steps	1 Step	2 Steps	
		152	General Fund	5,420,260.45	5,516,078.68	
13	IDEA	353,541.65	358,540.49	69,329.52	70,309.79	
7	IDEA & Medicaid	243,558.70	246,985.20	47,761.86	48,433.80	
0	IDEA Pre-K	35,071.05	35,600.25	6,877.43	6,981.21	
8	Title I-A	204,284.47	206,892.46	40,060.18	40,571.61	
3	Title I-A & State EL	87,020.78	87,533.60	17,064.77	17,165.34	
3	Title I-A & Title I-C	82,784.55	84,032.25	16,234.05	16,478.72	
2	Title I-C	40,338.76	40,947.83	7,910.43	8,029.87	
188	Total Salary Cost	6,427,623.41	6,537,373.75	1,268,151.33	1,289,673.37	
			Difference	109,750.34		

Total Eligible	446.00	Grand Total Salary Costs	23,221,230.32	23,851,484.92	4,811,869.82	4,950,182.87	Grand Total FICA & PESRI Costs
			Difference	630,254.59			

Salary Based Apportionment		1 Step	2 Steps	
Certified Admin	1,268,629.12	(320,064.67)	(397,185.72)	Salary vs SBA
Certified Non-Admin	13,820,476.36	(135,220.37)	(575,245.55)	
Classified	3,186,955.98	(2,233,304.47)	(2,329,122.70)	
Total SBA	18,276,061.46	(2,688,589.52)	(3,301,553.97)	

Benefit Apportionment		1 Step	2 Steps	
Certified	3,188,327.99	(96,201.73)	(205,474.73)	FICA & PERSI vs
Classified	624,962.07	(437,951.00)	(456,740.96)	SBA Benefits
Total SBA Benefits	3,813,290.06	(534,152.73)	(662,215.68)	

Discretionary Funding	
Operational	4,753,549.44
Health Insurance	4,435,593.04
Total Discretionary	9,189,142.48

Exceptional Child Support	
Exceptional Child	29,196.00

Transportation Allowance	
FY24 Reimbursement	2,218,613.00

Total State Support	33,526,303.00
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Insurance Calculations

		All Eligible Employees	General Fund Eligible	Currently Enrolled
		446	386	435
ISBT Monthly Rate	1,123.08			
ISBT Annual Rate	13,476.96	6,010,724.16	5,202,106.56	5,862,477.60
State Monthly Rate - All	1,187.65			
State Annual Rate - All	14,251.80	6,356,302.80	5,501,194.80	6,199,533.00
State Monthly Rate - Enrolled	1,289.97			
State Annual Rate - Enrolled	15,479.64	6,903,919.44	5,975,141.04	6,733,643.40

General Fund Budgets

	1 Step	2 Steps	1 Step	2 Steps				
	ISBT-Blue Cross		State-Regence BlueShield					
Salaries	\$ 20,964,650.98	\$ 21,577,615.43	\$ 20,964,650.98	\$ 21,577,615.43				
FICA & PERSI	\$ 4,347,442.79	\$ 4,475,505.74	\$ 4,347,442.79	\$ 4,475,505.74				
Insurance	\$ 5,202,106.56	\$ 5,202,106.56	\$ 5,501,194.80	\$ 5,501,194.80				
Operation Budget	\$ 2,500,000.00	\$ 2,500,000.00	\$ 2,500,000.00	\$ 2,500,000.00				
State Support	\$ 33,526,303.00	\$ 33,526,303.00	\$ 33,526,303.00	\$ 33,526,303.00				
Savings from Changes	\$ 141,950.00	\$ 141,950.00	\$ 141,950.00	\$ 141,950.00				
Funds Remaining	\$ 654,052.67	\$ (86,974.73)	\$ 354,964.43	\$ (386,062.97)	\$ (386,062.97)	\$ (386,062.97)	\$ (386,062.97)	\$ (386,062.97)
					Year 2	Year 3	Year 4	Year 5
Supplemental Contracts			(1,300,000.00)	(1,300,000.00)	(1,300,000.00)	(1,300,000.00)	(1,300,000.00)	(1,300,000.00)
Property Tax Replacement			150,000.00	150,000.00	150,000.00	150,000.00	150,000.00	150,000.00
Activity Reimbursements			25,000.00	25,000.00	25,000.00	25,000.00	25,000.00	25,000.00
General Interest			400,000.00	400,000.00	400,000.00	400,000.00	400,000.00	400,000.00
Modernization Interest			800,000.00	800,000.00	600,000.00	400,000.00	200,000.00	200,000.00
			\$ 429,964.43	\$ (311,062.97)	\$ (511,062.97)	\$ (711,062.97)	\$ (911,062.97)	\$ (911,062.97)

BRIEF *Check-In* Guidelines

- Who am I?
- How am I?
- Possible time constraints...
- Who is absent?
- What are the issue/elephants?
- What are my expectations?

DE-BRIEF *Check-Out* Guidelines

- Feedback on session
- What went well? What would I change?
- Concerns for next time?
- Summarize content
- Draft communication to constituents

Ground Rules for Team Meetings

Here are some possible “rules of engagement” when meeting with your team. Your Ground Rules should reflect what the team wants and should be open to review at any time that a member feels an item is no longer viable, or that a new item may be added to improve interpersonal relations.

- Agenda and Ground Rules may be amended as needed
- Allow Processing Time
- Assume Positive Intentions
- Attentive Listeners
- Begin and end on time
- Cell phones silent
- Come Prepared
- Equal Rank and Active Voice
- **Hard** on Problems, *Soft* on People (make it clear that statements reflect passion when discussing “things” and gentle when relating to people.)
- Debrief is the time for sharing any interpersonal concerns that may occur. Confronting an issue while still present in the meeting is better than allowing anything to fester. Remember the Five Dysfunctions...
- Other “Rules?”

Select any of the above, or none of the above, but be sure to establish your own Ground Rules soon.

- 1.** I can say an unqualified “yes” to the decision. I am satisfied that the decision is an expression of the wisdom of the group.
- 2.** I find the decision perfectly acceptable.
- 3.** I can live with the decision. I’m not especially enthusiastic about it.
- 4.** I do not fully agree with the decision and I need to register my view about it. However, I do not choose to block the decision. I am willing to support the decision because I can trust the wisdom of the group.
- 5.** I do not agree with the decision and I feel the need to stand in the way of this decision being accepted.
- 0.** I feel that we have no clear sense of unity in the group. We need to do more work before consensus can be reached.

*In **Consensus Decision Making**, everyone in a group involved in reaching a decision is heard from and is expected to share information to help the group come to a determination. The end result must be a decision that **every member** of the group can live with, even if it was not a first choice for one or several members.*

What is Consensus Decision-Making?

Consensus is a group decision-making model whereby:

- Everyone discusses the issues so that the group benefits from the knowledge and experience of all its members.
- Everyone in the group is heard.
- There is open discussion and sharing of information
- Every member of the group can live with and support the decision, even though it may not be their first choice.
- The consensus can be tested.

How Do You Test for Consensus?

To test for consensus, check off "yes" to all of these conditions:

- Don't agree too quickly.
- Share information and ideas.
- Listen to others.
- Be open to the ideas of others.
- Offer alternatives.
- Don't trade or bargain.
- Don't vote.
- Treat differences as strengths.
- Create a solution that everyone actively supports.

Ask yourself the following questions:

- Has everyone been heard?
- Can everyone live with the decision?
- Will everyone actively support the decision? (Can you identify behaviors that support the decision?)

"Consensus" is a group decision-making model that requires discussion and the sharing of knowledge and support from everyone in the group. Is "consensus" the right model for all decisions? **Of course not.** It would be inefficient to try to subject all decisions to this model.

When would consensus not work well?

- Emergency situations
- Everyday decisions such as what kind of #2 pencils to buy

On the other hand, when might it be appropriate to use consensus?

- When vital interests are at stake
- When support from everyone is necessary

It is especially important, when vital interests are at stake, to include the stakeholders and gain support from everyone for that decision.

STANDARDS

Ask yourselves the following questions:

Is it.....

- **Legal?**
- **Fiscally sound?**
- **Practical/Manageable?**
- **Ethical?**
- **Measureable?**

Does the contract language apply to all?

Is there value added to the district?

NEGOTIATION STANDARDS

2025-2026

- Legal
- Affordable
- Practical
- Manageable
- Fiscally Sound
- Ethical
- Measureable
- Does contract language apply to all certified staff?
- Is there value added to the District?
- Is it in the best interest of students?
- Equitable

Superintendent's Signature

Date

MCEA President

Date

Minidoka County School District (MCSD)
Minidoka County Education Association (MCEA)
Ground Rules Agreement
NEGOTIATIONS 2025-2026

1. All meetings will be held at a mutually agreed upon location, date, and time. An extension of ½ hour can be granted if both parties agree.
2. All meetings are open to the public.
3. Cell phone etiquette will be observed at all times, by both teams and the audience. Cell phones need to be off, silent or on vibrate. If a call needs to be taken, member will step outside.
4. Only (eight) (ten) team members will be at the table at a time, (four) (five) from each constituent group.
5. Budget requests by the MCEA will be given one week (5 work days) notice before the next scheduled negotiations meeting.
6. Either team may call a caucus at any time. Both parties must agree to length of caucus. If more time is needed, a request can be made. Both parties must agree to the extended time.
7. Every idea is a good idea. Members will not rush to judgment, they will assume positive intentions, and will confirm what they hear before stating disagreement. Focus will be on the issue not the person.
8. Standards will be followed by both parties when making any decisions or proposals.
9. Members of the bargaining team will be punctual. Negotiations will start promptly at the pre-determined time. If a team does not have their (four) (five) members when negotiations begin, they may appoint a substitute. The substitute must be on the list of bargaining members for that team.
10. Any public release of information will be a joint release. Both parties must approve the release before it is sent out. Negotiation specifics will not be discussed by team members with members of the other constituent groups. Team members may communicate with their constituent group.
11. Everyone at the table is equal in this process. It is a safe environment with no rank in the room.
12. Members of both teams will sit alternately, so a MCSD member will be sitting next to a MCEA member. This arrangement will generally happen, unless some members are absent.
13. Decisions will be made by consensus, typically using thumbs up for agreement, sideways for 'live with it', and thumbs down for disagreement.
14. Respect will be given to the person speaking. Only one person speaks at a time. The person speaking will not be interrupted!
15. Outside information sources must be approved by the team. Information by non-table presenters must be approved by the team.

Superintendent's Signature

Date

MCEA President

Date

Good afternoon, everyone. Thanks for being here.

As stated in Article I.C.10, the School Board and the Minidoka County Education Association have committed to using collaborative negotiations and or Interest-Based Bargaining, and we appreciate the progress this approach has helped us make.

We'd like to continue working within that framework, but also suggest that, when it feels helpful, we introduce motions for informal discussion. The goal isn't to step away from the process, but to allow more open, back-and-forth conversations when we need to better understand each other's perspectives.

We believe this small adjustment will help us stay collaborative, flexible, and focused on finding common ground. We're committed to keeping things respectful, productive, and aligned with the spirit of our agreement.

MCEA Team

NEGOTIATION STANDARDS
2025-2026

- Legal
- Affordable
- Practical
- Manageable
- Fiscally Sound
- Ethical
- Measureable
- Does contract language apply to all certified staff?
- Is there value added to the District?
- Is it in the best interest of students?
- Equitable

Superintendent's Signature

Date

MCEA President

Date

