

Teton County School District #401
Minutes of 2014-15 Teacher Negotiations
District Office
Wednesday, June 11, 2014 - 5:00 PM

I. Open Session

Present: Monte Woolstenhulme, Kimber Lundquist, Becca Ross, Elizabeth Smith, Rachel Bates, Susan Pence, Julie Gottler, and Mary Madsen.

II. Call to Order

Mrs. Smith welcomed those in attendance and led the group in the Pledge of Allegiance.

II. Open Meeting: Proposal for Agreement

A. Article 4: Employee Grievance Procedure

Mrs. Smith asked if it would be agreeable to use similar wording throughout the agreement as it pertains to policy. Mr. Woolstenhulme agreed. Mrs. Smith stated that the Association would like to meet with the Board around the start of school to go through the grievance policies. Mr. Woolstenhulme agreed but asked that they meet sometime in the fall. The Board will be trying to pass a bond in August and will have many extra meetings during that month.

Policies that pertain to Article 4 are 2340, 3210, 4220, 4220F, 5250, and 5500. Policy 4340 is referenced in policy but is not on the District website or in Mr. Woolstenhulme's policy book. Both parties agreed that the policies mentioned must be adhered to by the Board and the Association. Changes must be reviewed with both parties. At some point this fall they will meet to discuss these policies. Policy 4340 needs to be clarified during that time.

B. Article 7: Benefits

Mrs. Smith read:

A. Insurance: The District will provide the following:

1. Complete health care protection - The school district will provide a Fringe Benefit Pool of \$450.00 per month for each full-time employee to be used for the group health insurance premium. All new employees are required to join the group health insurance plan for at least single coverage.

2. Term life insurance in the amount of \$50,000 for each certificated employee working 20 or more hours per week.

3. In the event Blue Cross sends a return of insurance premium, this return will be given directly to employees, and these monies will be distributed in an equitable manner to reflect their contributions.

4. No changes in either program or carrier will be made during the term of this agreement, except by mutual consent.

B. Other Benefits:

Teacher Negotiations

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1. The district will reimburse certificated employees up to \$300 annually for professional development upon approval from building principal and/or superintendent. If an employee does not use the entire \$300 in one school year, that money shall be rolled over to the next year only.

2. Any certificated employee wishing to move on the salary schedule shall notify the District Clerk of their credits by September 1.

3. Each certificated employee and their immediate families (spouse and/or child/children) shall receive free admittance into all School District activities.

Mr. Woolstenhulme went into caucus.

Mr. Woolstenhulme returned and asked if they could skip down to Item B: Other Benefits. They agreed to Other Benefits, Item 1.

Mr. Woolstenhulme stated he was fine with Item 2, but he would like something in there regarding official transcripts. When the State does their audits, they are looking for official transcripts.

Mrs. Smith agreed to change it to official transcripts. Mrs. Bates stated September 1st may not be enough time to get transcripts from the university to the District.

Mr. Woolstenhulme went into caucus.

Mr. Woolstenhulme explained that September 1st gives the District Office enough time to update things in the system but would like to be flexible with employees. If they could notify the District Office by the 1st but have it in by the 15th then that would be okay. Mrs. Smith suggested giving a letter of proof or an unofficial transcript until received.

The Association and Mr. Woolstenhulme went into caucus.

Both parties agree to add official transcripts should be turned in by September 15th. If a transcript cannot be available before that time, the District will make accommodations.

Mrs. Smith read Item 3. Monte asked her to define District activities. Mrs. Smith said that would include sporting events and plays where a fee is charged. Mr. Woolstenhulme asked that it also be included to specify school aged children.

Mrs. Smith read A. Insurance.

Mrs. Woolstenhulme stated that as he reviewed this request he recommends that the line requiring people to take insurance is taken out and replaced with required to show proof of insurance.

Mrs. Smith said she is fine with that.

Mr. Woolstenhulme then stated at the current time, the District is putting \$390 towards full time employees. To make the change from \$390 to \$450, it would cost the District \$137,160. His questions is, what are teachers willing to give up in the budget to offset that new cost.

Mrs. Smith stated that they are bargaining for certified employees. There are about 100 certificated employees. With just certificated employees, that would cost around \$72 thousand. Mr. Woolstenhulme stated that he has a responsibility to all other employees. There are equitable laws that the District has to adhere to also.

Both parties went into caucus.

Mrs. Smith stated that she appreciates Monte for looking out for others in the District, but she is only focusing on people under her bargaining unit. She then asked to table Item 1.

Mrs. Smith read Insurance, Item 2. Mr. Woolstenhulme state that the cost of granting that request would be \$13,089. Mrs. Smith requested they also table Item 2.

Mrs. Smith read Item 3.

Mr. Woolstenhulme stated that the District has done this in the past. Any time the District pays people, they have to pay a benefit on top of the pay the employee receives such as PERSI, PERSI Sick Leave, FICA, and Workman's Comp. That amount comes to 20.5%. With the additional benefits, such as Blue Cross and Standard Life, it comes to 35%. With that said, he requested that they add a line in there to include fringe benefits. Mrs. Smith said she has no problem with that. He then explained that it should go to those who were enrolled in Blue Cross last year. They were the ones who participated and earned the return. Both agreed to the changes.

Mrs. Smith read Item 4. Both parties agreed.

C. Article 8: Salaries

Mrs. Smith read:

Salaries:

A. The yearly salary is based on 190 days of service and will be paid in twelve installments on the twentieth (20) of each month.

B. Certificated employees shall be paid according to the current salary schedule that is attached to this contract on the step and lane most accurate to their current level of education and experience in education.

6/10/14
FOR 2014-15

PROPOSED SALARY SCHEDULE FOR 2014-15 + 2% increase on \$30,300 and \$450/mo/employee for Health Insurance; 18% Fringe Benefits

| EDUC -> YEARS EXP. | B.S. | 1.03 +9 | 1.03 +18 | 1.03 +27 | M.S. OR B.S. +40 | +9 +55 | +18 +70 | M.S. +36 EDS,PH.D. |
|-----------------------|--------------|--------------|--------------|--------------|---------------------|--------------|--------------|-----------------------|
| 0 | \$ 30,909.00 | \$ 31,919.72 | \$ 32,963.50 | \$ 34,041.41 | \$ 35,154.56 | \$ 36,304.11 | \$ 37,491.26 | \$ 38,717.22 |
| 1 | \$ 31,879.54 | \$ 32,922.00 | \$ 33,998.55 | \$ 35,110.31 | \$ 36,258.41 | \$ 37,444.06 | \$ 38,668.48 | \$ 39,932.94 |
| 2 | \$ 32,880.56 | \$ 33,955.75 | \$ 35,065.11 | \$ 36,212.77 | \$ 37,396.93 | \$ 38,619.81 | \$ 39,882.67 | \$ 41,186.84 |
| 3 | \$ 33,913.01 | \$ 35,021.97 | \$ 36,167.18 | \$ 37,349.85 | \$ 38,571.19 | \$ 39,832.47 | \$ 41,134.99 | \$ 42,480.10 |
| 4 | \$ 34,977.88 | \$ 36,121.65 | \$ 37,302.83 | \$ 38,522.64 | \$ 39,782.33 | \$ 41,083.21 | \$ 42,426.63 | \$ 43,813.98 |
| 5 | \$ 36,076.18 | \$ 37,255.87 | \$ 38,474.14 | \$ 39,732.25 | \$ 41,031.49 | \$ 42,373.22 | \$ 43,758.83 | \$ 45,189.74 |
| 6 | \$ 37,208.98 | \$ 38,425.71 | \$ 39,682.23 | \$ 40,978.84 | \$ 42,319.88 | \$ 43,703.74 | \$ 45,132.85 | \$ 46,608.70 |
| 7 | \$ 38,377.34 | \$ 39,632.28 | \$ 40,928.25 | \$ 42,266.61 | \$ 43,648.72 | \$ 45,076.04 | \$ 46,550.02 | \$ 48,072.21 |
| 8 | \$ 39,582.39 | \$ 40,876.73 | \$ 42,213.40 | \$ 43,593.78 | \$ 45,019.29 | \$ 46,491.42 | \$ 48,011.69 | \$ 49,581.68 |
| 9 | \$ 40,825.27 | \$ 42,160.26 | \$ 43,538.90 | \$ 44,962.62 | \$ 46,432.90 | \$ 47,951.26 | \$ 49,519.26 | \$ 51,138.54 |
| 10 | \$ 42,107.19 | \$ 43,484.09 | \$ 44,906.02 | \$ 46,374.45 | \$ 47,890.89 | \$ 49,456.92 | \$ 51,074.17 | \$ 52,744.29 |
| 11 | \$ 43,429.35 | \$ 44,849.49 | \$ 46,316.07 | \$ 47,830.61 | \$ 49,394.67 | \$ 51,009.87 | \$ 52,677.90 | \$ 54,400.46 |
| 12 | \$ 44,793.03 | \$ 46,257.77 | \$ 47,770.40 | \$ 49,332.49 | \$ 50,945.66 | \$ 52,611.58 | \$ 54,331.98 | \$ 56,108.64 |
| 13 | | \$ 47,710.26 | \$ 49,270.39 | \$ 50,881.53 | \$ 52,545.35 | \$ 54,263.59 | \$ 56,038.01 | \$ 57,870.45 |
| 14 | | | \$ 50,817.48 | \$ 52,479.21 | \$ 54,195.28 | \$ 55,967.46 | \$ 57,797.60 | \$ 59,687.58 |

MIN. SALARY \$ 31,750.00

\$4,707,395.69 Total cost of salaries
 \$847,331.22 Total for fringe benefit purposes - 18 % for Employee taxes, PERSI, etc.
 \$473,644.50 Total Health Insurance (\$450/employee/month)
 \$6,028,371.41 TOTAL

She then explained that the attached sheet shows a 2% increase. She thought the fringe benefit was 18% not 20.5%.

Mr. Woolstenhulme went into caucus.

Upon returning, Mr. Woolstenhulme reviewed Article 8, A. He would prefer it to say it is based off the current salary schedule. Mrs. Smith agreed, but would like to keep it open until after they have reviewed all of Article 8.

Both parties agreed to Item B.

Mr. Woolstenhulme asked to move onto the salary schedule. He respects all the work Kimber and the Association has put into this. He asked Kimber to review what went into making the salary schedule.

Kimber explained that the salary schedule presented restores the 4% cut last year, which was 8 teacher days. The cut was bigger for those who were employed year round. They have restored steps and lanes also. When she goes through to calculate the State amount for salaries, we are over 3.26 administrators and 9.088 teachers.

Mrs. Woolstenhulme thinks the request is reasonable. The difference with this district is it staffs more than what the state funds. Other districts are understaffed up to 9.5%. They use that difference to absorb costs. The State has some big cuts in previous years. The District was able to offset those cuts and not cut staff. Because they have more staff and pay more, they don't have a comparable benefit package to surrounding districts.

Mrs. Smith said most people were on the \$1,000 plan. In 2012 the full plan was 496 and the District paid \$380. The employee was paying 23% of the premium. 2013 was 29%. This year it

would be 34%. If they raised the benefit to \$450, it would be 24% of the premium, back to where they were a few years ago.

Mr. Woolstenhulme agreed that that makes sense, but the State has been cutting funding, just this year they have kind of increased it, but it has not put us back to where we once were. Since 2009, there has been a 9-10% decrease of funding. The District could not continue on waiving that decrease and so last year there had to be a 4% cut in days worked. There were years during the decrease of funding that that District increased teacher salaries. Mr. Woolstenhulme stated he is offering what is now on the salary schedule with restored days. They could look to get rid of other funds and make adjustments if the TEA is willing.

The Association went into caucus.

Mrs. Smith is disappointed that Monte didn't come back with an offer. Administrators got a raise during the decrease of funding also.

Mr. Woolstenhulme explained that since the District went to supplemental levy, teachers have gotten a 13.9% increase. Over that same time period, administrators have gotten a 4% increase, 13.9% to 4%. Overall, the effort has been to retain the staff that they have now.

Mrs. Pence stated that 70% of Idaho voters think teachers don't make enough money. There is support out there for educators. The District is losing the young motivated staff that they need.

Mr. Woolstenhulme stated that he agrees. He wants to provide as much as possible. The District and community has shown that by using local funds and paying over what the State funds. Auditors say that the Districts needs 3 months of reserve and currently there is one month of reserve. To make the increase work, he asks what they are willing to give up. There is not a school district in Idaho that has a supplemental levy the size of Teton's. Bonneville is close but is a much bigger district. It is the State's responsibility, not the local property owners. The action is happening locally. Where it is not happening is in Boise.

Mrs. Pence stated that we are still losing staff. Mr. Woolstenhulme noted our District is located right next to Wyoming. There is no way we can compete with Wyoming. Other staff that have left to other districts in Idaho have taken a big cut in pay to make the move. They are not leaving for pay, they are leaving for personal reasons. We pay higher than most any other district in Idaho.

Both parties went to caucus.

Upon returning, both parties discussed how much money is in the budget. Mrs. Smith asked that the money from the forest fund and the money from people opting out go towards the proposed salary schedule. Kimber explained that the forest fund is already calculated into restoring cuts, so

is the money from people opting out. It is not more money, it is all going towards restoring cuts that were made for the 2013-2014 school year.

Mrs. Smith asked where the money is from this year from those that opted out. Kimber would have to go see and figure it.

Mrs. Smith also asked what percentage of the budget is the fund balance. Kimber said she does not know the percentage. The auditor has requested 2-3 months of fund balance. Our fund balance is more important than surrounding districts because we get a lot of funding from county taxes, bonds, supplemental levies, TORT, and emergency levies. The District gets 58% of that money in January. It is in the budget, but they don't have the cash until way later in the year. It isn't until July that they receive the remainder of the local money. By that time school is over. If they do not keep a good fund balance, the District would have to take out a loan to get through the year. Mrs. Smith suggested that the District make a onetime payment to teachers in July once all that money gets in. Monte explained that they are working through the budget in May and June. Local and State money/deadlines do not align.

Both parties went into caucus.

Mrs. Smith said she is disappointed. She asked why the District cannot offer anything. Monte stated they have worked to restore cuts that were made previously.

Mrs. Smith asked how much it costs to restore each day. They get 58% of the money in January, but that money is only 28% of the District revenues. She thinks the District has the money to give the teachers a raise.

Kimber explained that Mrs. Smith is only looking at the General Fund. They have a huge bond payment. The General Fund has to recoup the bond payment. If the District has an increase in enrollment, they get more funding from the State, but they don't see that money until spring time.

Mr. Woolstenhulme stated that the District has added an elementary teacher and paraprofessionals. Other districts have been reducing staff while Teton has been able to maintain current staff because the fund balance that they once had.

Both parties went into caucus.

Mr. Woolstenhulme asked that they take a recess. They need 30 minutes to one hour to calculate some numbers. They decided to start again tomorrow.

Meeting ended 9:35 p.m.