

**Teacher Negotiations**  
**Tuesday, May 17, 2016**  
**4:30 p.m. at the District Office**

*Teachers Association:* Lisie Smith, Juli Gottler, Julie Krumpfen, Amy Sotin-Wood taking minutes

*Board:* Ben Kearsley, Delwyn Jensen, Becca Berry taking minutes

Lisie Smith welcomed everyone and asked the audience join her in the Pledge of Allegiance. The Association handed out their proposal to everyone.

**Article 1—Bargaining Units**

Lisie explained that the only change made in Article 1 is the effective date for this next school year.

Both parties tentatively agreed.

**Article 6—Leaves**

One change the Association proposed was changing “up to a total of 180” to “an unlimited” number of sick days.

The Association proposed adding that the “Teacher shall apply in writing to their building principal for an exception to this policy. This shall be done at least one week in advance of requested days.” This stems from the discussion in Board meeting on leaves. It would change people from having to go to the Board to the principal.

Delwyn asked if there was a benefit above 180 days. Lisie explained that the state law just changed. The law used to be that employees could transfer up to 90 sick days from one school district to another, now there is no cap to the number of days that can be transferred. Delwyn thinks the request is reasonable, he would just like to ask some questions in caucus.

**Article 7—Benefits**

The Association proposed that the insurance benefit be raised from \$421 to \$630.60. That amount would pay for a single employee on the \$1,000 deductible.

The Association also proposed that increasing the life insurance from \$20,000 to \$50,000. That change would cost less than \$15,000 for everyone.

Under “Other Benefits” the following was proposed:

1. During the term of this agreement the District ~~will~~ **shall** reimburse certificated non-administrative employees **for up to \$300 annually 3 graduate level credits** for ~~professional development~~ **continuing education or \$500 to be used towards professional development** upon approval from the building principal or the superintendent. ~~It is agreed that that in the event ninety (90%) percent of the eligible employee’s utilize the available \$300 during the 2015-16 contract year that the available amount for the 2016-17 contract year shall be increased to \$500.~~ The intent of the reimbursement is to provide compensation for differentiated professional development and support eligible employees for their investment and effort to improve instructional practices and/or earn a postgraduate university degree. If an employee does not use the **3 credits or the** entire ~~\$300~~ **\$500** in

one school year, the remaining money shall be rolled over ~~to~~ **for use in** the next **school** year only.

2. **The district shall fund transportation and lodging for each certificated staff to be able to attend 1 (one) professional development opportunity of their choosing per school year with a \$50 per diem for meals to be paid by the district.**
3. Any certificated employee wishing to **receive the state stipend for education (BA+24/MA)** ~~move on the salary schedule~~ shall notify the district clerk of their credits **earned on or before** by September 1 ~~with~~. The official transcripts ~~shall be submitted by September 15~~. The district will **shall** make an exceptions ~~to the deadline~~ if the **issuing** university ~~issuing the credit~~ has sent an official letter ~~stating~~ **to verify that** the employee has completed the credits.
4. Each certificated employee and his/her immediate family (spouse and/or school-aged child/children) shall receive free admittance into all School sporting events, plays, and other activities sponsored by the school district where an entrance fee is charge.
5. The District shall budget for the ~~2015-16~~ 2016-2017 contract year the amount of \$300 per year for each classroom teacher to be used for the purchase of classroom supplies **at any time throughout the school year through June 30, 2017.**

Delwyn is not opposed to this request but the cost of 3 credits could really vary. He thinks that they would have to come up with a hard dollar amount for the credits, meals, and transportation. Lisie explained that in the past some teachers would like to take certain credits but they could not afford the travel and stay so they didn't get to go.

Under item 5 they added that teachers can use it though out the whole year because some principals tell them they have to use it by a certain date.

Delwyn just has a few questions that he would like to ask in caucus.

### **Article 8—Salaries**

Under “Item D” the dates are changed and the minimum teacher salary goes from \$32,700 to \$33,400.

The current “Item E” gets struck since it is talking about the onetime 3.5%. It is replaced by the teacher education allocations, which is \$800 for those with B+24 and \$1400 for those with a Masters. The allocation would not be part of the base salary.

Appendix A is replaced with a new salary schedule. Lisie explained that she knew the Board would like them to move to the Career Ladder to align funding. The right two columns would be the Career Ladder, and any newly hired teachers would be placed there. Columns I-VI are for current staff—as they move their way to the Career Ladder. This proposal is for an 8% raise. People would be given an 8% raise based on their current salary and then placed on the grandfathered cell closest to that salary. People would then move diagonally. At most it would take 5 years to get everyone to column IV. Some people might get there sooner. Some people might get to column IV and not be in the exact place the state says they are, but they will still be able to move down every year. Column IV would stay until everyone is over to the Career Ladder. The range of raises would be from 7.5% to 8.5%.

**Article 9** is the **Acceptance Article** and the dates were the only thing that changed.

Delwyn appreciates getting it all at once; it makes it much easier.

Break for caucus.

6:15 pm return from caucus.

Delwyn noted that with Article 6 he is okay with unlimited and is okay with asking the building principal rather than the Board. They can change that in policy. Both parties tentatively agreed on Article 6.

Article 7, regarding the proposal to increase the insurance benefit from \$421 to \$521, if the person chooses the plan that only costs \$494 that will be all they get. We cannot pay the difference out, if we do there is a fine involved. Lisie asked if they could do an HSA with the rest. Becca thinks so and will check with our Section 125 provider.

Delwyn explained that the Board wants to invest in their staff. The Board wants that message sent. He proposed a \$1,000 benefit per year, use it or lose it. It does not roll from one year to the next. The details for the \$1,000 needs to be worked out. There needs to be some checks and balances so the money is not used for something ridiculous. He proposes that the principal be that checks and balance. He does not want a \$450 hotel room to be reimbursed from that money if a \$100 one was available. There needs to be a cap on the hotel and meals.

Delwyn said the life insurance increase is fine.

Delwyn continued to salaries. E and salaries go hand in hand. This year we are not paying E out. He proposed a 4.5% raise with the education allocations specified in item E. He would adopt Appendix A with a 4.5% raise rather than an 8% raise.

Lisie mentioned that she asked that the Blue Cross benefit be raised from \$421 to \$630.60 because it would get us back to 2009. One teacher shared her pay stubs with her back to 2009 and at that time she only paid \$24 for the \$1,000 deductible plan. In 2014 she was paying \$156.30. The insurance increase has been massive.

The Association went to caucus. Delwyn noted that playing with the numbers is up to them.

6:50 pm

Lisie said she would propose no change to Article 7 but ask for a 6% raise which would only be a 2.5%. Teachers did not feel very valued with the raises as they were the only ones who did not get a permanent raise.

Item E was clarified that a professional endorsement means getting to Prof 1 on the salary schedule; if the district gets the money from the state, they will pass it onto the teachers. Delwyn also asked that in the paragraph, after E 1 and 2 to scratch "but rather will be considered a one-time payment for the 2016-17 contract year only.

Delwyn proposed a 5% increase with leaving the life insurance at \$20k.

Lisie would like to stay at 6%. Last year other people got 4-7% and the teachers only got 3.5%. She showed the sign showing the more education you receive, the more money you make. She added that last year they increased everyone but teachers; the Board rewarded those without an education rather than those with one.

Delwyn noted the Board has to make sure they do not put themselves into a financial bind. The Board has to balance the \$450k increase from the state with all different areas. There are other employees they must think about. He would like to pay teachers as much as he can. A salary increase of 5% with the Blue Cross benefit increase is more than just a 5% raise. And on top of that those who have more education are getting \$800/\$1400 which is not being paid this year. More is being offered than just a 5% increase.

Lisie noted that in October the auditor found extra money not accounted for. She fielded phone calls with teachers saying they should be getting a big Christmas bonus.

Delwyn explained that the money was not unaccounted for, it was positioned for savings. If we want to maintain teacher salaries throughout rough times, we need to have a savings account. If/when we get a decrease from the state, we could maintain salaries for a while. Teachers would thank us at that point. The Board wants to pass through what we can, but we also want to hire more support staff. For next year they have hired a new teacher RUES, restored/hired a Curriculum Director, and approved some ELL support. The Board is at a point right now where we have some spending money to do things that need done. The Board is investing in staff; \$1,000 towards PD is not insignificant. Because we are facing an increase in the economy, we are going to have to increase bus driver salary so we can just get people to drive to get kids to school. He is sitting in caucus asking, how much can we pay them?

Delwyn said they would look at what kind of wiggle room they have and get back together on Friday. Lisie will work on language for hotel and food per diems.