

WEA Negotiations Date: 5/3/2022

Meeting Notes

Attendance

Board: Todd Howard, Molly McGee, Dan Hussey

WEA: Patrick Richardson, Katie Bauer, Amber Wood

Public: Nichole Farkas, Natalie Heyn

(5:30) Start of Meeting: Agreed Upon Ground Rules for Negotiations

- Keep meeting to 1.5 hours
- Teams may caucus for 20 minutes
- Negotiations will adjourn if a team doesn't return from a caucus
- WEA will keep summary notes that will be approved by both parties prior to starting to the next meeting.

(5:32) Set Next Negotiation Meeting: Tentative date for Monday, May 16th, 2022 at 5:00 pm in the Wallace High School Library.

(5:35) Past History of Negotiations present by Todd Howard

- Read through Negotiation Points presented by the District from past negotiations.
- Copies of the past negotiation points were copied and passed out to attendees.
- Important points were pointed out and discussed by Todd Howard with the negotiations team that may affect this year's negotiations/past negotiations.

Significant Budget Items stated by District

Significant Budget Items from 21-22

- Minimum state salary for 21-22 is \$40,369 and will increase to \$40,762 for 22-23 .
- District continues to spend down ESSER funds totaling approximately \$1.4 million.
- 2nd year of Enrollment Waiver
- WSD Enrollment
 - 20/21 to 21/22 enrollment increased approximately 50 students.
 - 19/20 to 21/22 enrollment increased approximately 30 students.
 - FTE Comparison ADA (28) vs. Enrollment (31)
- 8% Inflation on most purchased items.

-Enrollment vs. ADA Funding

- WSD enrollment is up 50 students from 20-21 and up 25 students from the previous 2 year average.
- Enrollment funding unit increase from ADA funding = +2/3 depending on report and reporting period.

- Enrollment funding has been extended for the 22-23 school year.
- Long term enrollment funding legislation was vetoed during the 2022 legislative session.
- ADA averages 90% of enrollment (over last 4 years)

Health Insurance

- State Health Insurance “contribution” within discretionary funding was increased by \$6382/funding unit (22-23).
- Current Insurance premiums increase= 9.8% (approximately \$63K/year)
- State Employee Pool premium increase= 8%
- Initial buy in for the WSD into the state pool (1 time expense) is underfunded \$287K
- Based on current enrollment numbers moving to the state pool will cost an additional \$155K/year.
- First year “additional costs” to WSD to switch to state pool \$415K
- Additional plan options through the current provider (3 or more) will have a 2% increase across the board to all plans.

JFAC Budget Items

- 78% increase in Literacy funding (full day kindergarten coverage): \$38K
- 3.7% increase in Career Ladder Funding
- 4.6% increase in Career Ladder Employer’s Benefit Funding
- 6% increase in Title I/II funding
- 0% increase in state discretionary funds from 21-22 school year.
- Leadership Premium funding = \$0.

ESSER/COVID Funds

- Funds will be available through December 2024
- SHES restroom project
- Bus purchase
- Additional staffing (7th/8th teacher, sped teacher, 1st grade teacher, full time subs, nurse, SHES secretary)

(5:44) WEA Proposal is presented by Katie Bauer to Dan Hussey, Todd Howard, Molly McGee, and other WEA representatives.

-Proposal 1: Negotiation Agreement Master Agreement

-Negotiations Agreement

-Grievance Procedure

-Proposal 2: Personal days-Increase yearly allotment to 3 with a roll over of 1 and pay out of 2. Personal days notice needs to be given within 3 working days.

-Proposal 3: Insurance- Increase the district portion to cover the cost of the premium increase for the employee. This should include dental and vision.

- a. WEA would like input on insurance coverage-State or Current Plan
- b. Increase the Benefit Pool of \$425 to all employees that do not take the school insurance due to being covered by a spouse's group insurance.

Discussion Notes: -Todd Howard mentioned changing wording to reflect that the District only pays the amount to cover PPO and employees are required to cover the rest for HMOs

-State Insurance was brought up by Molly McGree.

-Todd brought up the increase of 2% of additional cost to add additional plans to the Blue Cross of Idaho plan (from 2 plan choices to 3 plan choices.)

-Katie suggested a dollar amount to be added to the Agreement once it is agreed upon by all parties.

-Proposal 4: Salary- 6% increase to base salary and determined by the number of years of service and degree credits held before the opening day of school. Steps will increase by 3.75%

(6:11) Caucus time to review and examine proposals

(6:39) Proposal Review: Dan Hussey, Molly McGee, Todd Howard, and WEA negotiation team.

-Proposal 1: Negotiations Agreement Master Contract:

-Negotiation Agreement

-Grievance Procedure- District-Need to be agreed upon by all parties to limit to one grievance procedure. -Katie pointed out why 2 may be needed.-Todd asked about differences made between the two procedures.-WEA team will discuss revision of the Grievance Procedure

-Proposal 2: Personal Days:

-Questions on regarding what it would cost

-Proposal 3: Insurance:

-Proposal 4: Salary:

- District stated the increase is quite a bit and does not see how that could be accomplished. -Kate offered to give District Members a copy of our Salary worksheet that was used to determine the amount asked.

Meeting Scheduling: District will come back with a counteroffer at next meeting.

(6:46) Meeting Adjourned

WEA Negotiations Date: 5/16/2022

Meeting Notes

Attendance

Board: Todd Howard, Molly McGee, Dan Hussey

WEA: Patrick Richardson, Katie Bauer, Amber Wood

Public: Zoe Burt, Denise Cobden, Natalie Heyn, Nichole Farkas, Katie Lund

(5:01) Start of Meeting: Ground Rules for Negotiations

- *Keep meeting at 1.5 hours
- *Teams may caucus for 20 minutes
- *Adjourn if a team does not return
- *WEA will keep summary notes that will be approved by both parties prior to start of next meeting

(5:02) Set Next Negotiation Meeting: Tuesday, May 24th, 2022 4:30pm at the Wallace High School Library

(5:04) Review and Accept May 3, 2022 meeting minutes

- *Accepted by all parties

(5:05) WSD Response to WEA Contact Proposal:

***Section 2.1 Grievance Procedure-No**

- *Already have a grievance procedure in the school district policy manual.
- *School board is not included as a step in the arbitration, it should be the final step

***Section 3.1 Personal Leave-No**

- *Cost

***Section 4.1 Medical, Dental, and Life-Yes**

- *Consider Alternatives
- WEA asked for more clarification on the cost of insurance.
- WEA wants to know if we should consider a committee?
- District is still waiting on two more proposals for options regarding insurance.
 - Changes may impact cost on the district and on individual policyholders.

***Section 4.2 Benefit Pool-No**

- *Cost
- *Difficult to administer
- *If we get audited and there is a mistake, the district is fined \$25K to \$125K per person.
- WEA-All employees still have to submit proof of insurance even if they are not taking the benefit pool. There is no difference to what is being asked of administration except that the employee does not get any benefit for not taking the insurance.

-District-The burden is proving that the group plan is reliable and is true.

-WEA-All the district must do is prove that they provide insurance, correct? What is the fine and how does the fine work?

-District-If it is found that the person is under-insured.

***Section 5.1 Salary-No**

*6% would cost additional \$166,362

*The Wallace School District offers the WEA a 2.5% increase

***Section 5.2 Salary Category-YES**

*Yes to steps and lanes

***Section 5.3 Salary Advancement- YES**

Section 6.1, Duration- YES

(5:20) WEA asked to Caucus

(5:40) WEA Counter Proposals:

***Section 2.1 Grievance**

* Vast majority of districts have 2 grievance policies and it states in the district policy that we can have a separate grievance policy. Only 1 other district we reviewed does not have separate policies.

*Tried to help align the new policy to the district policy.

*Our policy allows for tighter timelines. Many school districts have even tighter timelines than what we are asking for.

*Panel for Level 4. This again is common in many other districts

-District asked where the pool of individuals for the panel would come from.

***Section 3.1 Personal Leave**

*Stay as is: 2 personal days with one that can be carried over and 2 that can be paid out for a total of no more than 3 a year.

***Section 4.1 Medical, Dental, Life Insurance**

*\$887.37

***Section 4.2 Benefit Pool**

*This will increase people wanting or interested in working for our district for both classified and certified openings.

***Section 5.1 Salary**

*5.75% increase to the base

*District is receiving over \$200,000 = 9% funding increase from the State.

This money is supposed to be helping to increase the salary and benefits of Idaho teachers.

Inflation is up 8% and the levy passed by a large majority and needs to be used to help increase the salary not fund the fund balance. The balance to increase salary is less than the new money that we are getting from the state.

-WSD states again that they do not think that it is feasible to do a 5.75% increase to the base.

(6:00) WSD asked to Caucus

(6:14) WSD Counter Proposal:

Section 2.1 Grievance:

*WSD states that Grievance policy is still not reasonable and should stay with the board for the decision. All board policies should stay within board decisions and when dealing with their policies.

-WEA pointed out how the timelines are not clear cut in the board policy.

-WEA will look more closely at the district policies and wording.

-WEA asks what timeline dates they did not like?

-District states they would like to keep what is said in their policy.

Section 4.2 Benefit Pool:

*District states it will continue to cost the district too much money. (34 employees not taking insurance from the district)

-WEA would like to look into that amount of employees not taking insurance, not receiving the Benefit Pool, and how much it would cost more closely. Numbers that both parties received do not seem to be matching up and therefore more information may need to be gathered.

Section 5.1 Salary:

*District proposes a 3.25% raise to salary

-WEA asked how much it costs next year for insurance with the new amount? -District states about \$77,000

-WEA pointed out the additional support we are getting from the state compared to what it will be costing. Roughly \$165,000 left over is then left over that could be added to increase salaries.

(6:30) Meeting is adjourned

WEA Negotiations Date: 5/23/2022

Meeting Notes

Attendance

Board: Todd Howard, Molly McGee, Dan Hussey

WEA: Patrick Richardson, Katie Bauer, Amber Wood

Public: Natalie Heyn, Zoe Burt, Katie Lund, Tina Brackebusch, Brandon Voorhees, Jared Young

(4:33) Start of Meeting: Ground Rules for Negotiations

- *Keep meeting at 1.5 hours
- *Teams may caucus for 20 minutes
- *Adjourn if a team does not return
- *WEA will keep summary notes that will be approved by both parties prior to start of next meeting

(4:33) Set Next Negotiation Meeting: Tuesday, May 31st at 5:30 at the Wallace High School Library

(4:35) Review and Accept May 16, 2022 meeting minutes

- *Accepted by all parties

(4:40) WEA 3rd Counter Proposal:

Agreed:

***Section 1.1 Bargaining Unit**

***Section 3.1 Personal Leave-**

- Same as current policy

***Section 4.1 Medical, Dental, Vision, and Life Insurance-**

- Final number from Bea C: \$971.10 (covers Blue Cross PPO renewal, dental, vision, life)

***Section 5.2 Salary Category**

***Section 5.3 Salary Advancement**

***Section 6.1 Duration**

Still in Negotiation:

***Section 2.1 Grievance Procedure-**

- 2.1 Revised to match more closely to Board policy #5250
- 2.2 Phrase “or of an existing Board Policy” should remain. It covers situations for union members to bring a grievance that violates Board policy. For example, a union employee is being asked to be here more than 7.5 hours as defined by Board policy (#5210). Why couldn't that grievance be heard through this procedure?

-2.4 Level 2 adjusted to math Board policy #5250

-2.4 Level 4 panel is more clearly defined. We still think a panel is a reasonable process used in other districts.

-The WEA believes it is important to have a grievance procedure in our contract. It cannot be changed without agreement by both parties.

***Section 4.2 Benefit Pool-**

-Employees covered by a spouse's group insurance shall receive a benefit of \$425 per month in lieu of insurance coverage. Employees receiving said benefit must provide proof of insurance in the District by August 1st of the contract year. Employees hired after August 1st have thirty (30) days to provide proof of other insurance coverage.

-The original intent of this was to provide benefits fairly to all

-WSD offers coverage to all-we should not be liable for fines

-Why should we double-cover employees that do not need secondary insurance?

-WSD states that we have to ensure that all employees are not under-insured.

-WEA states that we cannot find anything in the IRS that states there will be a fine and would like to know where in writing it is.

***Section 5.1 Salary-**

-We propose a 5.75% raise to the base

-1.9 million fund balance (35% of revenue), \$243,000 in new money, this increase in salary is around \$160,000

-We continue to pass levies, have a balanced budget, and have a 35% fund balance where most schools have only 5-10% balance.

(4:52) WSD asked to Caucus

(5:13) WSD Counter Proposals:

***Section 2.1 Grievance Procedure-**

*LEVEL 2- It has to be made within 10 days instead of 60 days.

*Level 4- Recommendation can come from the panel but the final decision will come from the board.

***Section 4.2 Benefit Pool- YES**

***Section 5.1 Salary-**

-3.5% increase to the balance and a \$1000 bonus to individuals maxed out.

-The amount received from the state each year is unknown and once an amount is given the amount is irreversible.

-A healthy balance is necessary for the Fund balance and would like to be down some but not completely given away.

-WEA states that the numbers are here (money from the state) and they need to make up for the fact that when the district was not in great standing, we did not take any salary increases many times over the years.

-We are still not meeting the inflation of the cost of living.

-Each year we come to the table for a salary increase so therefore it does not necessarily mean we are stuck at this amount.

-Where is the extra money going?

-WEA how many people will necessarily not have an increase to their salary?

-13ish people will not be able to move lanes or get stuck because of where the state says they should be paid.

(5:25) WEA asked to Caucus

(5:43) WEA Counter Proposal:

-WEA is happy and appreciative for your consideration with the Benefit Pool and think that is mutual beneficial for both parties and will help bring in educators

***Section 2.1 Grievance Procedure- YES**

***Section 5.1 Salary-**

-5.75% increase to the base with no bonus

-WSD came back with 4% and that is as far as they will go.

-WEA stated that we are not willing to go down that far.

(5:45) Meeting is adjourned

WEA Negotiations Date: 5/31/2022

Meeting Notes

Attendance

Board: Todd Howard, Molly McGee, Dan Hussey

WEA: Patrick Richardson, Katie Bauer, Amber Wood

Public: Nichole Farkas, Denise Cobden, Katie Lund, Tina Brackebusch

(5:32)Start of Meeting: Ground Rules for Negotiations

- *Keep meeting at 1.5 hours
- *Teams may caucus for 20 minutes
- *Adjourn if a team does not return
- *WEA will keep summary notes that will be approved by both parties prior to start of next meeting

(5:34) Set Next Negotiation Meeting: Monday, June 6th, 2022 at 4:30 in the Wallace High School Library

(5:35) Review and Accept May 16, 2022 meeting minutes:

- *Accepted by both parties

(5:37)WSD Final offer:

- *4% to the base with no personal leave carryover or 3.25% with 1 personal leave carryover

(5:38) WEA asked to Caucus

(6:00)WEA Counter Proposal:

Agreed:

***Article 1.1 Bargaining Unit**

***Article 2 Grievance Procedure:**

- Wording from Molly McGee added to article 2.4, level 4
- Also, not that the word "Designee" was added on Appendix B, Level II (this was done to match wording in Level 2)

***Article 3.1 Personal Leave:**

Article 4.1 Medical, Dental, Vision, and Life Insurance

-Final number from Bea C.: \$971.10 (covers Blue Cross PPO renewal, dental, vision, life)

Article 4.2 Benefit Pool

Article 5.2 Salary Category

Article

Still in Negotiations:

***Section 5.1 Salary-**

- We propose 4.5% raise to the base with personal leave
 - *1.9 million fund (35% of revenue), \$243,000 in new money
 - *We also have \$1.4 million in reserve forest funds that can be used for capital improvements, facilities, etc.
 - *Cost in salary increase with steps and landes: \$152,209
 - *Cost for 5% increase to classified and admin:-\$41,000 (does not account for new hires, advancement, but a straight increase across the base)

(6:02) WSD Caucus

(6:10) WSD Proposal:

- *3% raise to the base with 1.5 % bonus

(6:10) WEA Caucus

(6:21) WEA Proposal:

- *4 % to the base and .5% one time bonus

(6:22) WSD Caucus

(6:39) WSD Proposal:

- *3.5% and 1% bonus
- WEA requested 4.25% to the base
- WSD stated that we negotiate every year so we need to know what we will get the following year. This is why we feel more comfortable for 3.5%
- WEA requested why the 4% was off the table?
- WSD stated it costs \$15,000 for the personal leave.

(6:44) WEA Caucus

(6:53) WEA Proposal:

*We understand that new legislators are coming in, but every year we come to the negotiation table and historically we have always considered our finances and the local economy. We also know that personal leave is very important to our members. WEA pointed out that at the end of last session a 4% to the base with no change to the personal leave was offered. Can that be on the table once again?

(6:56) WSD Caucus

(7:00) WSD Proposal:

*4 % with personal leave staying the same.

-WEA asked what is the timeline for getting the official contract finalized?

-WSD stated that he believes that as long as the board approves the contract then it is a binding agreement. But he was not sure.

-WEA was not sure what a reasonable amount of time was before the contracts were completely finalized.

(7:04) Both parties signed the tentative contract.

(7:05) Meeting is adjourned