

NEGOTIATION MINUTES
JULY 5, 2017
TROY ELEMENTARY SCHOOL

District Members: Dana Hoskins, Negotiator; James Fry; Brad Malm, Supt.; Theresa Priebe, Clerk
TEA Members: Alison Bohman, Negotiator; Crystal Tibbals

Dana Hoskins called the meeting to order at 6:00 p.m. and everyone introduced themselves around the table.

The June 13, 2017 negotiations minutes were approved and signed.

Dana Hoskins stated that the last time we met we had a counter proposal and did you guys have an opportunity to discuss it.

Alison Bohman stated yes we did and we actually have been meeting with Jason and IEA and we have a packet of information, a review of numbers, and Jason is here tonight and willing to explain all of these if that would be helpful.

Dana Hoskins stated that I think what we will probably do is we'll probably, is what we will do is go back and review these.

Alison Bohman stated okay.

Dana Hoskins stated and then, I know our numbers were very close and as the whole picture of what the District could afford. That is what we offered but we will go back and review this.

Alison Bohman stated okay.

District team left to caucus at 6:02 p.m.
Teams returned to the table at 6:17 p.m.

Dana Hoskins stated that we had the opportunity to glance at this and we recognize that it's not a full picture for the District. We actually have two extra teachers that we pay for completely out of the District funds. We're going to take a transportation loss. Although this was good and we do appreciate it, it doesn't give us an exact picture of where we're at. So, do you guys have a counter to our proposal?

Alison Bohman stated yes, we can counter. Steps and lanes in which we both talked about on both sides and I think we're in agreement with that and a 3.5% on the base.

Dana Hoskins stated so going back to our goal as a district, and not widening the, what I refer to as our "at-risk" money—which are monies that we have to go to our patrons and ask for—those are the funds that actually are both of these categories. So, what we're looking at is going against what the district is as a whole, our goal is to get on financially sound ground which is when we pay for any staff out of funds that we have ask for beyond what the state gives us, the minute the patrons say "no" that funding no longer can we afford that position. So, we're going to go back and talk but I just wanted to remind you where the District is coming from. That really is our goal, to get us back on secure footing and also I am

hoping that we are all realizing that the District pays above what the State pays. I know what it's like not to get a raise so I totally understand that. I'm hoping that we can come to an agreement, but we're going to have to talk about it. So we're probably going to take another 15 minutes.

Alison Bohman stated sure.

District left to caucus at 6:20 p.m.

Teams returned to the table at 6:30 p.m.

Dana Hoskins stated that the District has again reviewed their numbers, our numbers, and we will counter with Steps and Lanes and a 2% bonus.

Alison Bohman stated can you give us a few minutes to go caucus and talk about things.

Dana Hoskins stated certainly.

TEA team left to caucus at 6:31 p.m.

TEA returned to the table at 6:39 p.m.

Alison Bohman stated that we had time to go back and discuss and we do really appreciate the District's willingness to meet and negotiate with us. We understand that we have always had a levy and probably always will until the State of Idaho decides to fully fund education which, you know, if that will ever happen or not. And we understand that the District pays up and above the salary based apportionment as all school districts in northern Idaho do. The largest percentage of that, up and above what the State pays, would go for administration and classified. Certified is not as high of a percentage over. But we also understand that the District has to live in their financial means and you know we have to try to keep up with the cost of living which last year in 2016 was 3% and I think based upon that I know the District needs to remain competitive within the region and within the State, we are willing to counter Steps and Lanes and a 3% increase on the base.

Dana Hoskins stated okay.

Alison Bohman stated I really think now is the time for the District to show the commitment to the teachers.

Dana Hoskins stated and you know our commitment is with you guys and that is part of why we are trying to move your funds, what we pay you with, strictly out of what I consider "at-risk" money. And, yes we will probably always have an M & O, we will always ask, we have heard rumblings out in the community that you know our \$995,000 levy, why are we still there, why haven't we dropped it back since our enrollment has decreased. So, I am sitting at the edge of the chair wondering what's going to happen with this next one and while I want to make sure that you guys feel appreciated, and we value you, and want to pay you competitively, looking at our funds as a whole literally stepping across the line going to steps and lanes, those funds, when we pay as a whole part of those dollars come out of the maintenance and operations levy. If we add another 3% to that we are just widening that gap once again. So, I am going to come back again and we have okayed the steps and lanes because we have had this discussion and you guys realize if the levy fails, that means a position. That means somebody, somewhere, is either

going to be cut back or lose a position. We stepped forward with doing that, but on anything else that we do, I am going to ask that we keep it in the bonus so that we're not continuing to widen that gap.

Alison Bohman stated I guess the problem with the bonus is that it makes it hard for us to do long-term planning because next year we may not get that bonus and then we take a pay cut. So, we would like to have the guaranteed money as well so we can do long-term planning for our families.

Dana Hoskins stated so the District pays out of pocket for two full-time employees. Would the TEA consider absorbing and taking on those responsibilities? If we eliminated those two positions. Here's what I'm saying, if we eliminated those two positions and we did not pay for two full FTE's and those funds that we use to pay for those employees, would the TEA be willing to absorb those roles?

Alison Bohman asked why would you eliminate them; you have the funding to pay them?

Dana Hoskins stated well, what we are looking at is trying to eliminate having the funds grow--the widening of the M&O--and when we do percents on the base, that widens it because that's the only place where the funds are going to come from. We are taking a loss from where we were last year, although I appreciate this, if Jason would like to work with Theresa, the calculations from really what we're going to see at the district level you guys then would have that and then you'll see that we're not getting extra money. We're actually losing money. Let us take your counter back and why don't we meet back here tomorrow and continue this discussion. Sound good?

Alison Bohman stated yes. Thank you.

Next meeting is scheduled for July 6, 2017 at 6:00 p.m. at the Elementary School Library.

The meeting was dismissed at 6:46 p.m.

Dana Hoskins 7/6/17
Dana Hoskins Date

Alison Bohman 7/6/17
Alison Bohman Date