

MEETING MINUTES

A. ACTION ITEM - Approve the minutes of the March 1, 2023 meeting

Chairman Kirkendall called the meeting to order with School District Representatives Brad Baumberger, Superintendent and John Thebo, School Board Member present. PEA Representatives Michelle Stoneman, Lead Negotiator, Eric Held PEA Member and Amy Hopkins PEA Member were present. Also in attendance was incoming Superintendent Dr. Glen Croft. District Board Clerk/Business Manager Barbara Choate was present to record the minutes.

Chairman Kirkendall asked if there were any changes to the minutes, there being none they were signed as presented.

B. Health Insurance Plan Review

Clerk Choate presented a comparison table for the State's PPO health insurance plan and the District's current PPO plan through the Idaho School Benefit Trust. The State's plan is much better for families but individuals lose. Under 65 retirees would be eligible to stay on the plan however the cost is significantly higher meaning their sick leave funds would run out quickly. The insurance appropriation from the state would cover the State's insurance premium for 99 general fund staff, the district currently has 125 general fund staff. There is not a funding source to cover the additional general fund staff.

C. FY 24 Budget Presentation

Clerk Choate stated the budget was not yet ready for presentation. The high level overview is that the budget will be based on average daily attendance, (seat time), for FY 24 vs enrollment which is what the funding has been based on for the last 3 years. The budget will be based on 67 funding units, decreasing from this year's actual 72 units representing the district's attendance vs enrollment averages. Clerk Choate presented a preliminary salary schedule which increases the value of certified staff on their appropriate rung of the career ladder plus \$5574 added to each cell. The grandfathered cells would all be increased \$6359. Clerk Choate explained that the career ladder is a statutory funding model and the additional \$6359 that legislative action mandated be paid to all Instructional and Pupil Service staff is an appropriation that must be tracked. The additional appropriation will be paid to all teachers regardless of funding source but the State will only include the distribution based on the funding units. The total number of teachers is expected to be 82.25, the state will fund 72.25 based on the projected 67 units. The additional appropriation was added to grandfathered cells at the full amount then divided equally among all on the career ladder cells. The total increase will be reported to Legislative Services in January to prove that the District distributed all funds and only to Instructional and Pupil Services staff.

D. PEA Requests

The PEA presented the attached list of changes to the Negotiated Agreement for the District to consider.

E. ACTION ITEM - Schedule Next Meeting

The next meeting was scheduled for May 24, 2023 at 4:30 P.M. in the Pinaza Room

F. ACTION ITEM - Adjournment

There being no further business, the meeting adjourned at 5:33 P.M.



Chairman Kirkendall



Lead Negotiator, Michelle Stoneman

Attest, Clerk Barbara Choate

FY2024 Medical Plan Comparison

	PSD PPO (Current)	PSD PPO (Option)	State PPO	State Traditional	PSD HSA	State HSA
Deductible (In-Network)	\$750/\$1500	\$750/\$1500	\$350/\$950	\$500/\$1400	\$3000/\$6000	\$2000/\$4000
Deductible (Out-of-Network)	Combined w/IN	Combined w/IN	\$600/\$1700	N/A	Combined w/IN	N/A
Max Out-of-Pocket (In-Network)	\$2250/\$4500	\$2250/\$4500	\$3250/\$6750	\$4350/\$8700	\$5800/\$11600	\$5000/\$10000
Max Out-of-Pocket (Out-of-Network)	\$3750/\$7500	\$3750/\$7500	\$6500/\$13500	\$4350/\$8700	Combined w/ IN	\$6500/\$13000
Plan Pays (After deductible-In-Network)	90/10	80/20	80/20	70/30	70/30	70/30
Plan Pays (After deductible-Out-of-Network)	70/30	60/40	60/40	70/30	50/50	50/50
Co-pay	10/30/30/50	10/30/30/50	0/20/40/20%/40%	\$0	Ded + Cost Share	0/30%/50%
Rx Drug Deductible	\$250	\$250	\$0	\$0	Combined w/ IN	\$0
Rx Drug Co-pay	\$10/\$20/\$30/\$50/20%/30%	\$10/\$20/\$30/\$50/20%/30%	\$10/\$30/\$60/\$100	\$10/\$30/\$60/\$100	30% after ded	30%/30%
Total Premium (Employee Only)	\$992.55	\$973.10	\$1,292.22	\$1,292.22	\$751.95	\$1,227.22
District Premium Portion			\$1,227.22	\$1,227.22		\$1,227.22
Employee Premium Portion			\$65.00	\$85.00		\$0.00

2022-23 Premiums

	PSD PPO	State PPO	State Traditional	PSD HSA	State HSA
Total Premium for 2022-23 (Employee Only)	\$928.50	\$1,182.40	\$1,202.40	\$703.40	\$1,132.40
District Premium Portion	\$823.50	\$1,117.40	\$1,117.40	\$703.40	\$1,117.40
Employee Premium Portion	\$105.00	\$65.00	\$85.00	\$0.00	\$15.00

Pg. 6 Article IV B. Prep Time

We would like to protect some of our non-student contact prep time (before and after school). The 30 min. 4 x per week with a total of 150 min. during student contact time is not sufficient to get all the day's requirements completed.

We realize that some supervision of students needs to take place before and after school, but this should be limited to the equivalent of 1 day per week.

Staff meetings, or extra requirements, should not be scheduled more than 1 x per week, excluding leadership meetings which receive a stipend and IEP meetings which are required by Federal Law.

*Teachers cannot get lesson plans made, papers corrected, copies made, grades input, parents contacted, or other prep work done in 150 min. per week. These other "prep" times need to be protected.

*If teachers/staff are asked to cover a class by the administration (sub cannot be found), we need to find a way to compensate them. This could be done through comp time or monetary.

Pg. 7 Article V C) 2. a. Benefits

We are asking for an additional personal day per year. District around us, Emmett, Fruitland, New Plymouth, Parma, to name a few, all receive 3 personal days per year.

*Yes, we do have 2 months off in the summer but our "time off" is set for us with little ability to choose other times.

Pg. 8 Article V C) 4. a. Benefits

We are asking for an additional sick day per year. The current policy reads, at the beginning of each school year each certificated employee shall be credited with one (1) day of sick leave allowance per contracted month. We currently receive 9.

*We are contracted from Aug. to May. This is 10 months.

Pg. 10 Article V C) 6. Benefits

We feel the Bereavement is too confining. We are professionals and should be seen as so. We should be able to attend funerals for those who we have felt close to that do not meet the strict "family" parameters. We are expected to provide proof of attendance at the funeral in addition to only grieve certain people. Grieving whomever we feel close to and providing documentation would prove we truly are using "bereavement leave".

Pg. 12 Article VIII Assignments, Promotions, and Transfer Guidelines

Please add, an employee may not be forced to move, through no fault of their own, with the risk to their ability to receive (apply for) a supplemental or extended contract.

*There are some jobs that need to have the extended contract attached to the job. Some examples are...Marching band with band instructor, FFA with HS Ag. classes.

Pg. 12 Article IX Certified Personnel Evaluations

Items used by the administration, and agreed upon by the district with staff, for the purpose of evaluations will be uniform.

Pg. 12 Article X Grievance Procedure

We feel this needs to be moved to the Negotiated Agreement. We also feel that we need to add that if the grievance is not with a building but with the district, the grievance can go directly to the Superintendent and Board to be grieved.

2023-2024 CERTIFIED SALARY SCHEDULE

			BA + 24 Stipend	MA Stipend	MA/EDS Loyalty Stipend
			2000	3500	4000
	R1	\$41,118			
	R2	\$41,988			
	R3	\$42,860			
	P1	\$43,990	\$45,990	\$47,490	
	P2	\$45,773	\$47,773	\$49,273	
	P3	\$47,555	\$49,555	\$51,055	
	P4	\$49,337	\$51,337	\$52,837	
	P5	\$51,119	\$53,119	\$54,619	
	AP1	\$54,233	\$55,478	\$56,978	
	AP2	\$55,705	\$57,705	\$59,205	
	AP3	\$57,165	\$59,165	\$60,665	
	AP4	\$58,613	\$60,613	\$62,113	
	G1	\$60,535	\$59,932	\$61,497	
	G2	\$62,521	\$62,102	\$63,666	
	G3	\$64,572	\$64,353	\$65,917	\$66,439
	G4				
	w/\$5574 average \$6359 for 83 cert staff		BA + 24 Stipend	MA Stipend	MA/EDS Loyalty Stipend
			2000	3500	4000
	R1	\$46,692			
	R2	\$47,562			
	R3	\$48,434			
	P1	\$49,564	\$51,564	\$53,064	
	P2	\$51,347	\$53,347	\$54,847	
	P3	\$53,129	\$55,129	\$56,629	
	P4	\$54,911	\$56,911	\$58,411	
	P5	\$56,693	\$58,693	\$60,193	
	AP1	\$59,807	\$61,807	\$63,307	
	AP2	\$61,279	\$63,279	\$64,779	
	AP3	\$62,739	\$64,739	\$66,239	
	AP4	\$64,187	\$66,187	\$67,687	
	G1	\$64,205	\$66,205	\$67,705	
	G2	\$66,375	\$68,375	\$69,875	
	G3	\$68,626	\$70,626	\$72,126	\$72,626
	G4				