MINUTES OF PUBLIC NEGOTIATION MEETING

MAY 18, 2017

A negotiation meeting of the Filer Education Association (FEA) and Filer School District #413 (FSD) was held at the Filer District Office Conference Room at 5:00 p.m. on May 18, 2017

Representing the FEA were Bill Sweet, Susan Hamby, Matt Lassen, Gretchen Esson, Sara Holley and James Waterman.

Representing Filer School District were Trustees Bowman and Williams. Superintendent John Graham, Business Manager Kyle Pryde and Clerk Teresa Kullhem were also present with the FSD representatives.

As in the prior year, because of legislation, this negotiation meeting was conducted in public and although held as a public meeting no testimony or questions were to be taken. Since this was held as a public meeting and two board members were present, notice of the meeting was posted as a special meeting of the Board of Trustees although it was anticipated there would be no quorum of the Board. Consequently, these minutes are not official minutes of the Board of Trustees of Filer School District #413.

Filer Education Association Representative Bill Sweet proposed the Tentative Collective Bargaining Proposals for the 2017-2018 School Year. Discussion was held on a number of the topics: a request was made for an additional playground aide; classroom monies to be $150 per teacher; new extracurricular stipend schedule was presented. Salary scheduled is attached that was given to the Negotiation Committee by the FEA that shows a lesser amount than the State's allocation proposed by the FEA for Career Ladder Rungs P1, P2, P4 and P6. The FEA negotiating team exited the meeting at 6:15 p.m.

The remaining representatives of Filer School District discussed the items that were presented by the negotiating team.

Meeting adjourned at 7:50 p.m.

Collective Bargaining Proposal for the 2017-2018 School Year,
Between the Filer Education Association and the Filer School District Board of Trustees

Master Contract: The Filer Education Association would like to renew the Master Contract used in the 2016-2017 school year, adding the following language:

- "An updated Master Contract will be placed online under 'Board Policy' on the Filer School District website for the duration of that calendar year, beginning July 1, 2017."
- Board Policy G.30.C Personal Leave.
  - Remove the words "~~fifty-eight dollars ($58)~~," and insert, "sixty-five dollars ($65)" for each day of district paid personal leave not used.
- Board Policy G.30.E Sick Leave.
  - Remove the words "~~dependent family member,~~" and insert, "immediate family (parent, spouse, children, grandparents, and brother or sister) for mental or physical illness, or physical disability of the teacher."

Health Insurance: The Filer School District agrees to pay the cost of the insurance premium for Blue Cross at the 80/20 coinsurance rate which is $541.95 per employee, per month. The Filer School District also agrees to offer a second HSA plan, with the district paying $97.35, the difference between the HSA premium of $444.60 and $541.95 per employee, per month to their established HSA account for those employees that choose this plan. All employees who work 30+ hours a week would be entitled to this full benefit. Spouses and dependent children will be an additional cost to that employee. Employees less than 30 hours per week will not be eligible for insurance through our vendor.

Employee Assistance Program: The Filer School District agrees to pay the cost of the EAP program for all employees 20+ hours per week.

Blue Cross Dental/Willamette Dental & Blue Cross Vision Program: The Filer Education Association would like to recommend that we remain with Blue Cross Dental/Willamette Dental & switch our vision to Blue Cross Vision VSP program, as it saves our employees a considerable amount without making any major changes to our vision coverage.

Life Insurance: The Filer Education Association would like the District to continue funding the life insurance policy with the new carrier for the 2017-2018 school year. Since this is a separate policy, we ask that all employees 20+ hours of employment receive this benefit.

Professional Compensation: The Filer School District agrees to pay certificated staff according to the salary schedule agreed upon by both parties. The certificated staff will be placed on the

appropriate rung based on their placement in 2017-2018.

- An additional $1200 will be provided for certificated staff that have a Bachelor's degree plus 24 credits as of September 1, 2017 and have taught for at least 3 years. This additional funding will be paid equally over 12 months and will be INCLUDED in their normal paychecks.
- An additional $2100 will be provided for certificated staff that have a Masters degree as of September 1, 2017 and have taught for at least 3 years. This additional funding will be paid equally over 12 months and will be INCLUDED in their normal paychecks.

Compensation for Extra Duty:

- The Filer Education Association is asking one (1) personal day for every eighteen (18) days a classroom teacher holds detention duty in his/her classroom for the 2017-2018 school year at Hollister Elementary, Filer Elementary, and Filer Intermediate Schools. This includes grades 1-6. This allows up to two (2) personal days, but no more than two (2), per teacher per year.
- The Filer Education Association is asking for one (1) personal day for every eighteen (18) days a Filer Middle School classroom teacher holds detention duty in their classroom or has outside duty during their lunch period. It is also requested for those teachers to have at least fifteen minutes to eat their lunch before serving duty.
- The Filer School District will grant two (2) personal days to each kindergarten teacher for loss of prep time to cover their own recess.
- The Filer School District will grant all staff K-12 classroom teachers professional leave credit for covered classes as stated in their 2014-2015 Filer High School staff handbook.
- The Filer Middle School and the Filer High School classroom teachers request professional leave credit for covered classes as stated in the staff handbook.
- The Filer School District will grant any other certified employee that are currently working under an extended contract the same days and monies, at their daily rate, in the 2017-2018 school year with the exception of the FMS Counselor. The Filer School District agrees to increase the FMS Counselor's extended contract days to 10 days.

Elementary/Intermediate Duty Aides: The Filer Education Association asks for four (4) duty aides to be shared between the two schools and one (1) duty aide for Hollister for the 2017-2018 school year.

Classroom Supplies: The Filer School District will provide each certificated teacher, with a qualified ISEE (Idaho System for Education Excellence) code and based upon their FTE (full-time equivalent), $150.00 for classroom supplies (pro-rated for any certificated staff less than 1.0 FTE). The money will be provided on a pre-paid debit card with the expectation of receipts being returned for purchases within 30 days of receiving the card.

Extracurricular Activities Stipend Schedule: We, The Filer School District will continue to pay the extracurricular activity stipends and the associated salary schedule. At the Board's request, we are open to make additional changes to the current stipend percentages.

_____ Head FEA Negotiator _____Board of Trustee

_____ FEA Negotiator _____Board of Trustee

_____ FEA Negotiator

_____ FEA Negotiator

_____ FEA Negotiator

_____ FEA Negotiator

FY	Enter	2017-2018	FY18	
Career Ladder Placement	Estimated Staff FTE by cohort	Salary Aportionment	(fte * cohort Salary)	% increase with step
RP1	0.00	$ 34,600.00	$ -	3.59
RP2	5.00	$ 35,600.00	$ 178,000	6.58
RP3	9.00	$ 36,600.00	$ 329,400	6.86
P1	30.00	$ 38,800.00	$ 1,164,000	10.48
P2	5.00	$ 40,000.00	$ 200,000	7.38
P3	2.00	$ 41,200.00	$ 82,400	6.3
P4	2.00	$ 42,400.00	$ 84,800	7.21
P5	8.00	$ 43,600.00	$ 348,800	6.05
P6	8.00	$ 44,800.00	$ 358,400	6.76
P7	1.00	$ 46,000.00	$ 46,000	4.68
P8	2.00	$ 48,200.00	$ 96,400	5.72
P9	0.00	$ 50,400.00	$ -	6.55
P10	18.00	$ 52,600.00	$ 946,800	7.34
P10-2	0.00	$ 54,800.00	$ -	8.51
P10-3	6.00	$ 55,800.00	$ 334,800	9.41

Total fte	86.00	Total Salaries	$ 4,169,800.00

2017 - 2018

FEA

PROPOSAL

MINUTES OF PUBLIC NEGOTIATION MEETING

MAY 25, 2017

A negotiation meeting of the Filer Education Association (FEA) and Filer School District #413 (FSD) was held at the Filer District Office Conference Room at 4:00 p.m. on May 25, 2017

Representing the FEA were Bill Sweet, Susan Hamby, Matt Lassen, Gretchen Esson, and James Waterman.

Representing Filer School District were Trustees Bowman and Williams. Superintendent John Graham, Business Manager Kyle Pryde and Clerk Teresa Kullhem were also present with the FSD representatives.

As in the prior year, because of legislation, this negotiation meeting was conducted in public and although held as a public meeting no testimony or questions were to be taken. Since this was held as a public meeting and two board members were present, notice of the meeting was posted as a special meeting of the Board of Trustees although it was anticipated there would be no quorum of the Board. Consequently, these minutes are not official minutes of the Board of Trustees of Filer School District #413.

Filer School District presented the negotiations committee with changes made by the district to the Collective Bargaining Agreement.

A few questions were asked and explained. The FEA asked to caucus at 4:21 p.m.

The FEA returned and the meeting was reconvened at 4:46 p.m.

The FEA agreed to accept the terms of the Collective Bargaining Agreement with the exception of GP10 and GP10-2 of the Career Ladder Salary Schedule.

Kyle explained the reasoning for the salary amounts given for these steps.

Questions were fielded regarding the proposed changes to the extracurricular stipend schedule.

The Trustees asked to caucus at 5:29 p.m.

The meeting reconvened at 5:55.

Trustee Williams presented to the FEA that the best the district could do at this point is what was proposed, unless they returned to the board for another discussion regarding salaries.

Dr. Graham shared what surrounding district of comparable size are paying their certified staff.

The meeting was adjourned at 6:10 p.m.

Collective Bargaining Agreement for the 2017-2018 School Year,

Between the Filer Education Association and the Filer School District Board of Trustees

Master Contract:
The Filer School District will renew the Master Contract used in the 2016-2017 school year adding the following language.

"An updated Master Contract will be placed online under 'Board Policy' on the Filer School District website for the duration of that calendar year, beginning July 1, 2017."

Board Policy G.30.C Personal Leave.

- Remove the words ~~"fifty-eight dollars ($58)"~~ and insert, "sixty-five dollars ($65)" for each day of district paid personal leave not used

Board Policy G.30.E Sick Leave.

- Remove the words ~~"dependent family member"~~, and insert, "immediate family (parents, spouse, children, grandparents, and brother or sister) for mental or physical illness, or physical disability of the teacher."

Health Insurance: The Filer School District agrees to pay the cost of the insurance premium for Blue Cross at the 80/20 coinsurance rate which is $541.95 per employee, per month. The Filer School District also agrees to offer a second HSA plan, with the district paying $97.35, the difference between the HSA premium of $444.60 and $541.95 per employee, per month, to their established HSA account for those employees that choose this plan. All employees who work 30+ hours a week will be entitled to this full benefit. Employees less than 30 hours per week will not be eligible for insurance through our vendor. Dependent children and spouses may be covered under these plans at the employee's expense.

Employee Assistance Program: The Filer School District agrees to pay the cost of the EAP program for all employees 20+ hours per week.

Blue Cross Dental/Willamette Dental & Blue Cross Vision Program: The Filer Education Association would like to recommend that we remain with Blue Cross Dental/Willamette Dental and switch our vision to Blue Cross Vision VSP program, as it saves our employees a considerable amount without making any major changes to our vision coverage. The employee will pay for one or all of these policies as they choose.

Life Insurance: The Filer School District agrees to pay for the life insurance policy through Life Map for the 2017-2018 school year for all employees 20+ hours per week.

Professional Compensation: The Filer School District agrees to pay certificated staff including the pupil personnel staff according to the Career Ladder Cohort established in Idaho Code for Resident Professional 1 through Professional 6 Career Ladder Cohort Rungs. The Filer School District agrees to pay certified staff on Professional 7 through Professional 10 the following for the 2017-2018 school year: $46,798 Professional 7, $48,565 Professional 8, $49,939 Professional 9, $51,100 Professional 10, and $51,600 Grandfathered Professional 10-2. The certificated staff will be placed on the appropriate rung based on their placement in 2014-2015 and any eligible movement per Idaho Code in 2017-2018.

- An additional $1200 will be provided for certificated staff including the pupil personnel staff that have a Bachelor's degree plus 24 credits as of September 1, 2017, and have taught for at least 3 years. This additional funding will be based on FTE and will be paid equally over 12 months and will be INCLUDED in their normal paychecks.

- An additional $2100 will be provided for certificated staff including the pupil personnel staff that have a Masters degree as of September 1, 2017, and have taught for at least 3 years. This additional funding will be based on FTE and will be paid equally over 12 months and will be INCLUDED in their normal paycheck.

Compensation for Extra Duty:

- The Filer School District will grant one (1) personal day for every eighteen (18) days a classroom teacher holds detention duty in his/her classroom for the 2016-2017 school year at Hollister Elementary, Filer Elementary and Filer Intermediate Schools. This includes grades 1 – 6. This allows up to two (2) personal days, but no more than two (2), per teacher per grade per year.

- The Filer Education Association is asking for one (1) personal day for every eighteen (18) days a Filer Middle School Classroom teacher holds detention duty in their classroom or has outside duty during their lunch period. This allows up to two (2) personal days, but no more than two (2), per teacher per grade per year.

- The Filer School District will grant two (2) personal days to each kindergarten teacher for loss of prep time to cover their own recess.

- The Filer School District will grant all staff K-12 classroom teachers professional leave credit for covered classes as stated in the 2014-2015 Filer High School staff handbooks.

- The Filer School District will grant any other certified employee that are currently working under an extended contract the same days and monies, at their daily rate, in the 2017-2018 school year.

Elementary/Intermediate Duty Aides: The Filer School District will provide four (4) duty aides to be shared between the Filer Elementary and Intermediate schools and one (1) duty aide for Hollister Elementary for the 2017-2018 school year.

Classroom Supplies: The Filer School District will provide each certificated teacher, with a qualified ISEE (Idaho System for Education Excellence) code and based upon their FTE (full-time equivalent), $150.00 for classroom supplies (pro-rated for any certificated staff less than 1.0 FTE). The money will be provided on a pre-paid debit card with the expectation of receipts being returned for purchases within 30 days of receiving the card.

Extracurricular Activities Stipend Schedule: We, the Filer School District, will continue to pay the extracurricular activity stipends and the associated salary schedule, with the changes hi-lighted on the original proposal.

_____
Head FEA Negotiator

_____
Board Trustee

_____
FEA Negotiator

_____
Board Trustee

_____
FEA Negotiator

_____
FEA Negotiator

_____
FEA Negotiator

2017-2018 Moving on the Career Ladder

	2014-15	2015-2016	2015-2016	2016-2017	2016-2017	2017-2018	2017-2018	UP		
	Index	Career Ladder Placem	Salary Apportionment	Career Ladder Placem	Salary Apportionment	Career Ladder Placem	Salary Apportionment			
		Yr 1		Yr 2		Yr 3				
						R1	$34,600	$1,200	3.59%	
	NA	R1	$32,700	R1	$33,400	RP2	$35,500	$2,100	6.29%	
	1.00 to 1.374260	RP2	$33,200	RP2	$34,250	RP3	$36,411	$2,161	6.31%	
	1.3929	RP3	$33,822	RP3	$35,117	P1	$38,999	$3,882	11.05%	
	1.4451	P1	$35,498	P1	$37,249	P2	$40,630	$3,381	9.08%	
	1.4993	P2	$36,885	P2	$38,758	P3	$41,155	$2,397	6.18%	
	1.5555	P3	$38,311	P3	$39,546	P4	$42,825	$3,279	8.29%	
	1.6138	P4	$39,775	P4	$41,113	P5	$43,391	$2,278	5.54%	
	1.6743	P5	$41,282	P5	$41,961	P6	$45,102	$3,141	7.49%	
	1.7371	P6	$42,089	P6	$43,591	[redacted]	$45,711	$2,120	4.86%	
	1.8022	P7	$43,668	P7	$44,503		$47,467	$2,964	6.66%	
	1.8698	P8	$45,305	P8	$46,201		$48,122	$1,921	4.16%	
	1.9399	P9	$47,004	P9	$47,183		$48,802	$1,619	3.43%	
	2.0126	P10	$47,603	P10	$48,202					
5.68%	$2,361	GP5	41581	GP6	$43,942	GP7	$46,798	$2,856	6.50%	
5.68%	$2,449	GP6	43141	GP7	$45,590	GP8	$48,565	$2,975	6.53%	
5.68%	$2,541	GP7	44758	GP8	$47,299	GP9	$49,939	$2,640	5.58%	
5.52%	$2,563	GP8	46437	GP9	$49,000	GP10	$51,100	$2,100	4.29%	
4.82%	$2,322	GP9	48178	GP10	$50,500	GP10-1	$51,100	$600	1.19%	
1.03%	$517	GP10	49983	GP10-2	$51,000	GP10-2	$51,600	$600	1.18%	

The Education allocations apply to staff who hold an Idaho Professional Endorsement per I.C 33-1201A.

For Instructional staff with professional endorsement.					
Education Allocation	2015-2016 Premium	Education Allocation	2016-2017 Premium	Education Allocation	2017-2018 Premium
BA + 24	$400	BA + 24	$800	BA + 24	$1,200
MA	$700	MA	$1,400	MA	$2,100

		Allocation		Allocation
OS Certificate	$3,000	OS Certificate	$3,000	

2017-2018 Moving on the Career Ladder

1. Returning instructors and pupil personnel staff advance to the next step on the career ladder. For example, instructors in the P1 cohort will advance to P2.

MINUTES OF PUBLIC NEGOTIATION MEETING

MAY 31, 2017

A negotiation meeting of the Filer Education Association (FEA) and Filer School District #413 (FSD) was held at the Filer District Office Conference Room at 12:15 p.m. on May 31, 2017

Representing the FEA were Bill Sweet, Susan Hamby, Matt Lassen, Gretchen Esson, and James Waterman.

Representing Filer School District were Trustees Bowman and Williams. Superintendent John Graham, Business Manager Kyle Pryde and Clerk Teresa Kullhem were also present with the FSD representatives.

As in the prior year, because of legislation, this negotiation meeting was conducted in public and although held as a public meeting no testimony or questions were to be taken. Since this was held as a public meeting and two board members were present, notice of the meeting was posted as a special meeting of the Board of Trustees although it was anticipated there would be no quorum of the Board. Consequently, these minutes are not official minutes of the Board of Trustees of Filer School District #413.

The FSD presented the FEA with two options. One being the original offer and the second one giving those on the P10 and P10-2 career ladder steps an additional $500 dollars, while reducing the monies given to each teacher for classroom supplies to $100..

The FEA asked several questions regarding salary.

Kyle presented the FEA with budget numbers that show how much is allocated by the state.

The FEA caucused at 1:00 p.m.

The meeting reconvened at 1:32 p.m.

The FEA presented updated salary figures to substantiate their stance that their salary proposal falls under the amount of allocations that the district receives.

Kyle countered that there were several salary items (extended contracts, stipends, etc.) that the FEA had not taken into consideration when figuring their salary amounts.

Kyle and Jim will get together to discuss numbers and get a total salary amount.

The meeting adjourned at 1:47 p.m.

MINUTES OF PUBLIC NEGOTIATION MEETING

JUNE 13, 2017

A negotiation meeting of the Filer Education Association (FEA) and Filer School District #413 (FSD) was held at the Filer District Office Conference Room at 6:00 p.m. on June 13, 2017

Representing the FEA were Bill Sweet, Susan Hamby, Gretchen Esson, and James Waterman.

Representing Filer School District were Trustees Bowman and Williams. Superintendent John Graham, Business Manager Kyle Pryde and Clerk Teresa Kullhem were also present with the FSD representatives.

As in the prior year, because of legislation, this negotiation meeting was conducted in public and although held as a public meeting no testimony or questions were to be taken. Since this was held as a public meeting and two board members were present, notice of the meeting was posted as a special meeting of the Board of Trustees although it was anticipated there would be no quorum of the Board. Consequently, these minutes are not official minutes of the Board of Trustees of Filer School District #413.

James Waterman presented figures that he and Kyle worked on together last week and explains that they now understand the difference the two were experiencing when trying to get numbers to match.

Dr. Graham explained the reason for some stipends that are paid to teachers.

Kyle gave an explanation as to why some Title I funds are paid out differently than others.

Bill Sweet asked that the extra pupil personnel pay be made more transparent.

The meeting adjourned at 6:20 p.m.

MINUTES OF PUBLIC NEGOTIATION MEETING

JUNE 14, 2017

A negotiation meeting of the Filer Education Association (FEA) and Filer School District #413 (FSD) was held at the Filer District Office Conference Room at 3:00 p.m. on June 14, 2017

Representing the FEA were Bill Sweet, Susan Hamby, Gretchen Esson, Matt Lassen and James Waterman.

Representing Filer School District were Trustees Williams. Business Manager Kyle Pryde and Clerk Teresa Kullhem were also present with the FSD representatives.

As in the prior year, because of legislation, this negotiation meeting was conducted in public and although held as a public meeting no testimony or questions were to be taken. Since this was held as a public meeting and two board members were present, notice of the meeting was posted as a special meeting of the Board of Trustees although it was anticipated there would be no quorum of the Board. Consequently, these minutes are not official minutes of the Board of Trustees of Filer School District #413.

Trustee Williams gave the FEA the vote from the board that they were once again going to offer the original offer that was made during the first negotiations meeting.

Trustee Williams shared his concerns regarding our current supplemental levy and its acceptance among the community if we continue to give raises beyond what is financially responsible.

The meeting adjourned at 3:10 p.m.

MINUTES OF PUBLIC NEGOTIATION MEETING

JULY 14, 2017

A negotiation meeting of the Filer Education Association (FEA) and Filer School District #413 (FSD) was held at the Filer District Office Conference Room at 8:30 a.m. on July 14, 2017

Representing the FEA were Bill Sweet, Sarah Holley, Gretchen Esson, and James Waterman.

Representing Filer School District were Trustee Williams. Superintendent John Graham, and Clerk Teresa Kullhem were also present with the FSD representatives.

As in the prior year, because of legislation, this negotiation meeting was conducted in public and although held as a public meeting no testimony or questions were to be taken. Since this was held as a public meeting and two board members were present, notice of the meeting was posted as a special meeting of the Board of Trustees although it was anticipated there would be no quorum of the Board. Consequently, these minutes are not official minutes of the Board of Trustees of Filer School District #413.

Trustee Williams presented that the board asked Dr. Graham and Kyle to look for more money for the steps that have not yet been agreed upon.

Dr. Graham presented to the FEA that the contracts for the AD and Dean will now be written to reflect the ½ time teaching position.

New salary apportionment schedules were presented.

Aaron again presented the FEA with the original offer that was given to them at the beginning of the negotiations process.

Dr. Graham explained the extended contracts for certified staff that are paid for extra duties.

Jim Waterman asked if the board would be willing to meet halfway on the last 2 steps that have not been agreed upon. This would mean half the distance of the $28K that the FEA is asking for on P10 and P10-2.

Discussion was held on the urgency of ratification in order to proceed with the insurance renewal process. The Blue Cross renewal was to be started on July 1st.

Bill Sweet said he would try to have a meeting with the teachers next week so they could vote on what has been proposed.

The Board and the FEA both desire to stay away from mediation.

The FEA will get back to the board by Tuesday.

The meeting adjourned at 9:41a.m.

Professional Stipends

Technology Integration Specialist $4,698 for both extra days and extra duties assigned by the school board

Prevention Specialist $5,391 for both extra days and duties assigned by the school board

Speech Therapist $10,790 for extra duties assigned by the school board and being a hard to fill position

School Psychologist $23, 901 for extra duties assigned by the school board and being a hard to fill position

MINUTES OF PUBLIC NEGOTIATION MEETING

JULY 20, 2017

A negotiation meeting of the Filer Education Association (FEA) and Filer School District #413 (FSD) was held at the Filer District Office Conference Room at 6:07 pm on July 20, 2017

Representing the FEA were Bill Sweet, Sarah Holley, Gretchen Esson, Matt Lassen, and James Waterman. IEA Lawyer Linda Jones was present with the FEA.

Representing Filer School District were Trustee Williams. Superintendent John Graham, Business Manager Kyle Pryde, and Clerk Teresa Kullhem were also present with the FSD representatives.

Several classified and certified staff members were also in attendance.

As in the prior year, because of legislation, this negotiation meeting was conducted in public and although held as a public meeting no testimony or questions were to be taken. Since this was held as a public meeting and two board members were present, notice of the meeting was posted as a special meeting of the Board of Trustees although it was anticipated there would be no quorum of the Board. Consequently, these minutes are not official minutes of the Board of Trustees of Filer School District #413.

Bill Sweet began the meeting by asking Trustee Williams if the board was ready to present a different proposal than what was originally proposed on May 25, 2017. Trustee Williams answer was that the board had met and discussed and the original offer remained.

Bill Sweet gave an overview of the negotiations process and what has occurred so far. Jim Waterman went over numbers that have been given in regards to salaries and budget.

Trustee Williams gave some background on where we are to bring everyone up to speed. Trustee Williams shared that the FEA and the Board of Trustees agree on everything except the P10 and P10-2 career ladder rungs. He explained that everything has been agreed one so far in regards to insurance, teacher's supply money and other items asked for by the FEA. Trustee Williams presented a spreadsheet that showed the salaries of other districts in our area and their very similar salary ranges. He also explained administrative salaries are also comparable to other schools in the area.

Jim Waterman presented that the veteran teachers are still making less than they did in 2009. Dr. Graham gave some facts on class size and comparison.

Trustee Williams presented that the dollars are just not there to meet the FEA where they are asking on P10 and P10-2. That with the district already having a large supplemental, we need to be very careful about how we use our funds. Trustee Williams reminded the FEA of the urgency of finishing negotiations due to the time crunch regarding the health insurance changes. Trustee Williams asked that the FEA negotiating team take what's been proposed by the Board to the teachers for a vote on ratification.

Bill Sweet presented several areas that the FEA feels are over budget due to the fact that several are paid more than they should be. Dr. Graham explained the supplemental contracts and the districts desire to be above-board with how those are paid out.

The Negotiations team asked to caucus at 6:45.

The meeting resumed at 6:47.

Trustee Williams presented that we are in this meeting to negotiate salaries, not the budget. He says the board has given all that is available. Trustee Williams feels the board needs to stick to their original proposal.

The FEA asked to go into mediation

Bill Sweet said that he would contact FMCS (Federal Mediation & Conciliation Service) to begin the mediation process. Lawyer Linda Jones interjected that a mediator would contact both parties to set up a time for mediation to begin.

Meeting adjourned at 6:55

MINUTES OF PUBLIC NEGOTIATION MEETING

AUGUST 4, 2017

A negotiation meeting of the Filer Education Association (FEA) and Filer School District #413 (FSD) was held at the Filer Intermediate School Library at 9:00 am on August 4, 2017.

Representing the FEA were Bill Sweet, Sarah Holley, Gretchen Esson, Matt Lassen, Susan Hamby and James Waterman. IEA Representative Linda Jones was present with the FEA.

Representing Filer School District were Trustees Jaynes and Bowman. Superintendent John Graham, Business Manager Kyle Pryde, and Clerk Teresa Kullhem, and Scott Marotz were also present with the FSD representatives.

As in the prior year, because of legislation, this negotiation meeting was conducted in public and although held as a public meeting no testimony or questions were to be taken. Since this was held as a public meeting and two board members were present, notice of the meeting was posted as a special meeting of the Board of Trustees although it was anticipated there would be no quorum of the Board. Consequently, these minutes are not official minutes of the Board of Trustees of Filer School District #413.

The meeting was opened by Julie Ketler of the Federal Mediation Services. She is here to mediate for both sides. Mediation was previously scheduled for August 30th and 31st but the Board of Trustees and Dr. Graham were able to talk with Mediation Services and move mediation up in order to come to an agreement with the FEA before the insurance change deadline of August 15 since there are some important insurance changes the FEA is wanting.

The two sides will caucus while Julie goes between the two sides to facilitate the mediation process.

The meeting caucused at 9:19 a.m.

The meeting reconvened in the District Office conference Room at 3:58 p.m.

There were some questions on the two options that were presented to come to an agreement regarding salary for the career ladder steps that still have not been agreed upon: Option 1: Giving an additional $1,000 to those who are currently on the P10 Career Ladder Rung, making their salary $52,100. And giving an additional $500 to those currently on the P10-2 Career Ladder Rung, giving them the salary of $52,100 as well. This would make both rungs a new P10+. Option 2: Giving an additional $400 to all those on the P10 and the P10-2 category, plus those moving from the P9 to the P10 rung, but taking $50 from the classroom supply money and giving each teacher $100 for the 2017-2018 school year.

The FEA has decided on Option 2. This will make the P10 rung $51,500 for the year, and the P10-2 at $52,000. This also reduces the amount of district supply money available to teachers by $50, giving them $100 for the year.

Sarah Holley expressed that she felt unappreciated that the $50 was taken out of the supply funds for the teachers.

Bill Sweet asked how long the teachers were able to hold their district supply money cards. Kyle replied that they had 30 days to spend the money from the time that cards are picked up at the district office. The leftover monies on the cards are refunded back to the District for future use. Discussion was held on the 30 day limit. The FEA would like a longer time to use their monies. It was agreed that the cards would need to be returned by January 31, 2018.

John and Matt went over the proposed extracurricular changes. There are 5 changes to the existing schedule. Those are the addition of a FHS boy's assistant soccer coach, the FHS assistant soccer coaches receiving an 8% stipend, the FHS assistant wrestling stipend remaining at 4%, the Middle School Athletic Director receiving a 10% stipend, and the FHS student council stipend remaining at 4%.

The FEA will be adding the PPS salary schedule as part of the master agreement.

Copies of the newly agreed upon master agreement were made available to those present.

The meeting adjourned at 4:30

Collective Bargaining Agreement for the 2017-2018 School Year,

Between the Filer Education Association and the Filer School District Board of Trustees

Master Contract:
The Filer School District will renew the Master Contract used in the 2016-2017 school year adding the following language.

"An updated Master Contract will be placed online under 'Board Policy' on the Filer School District website for the duration of that calendar year, beginning July 1, 2017."

Board Policy G.30.C Personal Leave.

- Remove the words ~~"fifty-eight dollars ($58)"~~ and insert, "sixty-five dollars ($65)" for each day of district paid personal leave not used

Board Policy G.30.E Sick Leave.

- Remove the words ~~"dependent family member"~~, and insert, "immediate family (parents, spouse, children, grandparents, and brother or sister) for mental or physical illness, or physical disability of the teacher."

Health Insurance: The Filer School District agrees to pay the cost of the insurance premium for Blue Cross at the 80/20 coinsurance rate which is $541.95 per employee, per month. The Filer School District also agrees to offer a second HSA plan, with the district paying $97.35, the difference between the HSA premium of $444.60 and $541.95 per employee, per month, to their established HSA account for those employees that choose this plan. All employees who work 30+ hours a week will be entitled to this full benefit. Employees less than 30 hours per week will not be eligible for insurance through our vendor. Dependent children and spouses may be covered under these plans at the employee's expense.

Employee Assistance Program: The Filer School District agrees to pay the cost of the EAP program for all employees 20+ hours per week.

Blue Cross Dental/Willamette Dental & Blue Cross Vision Program: The Filer Education Association would like to recommend that we remain with Blue Cross Dental/Willamette Dental and switch our vision to Blue Cross Vision VSP program, as it saves our employees a considerable amount without making any major changes to our vision coverage. The employee will pay for one or all of these policies as they choose.

Life Insurance: The Filer School District agrees to pay for the life insurance policy through Life Map for the 2017-2018 school year for all employees 20+ hours per week.

Professional Compensation: The Filer School District agrees to pay certificated staff including the pupil personnel staff according to the Career Ladder Cohort established in Idaho Code for Resident Professional 1 through Professional 6 Career Ladder Cohort Rungs. The Filer School District agrees to pay certified staff on Professional 7 through Professional 10 the following for the 2017-2018 school year: $46,798 Professional 7, $48,565 Professional 8, $49,939 Professional 9, $51,500 Professional 10, and $52,000 Grandfathered Professional 10-2. The certificated staff will be placed on the appropriate rung based on their placement in 2014-2015 and any eligible movement per Idaho Code in 2017-2018.

- An additional $1200 will be provided for certificated staff including the pupil personnel staff that have a Bachelor's degree plus 24 credits as of September 1, 2017, and have taught for at least 3 years. This additional funding will be based on FTE and will be paid equally over 12 months and will be INCLUDED in their normal paychecks.

- An additional $2100 will be provided for certificated staff including the pupil personnel staff that have a Masters degree as of September 1, 2017, and have taught for at least 3 years. This additional funding will be based on FTE and will be paid equally over 12 months and will be INCLUDED in their normal paycheck.

Compensation for Extra Duty:

- The Filer School District will grant one (1) personal day for every eighteen (18) days a classroom teacher holds detention duty in his/her classroom for the 2017-2018 school year at Hollister Elementary, Filer Elementary and Filer Intermediate Schools. This includes grades 1 – 6. This allows up to two (2) personal days, but no more than two (2), per teacher per grade per year.

- The Filer Education Association is asking for one (1) personal day for every eighteen (18) days a Filer Middle School Classroom teacher holds detention duty in their classroom or has outside duty during their lunch period. This allows up to two (2) personal days, but no more than two (2), per teacher per grade per year.

- The Filer School District will grant two (2) personal days to each kindergarten teacher for loss of prep time to cover their own recess.

- The Filer School District will grant all staff K-12 classroom teachers professional leave credit for covered classes as stated in the 2014-2015 Filer High School staff handbooks.

- The Filer School District will grant any other certified employee that are currently working under an extended contract the same days and monies, at their daily rate, in the 2017-2018 school year.

Elementary/Intermediate Duty Aides: The Filer School District will provide four (4) duty aides to be shared between the Filer Elementary and Intermediate schools and one (1) duty aide for Hollister Elementary for the 2017-2018 school year.

Classroom Supplies: The Filer School District will provide each certificated teacher, with a qualified ISEE (Idaho System for Education Excellence) code and based upon their FTE (full-time equivalent), $100.00 for classroom supplies (pro-rated for any certificated staff less than 1.0 FTE). The money will be provided on a pre-paid debit card with the expectation of receipts being returned for purchases ~~within 30 days of receiving the card.~~ by January 31, 2018. (WDS) JJ

Extracurricular Activities Stipend Schedule: We, the Filer School District, will continue to pay the extracurricular activity stipends and the associated salary schedule, with the changes hi-lighted on the original proposal.

W D Sweet
Head FEA Negotiator

John Ink per Fred Jaynes
Board Trustee

FEA Negotiator

Board Trustee

FEA Negotiator

Also to include Attachments A & B

FEA Negotiator

FEA Negotiator

Board

5/18/17

Activity	Current	$	Dong Proposal	$	FEA Proposal	$
Head Football	13%	$3,250	13%	$3,250	13%	$3,250
Varsity Football Assistant X 5	8%	$10,000	8%	$10,000	8%	$10,000
Head Volleyball	13%	$3,250	13%	$3,250	13%	$3,250
JV Volleyball	8%	$2,000	8%	$2,000	8%	$2,000
C Volleyball	8%	$2,000	8%	$2,000	8%	$2,000
Head Boys Soccer	13%	$3,250	13%	$3,250	13%	$3,250
Assistant Boys Soccer	8%	$2,000	4%	$1,000	8%	$2,000
Assistant Boys Soccer	0%	$0	0%	$0	4%	$1,000
Head Girls Soccer	13%	$3,250	13%	$3,250	13%	$3,250
Assistant Girls Soccer	0%	$0	4%	$1,000	8%	$2,000
Assistant Girls Soccer	0%	$0	0%	$0	4%	$1,000
Head Cross Country	10%	$2,500	11%	$2,750	11%	$2,750
Fall Sport Expenses		$31,500		$31,750		$35,750
Head Boys Basketball	13%	$3,250	13%	$3,250	13%	$3,250
JV Boys Basketball	8%	$2,000	8%	$2,000	8%	$2,000
C Team Boys Basketball	8%	$2,000	8%	$2,000	8%	$2,000
Head Girls Basketball	13%	$3,250	13%	$3,250	13%	$3,250
JV Girls Basketball	8%	$2,000	8%	$2,000	8%	$2,000
C Team Girls Basketball	8%	$2,000	8%	$2,000	8%	$2,000
Head Wrestling	13%	$3,250	13%	$3,250	13%	$3,250
Assistant Wrestling	8%	$2,000	4%	$1,000	8%	$2,000
Winter Sport Expenses		$19,750		$18,750		$19,750
Head Track	13%	$3,250	13%	$3,250	13%	$3,250
Assistant Track X 3	8%	$6,000	8%	$6,000	8%	$6,000
Head Baseball	13%	$3,250	13%	$3,250	13%	$3,250
Assistant Baseball	0%	$0	4%	$1,000	4%	$1,000
JV Baseball	5%	$1,250	8%	$2,000	8%	$2,000
Head Softball	13%	$3,250	13%	$3,250	13%	$3,250
Assistant Softball	0%	$0	4%	$1,000	4%	$1,000
JV Softball	5%	$1,250	8%	$2,000	8%	$2,000
Head Golf	11%	$2,750	11%	$2,750	11%	$2,750
Head Cheerleading	13%	$3,250	13%	$3,250	13%	$3,250
Assistant Cheerleading	0%	$0	8%	$2,000	8%	$2,000
Head Dance	7%	$1,750	7%	$1,750	7%	$1,750
Spring Sport Expenses		$26,000		$31,500		$31,500
Middle School Athletic Director	0%	$0	10%	$2,500	13%	$3,250
Head 8th Grade Football	7%	$1,750	7%	$1,750	7%	$1,750
Assistant 8th Grade Football	4%	$1,000	4%	$1,000	4%	$1,000
Head 7th Grade Football	7%	$1,750	7%	$1,750	7%	$1,750
Assistant 7th Grade Football	4%	$1,000	4%	$1,000	4%	$1,000
Girls 8th Grade Basketball	7%	$1,750	7%	$1,750	7%	$1,750
Girls 7th Grade Basketball	7%	$1,750	7%	$1,750	7%	$1,750
Boys 8th Grade Basketball	7%	$1,750	7%	$1,750	7%	$1,750
Boys 8th Grade Basketball	7%	$1,750	7%	$1,750	7%	$1,750
7th & 8th Grade Cheerleading	0%	$0	0%	$0	4%	$1,000
8th Grade Volleyball	7%	$1,750	7%	$1,750	7%	$1,750
7th Grade Volleyball	7%	$1,750	7%	$1,750	7%	$1,750
7th & 8th Grade Wrestling	7%	$1,750	7%	$1,750	7%	$1,750
8th Grade Track	7%	$1,750	7%	$1,750	7%	$1,750
7th Grade Track	7%	$1,750	7%	$1,750	7%	$1,750
7th & 8th Grade Assistant Track	4%	$1,000	4%	$1,000	4%	$1,000
7th & 8th Grade Cross Country	0%	$0	0%	$0	7%	$1,750
7th & 8th Grade Boys Soccer	7%	$1,750	7%	$1,750	7%	$1,750
7th & 8th Grade Girls Soccer	7%	$1,750	7%	$1,750	7%	$1,750
Middle School Sport Expenses		$25,750		$28,250		$31,750
Student Council Advisory	4%	$1,000	8%	$2,000	8%	$2,000
Band/Music Director	12%	$3,000	8%	$2,000	12%	$3,000
Drama	6%	$1,500	6%	$1,500	6%	$1,500
Speech	6%	$1,500	8%	$2,000	8%	$2,000
Assistant Speech	3%	$750	4%	$1,000	4%	$1,000
Annual Advisor	4%	$1,000	4%	$1,000	4%	$1,000
INL Coach	3%	$750	3%	$750	3%	$750
BPA Advisor	3%	$750	3%	$750	3%	$750
FFA Advisor	12%	$3,000	12%	$3,000	12%	$3,000
FCCLA Advisory	4%	$1,000	4%	$1,000	4%	$1,000
Extracurricular Expenses		$14,250		$15,000		$16,000
Total Expenses		117,250		125,250		134,750
Numerical Increase				8,000		17,500
Percentage Increase				6.80%		15%

Extracurricular Stipend Key	
Percentage	Money
13%	$3,250
12%	$3,000
11%	$2,750
10%	$2,500
9%	$2,250
8%	$2,000
7%	$1,750
6%	$1,500
5%	$1,250
4%	$1,000
3%	$750

9

8

4

cheerleading is fine

10

jh WLS B

School Year: 2016 - 2017

Position	Current Career Ladder Placement	Current Base Salary	Additional Days Dollar Amount	Additional Duties Dollar Amount	Ed Allocation BA24	Ed Allocation MA	Total	contract FTE
Speech Pathologist	GP10	$ 51,100.00		$ 14,957.00		$ 2,100.00	$ 68,157.00	1.00
Psychologist	P1	$ 38,999.00		$ 23,901.00		$ 2,100.00	$ 65,000.00	1.00
Prevention Specialist	RP3	$ 36,411.00	$ 1,000.00	$ 4,391.00		$ 2,100.00	$ 43,902.00	1.00
Tech Integration	P1	$ 38,999.00	$ 3,428.00	$ 1,270.00	$ 1,200.00		$ 44,897.00	1.00
	Subtotal	**$ 165,509.00**	**$ 4,428.00**		**$ 1,200.00**	**$ 6,300.00**	**$ 221,956.00**	**4.00**
		$ 169,937						

	#	FTE	
RP1	0.00	0.00	
RP2	0.00	0.00	
RP3	1.00	1.00	
P1	2.00	2.00	
P2	0.00	0.00	
P3	0.00	0.00	
P4	0.00	0.00	
P5	0.00	0.00	
P6	0.00	0.00	
P7	0.00	0.00	
P8	0.00	0.00	1
P9	0.00	0.00	
P10	0.00	0.00	1
GP7	0.00	0.00	
GP8	0.00	0.00	
GP9	0.00	0.00	
GP10	1.00	1.00	
	4.00	4.00	