

Negotiations
May 12, 2022, 4:30 p.m. at District Office

Karisa Phelps was there for the FEA and Monique Lenz was excused. Hali Mackert and Jamie Hymas sat for the District.

Karis presented the FEA's proposal which is attached to these minutes.

The wording additions were discussed briefly. They want 5-4 added so that it is clear and consistent as to what is considered a leadership role throughout the District and that staff know what may qualify for that on their evaluations. It was discussed that there has been an effort put forth in the last couple of years for teachers to know what needs to be done to be able to move to the AP rung.

10-3 wording stated that leadership premiums would be paid. The State is not funding that next year but the FEA was wondering if we could get an agreement to do that again next year and maybe put an end date in the wording. Jamie stated that there had been discussion about paying out the leadership premiums again for next year even though the State is not funding it. The importance of rewarding those who take on extra work and leadership is noted. Jamie stated that she thought there was no way to add wording to the Master Agreement regarding this since it is not funded but wanted the FEA to know that it will more than likely be paid and has been looked at and discussed while budgeting.

5-5 wording creates an Evaluation Appeals process. The FEA feels it is important to be able to appeal an evaluation if a staff feels sufficient evidence was not produced by the evaluator for the rating. Karisa stated that it is not for just not agreeing. It actually has to do with not enough evidence provided or enough being provided and a distinguished rating not given. She stated that there is an issue with some evaluators who are stating that cannot give too many "distinguished" ratings out. They want consistency among evaluators and feel this would help this process.

The FEA's proposed salary schedule basically left RP1, RP2, and RP3 matching the State Career Ladder and the other rungs were 2% above the 21-22 Career Ladder. It also consolidated Cohort 1 into P5.

The District submitted their proposal which is attached to these minutes.

The District would like the wording changed in 4-8 to change the word "shall" to "may". The District's legal counsel has strongly suggested this change. The word shall means someone could demand an item be put on there and that item may create a bias or not be appropriate for open session. The Board is willing to add things to the agenda when necessary so this should not be an issue by changing the wording.

The proposed salary schedule for next year mirrors the State Career Ladder. The Grandfather 1 and 2 columns would remain the same and no one will move into them. It is understood that these are our veteran teachers but they do have the opportunity to move to the AP rung so they are not necessarily frozen or stagnant. They have the ability to move and increase their salary.

The District proposes that negotiations accept the decision of the insurance committee who has been reviewing different options. The insurance committee has recommended that we move to a new plan with Mountain Health Co-op. There are major savings and benefit enhancements that we can get at a lower premium as well as get premiums lowered for those who add dependents and family. It is unanimous that going to the State Plan was not a good option for our District or our retirees.

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Both sides agreed to accept the recommendation of the insurance committee and change companies. There is no way we can look at the savings and justify not doing it.

The next meeting will be held at Ashton Elementary at 10:00 a.m. on Tuesday, May 17th.

**FREMONT SCHOOL DISTRICT #215
FEA PROPOSAL FOR NEGOTIATIONS
May 12, 2022**

1. The district will pay for individual health insurance.

2. The FEA proposes the Salary Schedule indicated in Appendix A for the 2022-2023 school year.

3. Language Proposal
 - a. Advanced Professional Leadership (5-4)
 - b. Leadership Premium (10-4)
 - c. Evaluation Appeals Process (5-5)

Fremont Education Association Proposal 3a

5-4 Advanced Professional Leadership An Advanced Professional-designated teacher or pupil service staff member shall be considered a leader if she/he meets any of the following criteria:

1. Serves on a District leadership committee or other committee providing valuable guidance to the District, a department, program, or school building;
2. Serves as an athletic coach or activities/extracurricular advisor;
3. Is the recipient of a leadership premium;
4. Received a Master Educator Premium or National Board Certification;
5. Serves in a leadership position in a professional association related to public education;
6. Serves on a community or state workgroup that works to benefit public education;
7. Is a respected professional educator serving the students and community of an Idaho School District

Fremont Education Association Proposal 3b

10-3 Leadership Premium The district shall pay \$113,185.00 in leadership premiums.

Fremont Education Association Proposal 3c

5-5 Evaluation Appeals Process If the employee believes their evaluator did not provide adequate evidence for the findings, or that the evaluator raised matters not previously documented, the employee shall have the right to appeal her/his evaluation, based upon evidence refuting the findings of the evaluator. The evaluation appeal shall be heard by an appeals panel. The panel shall be comprised of five (5) certified staff members, three (3) chosen by the district, and two (2) chosen by the employee. The panel shall review the initial evaluation findings and the appeal. The panel shall determine if any matters of the evidence of the appeal is valid. If the panel finds any of the matters of the appeal valid, the initial evaluation will be altered to reflect the evidence presented. There will be no retaliation against any individual who serves on an appeals panel.

Appendix A (FEA Proposal 1)

Add 2% to the State, eliminates cohort 1, Increases cohort 2(GF) by 2%

# TEACHER	New Cohort	State (2022-2023)	Proposal	Over/Under Stat	COST TO DISTRICT	Total Cost to District
0	RP1	\$40,742	\$40,742		\$0.00	Salary Increase \$183,430.94
20	RP2	\$41,486	\$41,486	\$0	\$0.00	19.59% \$35,934.12
8	RP3	\$42,231	\$42,231	\$0	\$0.00	
7	P1	\$43,488	\$44,358	\$870	\$6,088.32	Maintain Leaders \$113,815.00
10	P2	\$45,302	\$46,208	\$906	\$9,060.40	19.59% \$22,296.36
7	P3	\$47,116	\$48,058	\$942	\$6,596.24	
5	P4	\$48,930	\$49,909	\$979	\$4,893.00	
33	P5	\$50,743	\$51,758	\$1,015	\$33,490.38	
23	4	\$50,743	\$51,758	\$1,015	\$23,341.78	
17	2 (GF)	\$55,070	\$56,171	\$5,428	\$92,282.80	
2	AP1	\$53,478	\$54,548	\$1,070	\$2,139.12	Total: \$355,476.4
0	AP2	\$54,442	\$55,531	\$1,089	\$0.00	
5	AP3	\$55,389	\$56,497	\$1,108	\$5,538.90	
					\$183,430.94	

Appendix A (FEA Proposal 2)

Add 1% to the State, Increases cohort 1 and 2(GF) by 1% from last year

# TEACHER	New Cohort	Last Year (2021-22)	2022-2023	Proposal	Over/Under \$	JUMP/Raise	COST TO DISTRICT	Total Cost to District
0	RP1	\$40,369	\$40,742	\$40,742			\$0.00	
20	RP2	\$41,359	\$41,486	\$41,486	\$0	\$1,117	\$0.00	Salary Increase \$199,408.00
8	RP3	\$41,980	\$42,231	\$42,231	\$0	\$872	\$0.00	19.59% \$39,064.03
7	P1	\$42,991	\$43,488	\$44,140	\$652	\$2,160	\$4,566.24	
10	P2	\$44,836	\$45,302	\$45,982	\$680	\$2,991	\$6,795.30	
7	P3	\$46,681	\$47,116	\$47,823	\$707	\$2,987	\$4,947.18	
5	P4	\$48,526	\$48,930	\$49,664	\$734	\$2,983	\$3,669.75	
33	P5	\$48,600	\$50,743	\$51,504	\$761	\$2,978	\$25,117.78	
23	1	\$52,604	\$50,743	\$53,393	\$2,650	\$4,793	\$60,951.38	
17	2 (GF)	\$55,070.00	\$55,070	\$55,896	\$5,153	\$828	\$87,601.85	
2	AP1	\$52,734.00	\$53,478	\$54,280	\$802	\$5,680	\$1,604.34	Total: \$238,472.03
0	AP2	\$53,207.00	\$54,442	\$55,259	\$817	\$2,525	\$0.00	
5	AP3		\$55,389	\$56,220	\$831	\$3,013	\$4,154.17	
							\$199,408.00	
* Bonus speccalls in 1								

District Proposal 2022-2023

1. Wording in Master Agreement 4-8, change the word "shall" to "may". We have been told by our legal counsel said this needs to be changed. It could be an item which could create bias or not appropriate for an open meeting.
 - a. **Board Meetings:** The Board may place on the agenda of each regular Board meeting as the first item for consideration under "New Business" a matter requested by the Association, so long as such request is made in writing to the Superintendent a week prior to the scheduled date of such Board meeting.
2. Attached Salary Schedule – Mirrors State Career Ladder with the exception of the last 2 cells. Those 2 cells remain the same and no one moves into them.
3. Insurance Committee is meeting to come up with options. The option that they decide on will be accepted into this negotiation.

District will pick up cost to enhance our disability benefit to start at 30 days instead of 60 days.

The money received from State next year, amount yet to be determined, will be passed through to the teachers in an equitable manner.

2022-2023 FREMONT SCHOOL DISTRICT 215 PRELIMINARY SALARY SCHEDULE

Residency	RP1	RP2	RP3
	\$40,742	\$41,486	\$42,231
		20	8
\$ OF INCREASE		1,117	1,241

Professional	P1	P2	P3	P4	P5	#1	#2 Grandfather
	\$43,488	\$45,302	\$47,116	\$48,930	\$50,743	\$52,604	\$55,070
	8	10	7	5	34 NEW IN	10 STAY	18 STAY
					13 STAY		
\$ OF INCREASE	\$1,877	\$2,311	\$2,280	\$2,249	2217 NEW IN	\$0	\$0
					373 STAY		

Advanced Professional	AP1	AP2	AP3
	\$53,478	\$54,442	\$55,389
	?	0	7
	3,108		2,182

BA+24	\$2,000
MASTERS	\$3,500

\$1000 PREMIUM PAY
OTHER MONEY FROM FED