

WEA Negotiations Date: 5/30/24

Meeting Notes

Attendance

Board: Todd Howard, Molly McGee, Amy Lynn

WEA: Patrick Richardson, Katie Bauer, Amber Stepro

Public: Denise Cobden (IEA), Nichole Farkas, Tina Brackebusch,

(5:43) Start of Meeting

(5:43) Past History of Negotiations presented by Todd Howard

Negotiations History

- Base Salary Increase Yearly: 13/14-19/20,21/22-23/24 (10/11 years)
- 27.25% base increase in last 8 years (3.41% yearly average)
- 17/18
 - Steps/Lanes
 - 3% to the base salary
 - Personal days: 2 days each year, accumulation of 3 max, may payout on 2 days
 - \$755 district coverage for staff insurance
 - \$425 for benefit pool for those not participating in district insurance
 - PD Bank (\$5000)
- 18-19
 - Steps/Lanes
 - 3% to the base
 - \$10 increase in staff insurance coverage
- 19-20
 - Steps/Lanes
 - 2% to base salary
 - 1% one time bonus
 - \$40 increase in staff insurance coverage
- 20-21
 - Steps and Lanes
 - Minimum salary of \$40,000
 - 2% one time bonus
 - \$65 increase for district coverage for staff insurance
- 21-22
 - Steps and Lanes
 - Minimum Salary of \$40,369
 - 3.25% base salary increase
 - Standardized salary scale w/3.75% increase for each cell
 - Individual medical premium cost increases covered by WSD
- 22-23
 - Steps and Lanes

- Minimum Salary of \$40,742
- 4% base salary increase
- Benefit Pool provided to all qualified employees (\$425)
- \$80 increase for district coverage for staff insurance benefits
- 23-24
 - Steps and Lanes
 - Minimum Salary of \$44,409
 - Significant additions to the Negotiated Agreement
 - Staff insurance benefits coverage for staff increased to \$1054.
 - Benefit Pool provided to all qualified employees (\$425).
 - 9% base salary increase

Significant Budget Items from 24-25

ISBT Statewide School Plan (Blue Cross) [increases are based on current enrollment]

- Blue Cross Medical: 7.7% increase
- PPO Dental: 9.6% increase
- Willamette: unknown
- Vision: 0% change
- EAP: 7.8% increase
- Total benefit increased for the WSD under current offerings: \$52,604
- Total per/employee cost for next school year:

Medical PPO	1052.74
Dental PPO	41.01
Vision	6.95
Life	3.60
Total	1104.30

Facility Maintenance

- Now two separate facility funds.
- #1: Lottery and Facility Maintenance money is being pooled with new money to be distributed in a single line item payment.
 - Estimate for 24-25 \$122,831
- #2: School Modernization
 - Lump payment or annual payment over 10yrs.
 - Based on ADA
 - \$1,962,000 or \$196,000 annually
- The district will see approximately an annual increase of approximately \$125,000 for facility maintenance.

Discretionary Funding

- \$3935 increase to \$23,472 per funding unit in general discretionary.
- -\$1704 decrease to \$20,159 per funding unit in health insurance (this value is based on the state's plan and the cost dropped for the upcoming year).
- Net Increase = \$2,231 per funding unit.
- WSD's 28 funding units = \$62,468 in new funding.

2024 Supplemental Request

- One time payment due to the gap between the state's enrollment budget and district's payments based on ADA.
- Estimated \$190K for WSD #393

COVID Funding

- Only fund with any money remaining is ARP HCY Homeless II (\$5000)
- All funds must be allocated by September 30, 2024.

Enrollment vs. ADA

- WSD 23-24 ADA is <4-6% below enrollment. I am predicting similar ADA results for next year.
- Value of those students is approximately 1 FU (\$100,000)

(5:48) 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.

(5:53) Set Next Negotiation Meeting: Saturday, June 8th @ 5:30pm in the Wallace High School Library

(5:54) WEA Proposal is presented by Katie Bauer to Todd Howard, Molly McGee, Amy Lynn and other WEA representatives.

-Proposal 1: Continue Medical Insurance Coverage Cost

- \$1,104.30 per month to cover one employee.
- If changes are made to the plan, this premium could be applied to fit the needs of the individual (cover family members, etc.)

-Proposal 2: Salary increase 3.5%

- increase 3.5% to the base
- increase two steps to the ladder from 12 to 14

(6:00) Caucus Time by District Board

(6:34) The board came back with a counter-offer

-1% to the base or 1x \$1000 bonus w/no steps but longevity bonuses as follows: 13-15 years \$1500 bonus; 16 and over \$2500

-agreed to Proposal 1: Continued Medical Insurance Coverage

(6:37) Caucus Time by WEA

(6:54) WEA came back with a counter-offer

-WEA proposes 3% to the base, no extra steps, and longevity bonuses proposed by the board. The fund balance is at almost 40% of the operating cost at \$2.58 million.

(6:59) Caucus Time by Board

(7:14) The board came back with a counter-offer

-This coming year, the district will no longer have \$300,000 in COVID funds to cover two teachers and several paras. The fund balance is also projected to come down \$200,000 following the 23-24 school year.

-Counter: Still 1% to the base or 1x \$1500 bonus with the longevity bonus previously mentioned

(7:18) Meeting adjourned

WEA Negotiations Date: 6/8/24

Meeting Notes

Attendance

Board: Todd Howard, Molly McGee, Amy Lynn

WEA: Patrick Richardson, Katie Bauer, Amber Stepro

Public:

(5:31) Start of Meeting:

(5:32) The board and WEA have agreed upon the steps and lanes that are written in 4.4.1 of the contract.

(5:33) 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 the next meeting.

(5:34) WEA opened the meeting with the Proposal

Katie went back over the last offer by the board and then proposed WEA's proposal:

- 2.5% to the base and longevity bonus that the board proposed.

(5:35) Board Caucus

(5:49) Board countered

- 2% and the longevity

(5:50) WEA Caucus

(6:00) WEA comes back with:

Katie stated that we accept the proposal but would like clarification first to ensure all parties are on the same page.

- Are you proposing year 13 or step 13?
 - Board stated it would start after step 12 (after 13th year of teaching)
 - Board suggested adding it to the salary schedule and steps for clarification
- (Step 13-15 + 1,500, Step 16-? +2,500)**

(6:07) WEA goes back to caucus

(6:13) WEA agrees and will also add 2% to the base for Appendix B.

-WEA wants clarification on the longevity and the number of years. Are they in the district, or number of years teaching?

-Board agrees that it is the number of years teaching according to the contract article 4.4.2

-Katie will send copy to Todd with proposals in writing for review.

(6:20) Meeting adjourned