

NEGOTIATIONS MINUTES
MAY 16, 2023
TROY ELEMENTARY SCHOOL

District Members: Pam Hilliard, Negotiator; Lisa Hunter, Klaire Vogt, Superintendent; Theresa Priebe, Clerk

TEA Members: Crystal Tibbals, Negotiator; Matthew Bruns, Alison Bohman

Pam Hilliard called the meeting to order at 4:31 p.m.

Pam Hilliard stated welcome. Negotiations minutes, did you get a chance to look at those? Any questions?

Crystal Tibbals stated they looked just fine.

Negotiations minutes (4-27-23) were signed by both parties.

Pam Hilliard stated alright. What we are hoping is we kinda fell off track a bit at the last meeting so hoping to have a proposal from you as far as salaries and insurance. What are you looking for?

Crystal Tibbals stated last time we just ran out of time and there wasn't time to look over the numbers once we got clarification on things and we've had time to do all of that. And so, we're absolutely ready to move forward with that. So, um, better get my thoughts in order. I'm so ready, um, so based on the numbers here that just want to restate as I'm understanding it, that these were 6 or 6.5% on the base and then we added monies to the first cell, so it would not normally get any based on the new, so any additional would get added on. And, that actually sounds, it sounds wonderful. It sounds wonderful. Um, I do want to revisit, just a little bit, with the longevity piece. Just so that we can explain what our understanding is and what our thoughts are on this. So, when it was, it was added last year, looking at the minutes from last year, and it was stated as establishing longevity pay would be a new benefit for the staff. And so, we did not understand that it came out of the allocations, the additional allocations at that time and this year there's so much new money, there's so, so much new money. You know what I mean, it's not a really big deal. Our worry is if that money is always coming out of the monies coming from the State each year, that sometimes there won't be so much new money. And so, right now the number of people that pull from that longevity pay is just a handful, but our concern is that that number gets bigger and the monies from the State gets much smaller that it's not equitable at all. So, that is our big concern—making sure we're taking care of everyone.

Pam Hilliard stated and so, what is your suggestion.

Crystal Tibbals stated well, our suggestion would be that the longevity pay not be pulled from the monies allocated for new salaries and that it would be budgeted from a different pool.

Pam Hilliard stated which would mean that we either increase our levy or um, take money from someplace. It has to come, there's not a magic pot out there.

Crystal Tibbals stated and I understand that. I also know, I know that based on last year's budget and I hadn't see this year's budget proposal, that our fund balance is very comfortable, that there is quite a bit of money in our fund balance. Like I said, this may not be something we have to hash out this year because there is so much money this year and this is a theoretical situation that is very scary to me. It's not sustainable in consecutive years. If they only allocated 2% raise to teachers then all of that would go into the longevity pay and that's not okay. So we may need to discuss next year or even this year if you want to get into it, where we can make that happen because we love the idea of longevity pay. You know last year when it was brought up, it was we want to do this

extra thing, it need to be an extra new benefit and wonderful, but not at the sacrifice of our newer staff members and that's our big concern on that.

Pam Hilliard stated okay. If that's part of your proposal that we don't take it from your salary, we can discuss that.

Crystal Tibbals stated okay. Perfect. And then that way we can look at the 6% or 6.5% based on that decision.

Pam Hilliard stated what is your request then, 6 or 6.5%.

Crystal Tibbals stated well, we would go for the 7% if we would take the \$10,500 of longevity out which would put it up to a total of \$130,494 of new money, which is below the agreed upon 133(000) of the new monies that would be spent to fund the raises.

Pam Hilliard stated so 7% without the longevity. And the longevity wouldn't be part of that.

Crystal Tibbals stated correct.

Pam Hilliard stated okay. Did you have a proposal for insurance.

Crystal Tibbals stated for insurance, we as a team haven't been able to discuss at the table much about insurance. I threw in an idea out early regarding insurance, um, but we haven't discussed that at all and I think that it's not something that we would move forward on. We did meet in the insurance committee meeting and there was an option offered for a \$13 supplemental piece that would cover all families in the District for online doctors. The tele-health stuff, right. And I think that would be a really incredible option for families and that would help the families that are the ones we were addressing when we first opened up—the ones with the greatest need with the cost of insurance. WE are requesting that Ally Health, Ally Tele-Health thing.

Alison Bohman stated I wasn't there.

Crystal Tibbals stated I know you weren't.

Pam Hilliard stated we calculated that to be a little over \$8,000 a year it would cost us.

Crystal Tibbals stated I'm not sure about that.

Pam Hilliard stated okay. Anything else?

Crystal Tibbals stated I don't think so based on what we talked about before. Those were the two items really I think.

Pam Hilliard stated you still want movement on the salary schedule.

Crystal Tibbals stated yeah. I think we signed on that. No, we did the class size one.

Pam Hilliard stated yeah.

Crystal Tibbals stated so, movement on the salary schedule, 7% increase and then the tele-health option.

Pam Hilliard stated alright. Do you mind leaving?

Crystal Tibbals stated not at all.

Teams caucused at 4:36 p.m.

Teams returned to the table at 4:53 p.m.

Pam Hilliard stated alright. We would agree to reinstate the Master Agreement, which as a reminder that it includes longevity. We have that in the Master Agreement which we would negotiate on every year. For insurance, we would keep our current insurance with Blue Cross and cover the increase for staff, it's at 6.9%, so it's a substantial increase, plus we would cover Ally Health for all employees. On salaries, we would go ahead with the movement on steps and lanes and then for the salary increase, we would, we should be able to do the 6% knowing that it's not in State code, it's not a permanent increase we're getting. We could in a couple of years not have that money anymore. So, we would go with 6% and we would be taking longevity from there. We gotta take it from somewhere and so that would be what our proposal would be back.

Crystal Tibbals stated okay. Based on these numbers, the 6.5% is very, very close to the 133(000) that we had discussed so would you, what we would propose is to meet in the middle at 6.5.

Pam Hilliard stated having the rest of it, you're okay with.

Crystal Tibbals stated yes. The rest of it sounds wonderful.

Pam Hilliard stated okay. Do we want to discuss? You mind stepping out again.

Teams caucused at 4:54 p.m.

Teams returned to the table at 5:00 p.m.

Pam Hilliard stated alright. We have agreed we would go with the 6.5%, but you know again that there's no extra duties, no extra time being requested, and recognize that it's unprecedented increase that you guys are getting. So please make sure your folks are thankful for it. We don't know what's going to happen in a couple of years, tht this is not a permanent increase so things could change in the future, okay.

Crystal Tibbals stated sounds good.

Pam Hilliard stated alright.

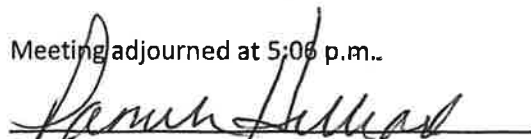
Teams initialed items on the TEA list as being agreed to.

Pam Hilliard stated any questions.

Crystal Tibbals stated I don't think so.

TEA team stated thank you.

Meeting adjourned at 5:06 p.m..


Pam Hilliard, Negotiator


Crystal Tibbals, TEA Negotiator