



Mountain View School District #244 Negotiation Meeting Minutes

Monday, June 12, 2017
District Office, Grangeville, 1:00 P.M.

The meeting began at 1:02 PM

In attendance for CIEA: Char McKinney, Katrena Hauger, Joe Tosten, Kaila Webb.

In attendance for MVSD #244 Trustees: Mike Dominguez, Lot Smith, Cody Weddle, Kent Stokes and Becky Hogg. District Attorney Adam Green joined the meeting at 2:10 PM.

There were 9 staff members/patrons in the audience.

Board: Mike Dominguez conveyed that the district is rejecting the last offer made by the CIEA at the last session (May 25, 2017).

CIEA: Return to the original offer made by the district: change back to traditional schedule format of 3 columns with extended steps and no Grandfathered section and then add 2% to each existing cell in the 2016-17 schedule.

Caucus 1:10 PM and reconvened at 1:28 PM

Board: Mike Dominguez conveyed the district is rejecting this offer; the intent of the Career Ladder Salary Schedule while in transition was to adjust the cells each year to reduce the local share where the state share increased. The 2016-17 schedule was designed to transition employees off of the old traditional schedule to the Career Ladder Schedule with all employees receiving an increase in the process. The 2017-18 schedule needs to now reduce the local share cost overall and begin the process of smoothing out the bumps where the state injects more money or less money in relation to the local share.

Discussion ensued. CIEA stated that MVSD #244 is "in the middle" in the region with what we give to our teachers. Mike Dominguez asked for a copy of that analysis.

Caucus 2:45 PM and reconvened at 3:30 PM

Board: Based on the current Career Ladder Salary Schedule model (3 columns, no steps in the Grandfathered section P6 to P10) district would allow employees in R1 to P4 levels to take a step and the schedule would deliver an overall schedule-wide 4% average salary increase. Becky Hogg provided copies of the worksheet supporting this proposal, Handout E.

Caucus 4:20 and reconvened at 4:55.

CIEA – Would like to review the handout; requested a detailed listing of employee placement on the schedule and comparison of proposed 2017-18 salary to 2016-17 salary.

District will provide the requested information prior to the next meeting. Next meeting scheduled for June 19, 2017 at 12:00 PM.

For MVSD #244 _____

For CIEA _____

2017-18 BH'S ORIGINAL VERSION W/ CIEA PLACEMENT ON THE 20...BLOCK OFF P4 AND BELOW BA...

CL COHORT	2017-18	1200	2100	BASE
	SBA\$	IPE+BA24	IPE+MA	ANNUAL INCREASE
R1	34600			1200
R2	35500	36700	37600	1250
R3	36411	37611	38511	1294
P1	38999	40199	41099	1750
P2	40630	41830	42730	1872
P3	41155	42355	43255	1609
P4	42825	44025	44925	1712
P5	43391	44591	45491	1430
P6	45102	46302	47202	1511
P7	45711	46911	47811	1208
P8	47467	48667	49567	1266
P9	48122	49322	50222	939
P10	48802	50002	50902	600

2016-17 SCHEDULE	2017-18 # FTE WITH A STEP	2017-18 LOCAL \$ ADJUSTMENT	2017-18 SALARY	INCREASE W/ STEP	% INCREASE W/ STEP	% INCREASE @ TOP OUT w/ no step	2017-18 LOCAL \$ PER SLOT	% LOCAL \$ PER SLOT	2017-18 PROJECTED SALARY COST
34,258	-	R1 200	35,658	1,400	4.1%		1,058	3.0%	-
37,627	4.00	R2 -1000	37,877	3,619	10.6%		2,377	6.3%	151,508
38,427		R2+24 -1200	38,877	4,619	13.5%		2,177	5.6%	-
39,027		R2+MA -2000	38,977	4,719	13.8%		1,377	3.5%	-
41,036	11.00	R3 -2600	39,730	2,103	5.6%	TOSTEN	3,319	8.4%	437,030
41,836	3.00	R3+24 -3000	40,530	2,103	5.5%		2,919	7.2%	121,590
42,436	1.00	R3+MA -3200	41,230	2,203	5.6%	WEBB	2,719	6.6%	41,230
43,012	2.00	P1 -1900	42,862	1,826	4.4%		3,863	9.0%	85,724
43,812	1.00	P1+24 -1800	44,162	2,326	5.6%		3,963	9.0%	44,162
44,412	3.00	P1+MA -100	46,762	2,350	5.5%		5,663	12.1%	140,286
44,711	1.00	P2 -2000	44,583	1,571	3.7%	DRAPER	3,953	8.9%	44,583
45,511	-	P2+24 -1500	46,283	2,471	5.6%		4,453	9.6%	-
46,111	1.00	P2+MA -1800	46,883	2,471	5.6%		4,153	8.9%	46,883
45,709	3.00	P3 -1300	46,018	1,307	2.9%		4,863	10.6%	138,054
46,509	-	P3+24 -400	48,118	2,607	5.7%		5,763	12.0%	-
47,109	1.00	P3+MA -700	48,718	2,607	5.7%	CHAR	5,463	11.2%	48,718
47,509	2.00	P4 -2500	46,721	1,012	2.2%		3,896	8.3%	93,442
48,309	4.00	P4+24 -1300	49,121	2,612	5.6%		5,096	10.4%	196,484
48,909	-	P4+MA -1550	49,771	2,662	5.7%		4,846	9.7%	-
48,611	-	P5 -1500	48,541	1,032	2.2%		5,150	10.6%	-
49,411	4.00	P5+24 -300	50,941	2,632	5.4%	3.1%	6,350	12.5%	203,764
50,011	7.00	P5+MA -600	51,541	2,632	5.4%	3.1%	6,050	11.7%	360,787
51,571		P6 0	52,871	1,300	2.5%		7,769	14.7%	-
51,571	6.00	P6+24 0	52,871	1,300	2.5%		6,569	12.4%	317,227
51,571	3.00	P6+MA 0	52,871	1,300	2.5%		5,669	10.7%	158,614
53,503		P7 0	54,803	1,300	2.4%		9,092	16.6%	-
53,503	-	P7+24 0	54,803	1,300	2.4%		7,892	14.4%	-
53,503	2.00	P7+MA 0	54,803	1,300	2.4%		6,992	12.8%	109,606
55,510		P8 0	56,810	1,300	2.3%		9,343	16.4%	-
55,510	12.00	P8+24 0	56,810	1,300	2.3%		8,143	14.3%	681,725
55,510	10.00	P8+MA 0	56,810	1,300	2.3%	HAUGER/MARTINEZ	7,243	12.8%	568,104
57,591		P9 0	58,891	1,300	2.3%		10,769	18.3%	-
57,591	-	P9+24 0	58,891	1,300	2.3%		9,569	16.2%	-
57,591	1.00	P9+MA 0	58,891	1,300	2.3%		8,669	14.7%	58,891
59,750		P10 0	61,050	1,300	2.2%		12,248	20.1%	-
59,750	-	P10+24 0	61,050	1,300	2.2%		11,048	18.1%	-
59,750	5.00	P10+MA 0	61,050	1,300	2.2%		10,148	16.6%	305,248
CDS/PSYCH									14,108
RUSSO & MORRIS									-
87.00	TOTAL								4,367,769 2017-18

2017-18

LEVEL	LEVEL	BA	IPE+BA24	IPE+MA
R1	1	35,658		
R2	2	37,877	38,877	38,977
R3	3	39,730	40,530	41,230
P1	4	42,862	44,162	46,762
P2	5	44,583	46,283	46,883
P3	6	46,018	48,118	48,718
P4	7	46,721	49,121	49,771
P5	8	48,541	50,941	51,541
P6	9G	52,871	52,871	52,871
P7	10G	54,803	54,803	54,803
P8	11G	56,810	56,810	56,810
P9	12G	58,891	58,891	58,891
P10	13G	61,050	61,050	61,050

50,204 2017-18 AVG SALARY
 48,260 2016-17 AVG SALARY
 1,944 AVG INCREASE
 4.0% AVG % INCREASE

	M&O SHARE	+4 FTE INCLUDED	TOTAL M&O WITH 4.0 ADDL FTE	INCREASE OVER 2016-17
SALARY COST	4,267,090		4,267,090	309,371
SBA\$			3,484,570	320,425
LOCAL \$			782,520	(11,054)
LOCAL %			18.3%	

LOCALS:
 2014-15 = 1,033,396 = 27%
 2015-16 = 826,000 = 22%
 2016-17 = 793,574 = 20%