

Negotiations Minutes
Tuesday, May 1, 2012
Culdesac School Library
5:30 p.m.

Board Head Negotiator Lori Zenner called the meeting to order for Board/CTO negotiations second meeting. Present Trustee Lori Zenner, Trustee Bryce Scrimsher, Superintendent Darrell Olson, CTO Head Negotiator Teacher Marilou Cash, Teacher Jeremy Cerovski and Clerk Loretta Hammond-Nichols to record minutes.

CTO Teacher Marilou Cash delivered a letter of support stating that they want what is best for the students. The staff has worked on the WISE Tool this year, interested in continuity and consistency for students by retaining staff. Staff incentives are needed to be more competitive with other school district.

CTO written requests to the Board included:

- Increase district contribution to per month health insurance
- Increase personal days to two (2) days
- Return five (5) paid holidays
- Choose either: 8 hour work day – with zero duties at lunch
or 8.5 hour work day and remove 5 extra teacher days

Trustee Lori Zenner responded that only salary and benefits can be negotiated. The paid holidays and other days requested cost the district additional dollars per day / per staff that the school does not have.

Head Negotiator Lori Zenner presented the Board offer of:

Salaries -

- Beginning teacher salary of \$30,000 increase to \$30,500 per year
- One year of movement allowed on salary grid for experience and education
- Participation in pay for performance program
- 184 day contract

Benefits - District paid Health Insurance of \$234.28 per employee per month

- Employee pays \$270.07 per month
- w/Spouse additional \$30 per month
- w/child additional \$21.20 per month
- w/children additional \$24.95 per month
- w/Family additional \$35.45 per month

CTO Teacher Jeremy Cerovski asked what incentives does Culdesac School offer to keep their teachers or to encourage new hires? The school only pays 48% of the employee health insurance compared to other schools who are paying 100%. The teachers do not get a duty-free lunch.

Trustee Bryce Scrimsher responded that Culdesac School has small class size.

Trustee Lori Zenner responded that the Board of Trustees the last several years have personally paid for Christmas Dinner for the staff. The other schools run levies that cover the employee benefit expenses. Culdesac has not been that fortunate. Our levy is set for the next two years without increases for benefits. We can only negotiate salary and benefits. I do not want to be held up in completing negotiations due to incentive talk at the meetings.

Board Negotiators and Superintendent asked to caucus for five to ten minutes.

Trustee Lori Zenner stated that she appreciated the CTO requests and would contact the other Board members before the May 8th meeting to make sure she does not exceed the parameters of negotiations.

CTO Teacher Marilou Cash thanked the Board for meeting with them.

Adjourned: 6:30 p.m.