

MEETING MINUTES

A. ACTION ITEM - Approve the minutes of the May 17, 2023 meeting

Chairman Kirkendall called the meeting to order with School District Representative Brad Baumberger, Superintendent present. PEA Representatives Michelle Stoneman, Lead Negotiator, Eric Held, PEA Member and Amy Hopkins, PEA Member were present. District Board Clerk and Business Manager, Barbara Choate, was present to record the minutes and present the budget information. John Thebo, School Board Member was excused.

Chairman Kirkendall asked if there were any changes to the minutes. There being none, the minutes were signed as presented.

B. ACTION ITEM - Health Insurance Plan Discussion/Decision

The health insurance plan discussion was moved until after the budget presentation.

Clerk Choate read email exchanges that had occurred among all committees since the last meeting to avoid an open meeting law violation. The emails are attached.

C. FY 24 Budget Presentation

Clerk Choate gave an overview of the budget.

- The FY 23 amended budget was discussed. The amended budget reflects actual revenue and a projected year-end expense based on actuals and anticipates a fund balance of \$379,161.
- For the FY 24 budget, revenue is based on 67 funding units.
- Expenses include the programs and curriculum being used by the buildings with limited use items being canceled.
- Certified salaries are based on the career ladder plus \$5574 per cell and grandfathered are increased \$6359 per cell.
- Classified salaries are based on an increase in steps plus 4%.
- Administrative salaries are based on a 6% increase to the index
- Insurance is calculated at \$973.10 health, \$28.05 dental, \$8.85 vision and \$1.67 EAP monthly premiums. These amounts cover 100% of the PPO health plan if the benefit is reduced from 90/10 coinsurance to 80/20 coinsurance and 100% of the other premiums. If the 90/10 coinsurance benefit is retained, the employee would pay \$19.45 per month.
- As presented, the budget expects a \$284,615 fund balance at the end of FY24, significantly less than the auditor recommended 2.5 months operating expense and reflects using \$95,000 of the anticipated FY 23 year end fund balance. The FY22 year end fund balance for Fruitland was \$2.4 million and for Weiser was \$2.65 million.

Mrs. Stoneman asked to compare the salary based apportionment funding model by line item to the

salary expense it is intended to cover. Clerk Choate explained that new teachers, R1 on the career ladder, are paid from federal funds when possible to reduce the impact the R1 salary has on the average. When the certified salary is moved to federal funds, the classified salary is moved to general fund. Mrs. Stoneman stated administrators should not be given a 6% increase to the base, it should not matter that senior teachers make more than administrators.

Mrs. Stoneman attempted to begin a discussion on administrator and classified salaries, at which time Mrs. Choate called a point of order and informed Chairman Kirkendall that the discussion was out of order since the PEA does not represent the administrators or classified staff.

Mrs. Stoneman asked if the Trustees were prepared to discuss the agreement issues presented at the May 17, 2023 meeting. Chairman Kirkendall stated the following:

- Article IV B. Prep Time - agree that staff meetings and extra duties would be limited to one time per week excluding IEP meetings and leadership meetings that receive a stipend.
- Article V C) 2. a. Benefits - add an additional personal day each year giving 3 days to all full time staff, placing a cap at 4 days. Days above 1 at year end will be paid to the certified staff at the substitute teacher rate. Pay will be in the June payroll.
- Article V C) 4. a. Benefits - add an additional sick day per year, certified staff will receive 10 days at the beginning of each new school year.
- Article V C) 6. Bereavement - remove the definition of immediate family and change it to "immediate family, as defined by the employee". Chairman Kirkendall stated this is a vote of trust and confidence in the decisions of staff requesting leave. The question of who leave is being taken for will only be asked so the proper level of condolences can be extended by the Trustees.
- Article VIII Assignments, Promotions and Transfer Guidelines , Article IX Certified Personnel Evaluations and Article X Grievance Procedure - Chairman Kirkendall does not want to change the negotiated agreement on these items. They are covered in policy. If the policy needs to change, the PEA could bring a recommendation to the Trustees. Mrs. Stoneman asked that the District sign a memorandum of understanding that policies 5220, 5340 and 5250 be discussed at the August 14, 2023 Board meeting.

The PEA requested a caucus at 5:38 P.M. The meeting reconvened at 6:18 P.M. Eric Held and Brad Baumberger were excused at this time to attend senior night events at PHS.

Mrs. Stoneman stated that the members want to move to the state insurance plan. Clerk Choate stated the only way that could happen would be a significant reduction in staff. There was discussion regarding the \$284,615 balance being used to pay a portion of the increased cost leaving it necessary to only find \$120,000. Clerk Choate stated it is at least a \$400,000 shortfall every year and that is assuming the state increases insurance funding at the same rate as the insurance premium increase. The state increased the amount intended for insurance this year but it was not as much as the state insurance premium increase. The agreement to move to the state is a 5 year commitment; not a prudent decision to obligate the district for \$2.5 million that we know we do not have.

Chairman Kirkendall made the statement that we all need to be on the same team to work toward a financially sound district. The PEA agreed.

Mrs. Stoneman stated that money for staff is not being spent on staff. They are handed a budget that has only what is left.

Mrs. Hopkins asked that insurance be left at the 90/10 coinsurance plan and asked if the district could cover the entire premium increase. Chairman Kirkendall calculated the difference and agreed that the

district could cover the increase.

The PEA will work with the district on adding to the rainy day fund.

D. Trustee Offer

E. ACTION ITEM Possible Offer Acceptance

F. Schedule Next Meeting

The next meeting was scheduled for Monday, May 29, 2023 at 5 P.M.

G. ACTION ITEM - Adjournment

The meeting adjourned at 7:00 P.m.



Chairman Kirkendall



Lead Negotiator, Michelle Stoneman



Attest, Clerk Barbara Choate

Barbara Choate

From: Michelle Stoneman
Sent: Monday, May 22, 2023 9:16 PM
To: Barbara Choate; Brad Baumberger; Andy Kirkendall; John Thebo; Glen Croft
Cc: Amy Hopkins; Eric Held; Brandy Cerveny
Subject: Re: Insurance

Can you also let us know the "overage" percentage on allocation for the proposed budget for these three categories.

1. Certified
2. Classified
3. Administration

We realize this is a funding mechanism.

Thank you,
Michelle Stoneman
PEA Lead Negotiator

Get [Outlook for iOS](#)

From: Barbara Choate <BaChoate@payetteschools.org>
Sent: Monday, May 22, 2023 12:32:11 PM
To: Michelle Stoneman <MiStoneman@payetteschools.org>; Brad Baumberger <BrBaumberger@payetteschools.org>; Andy Kirkendall <AndyKirkendall@payetteschools.org>; John Thebo <JoThebo@payetteschools.org>; Glen Croft <glcroft@payetteschools.org>
Cc: Amy Hopkins <amhopkins@payetteschools.org>; Eric Held <ErHeld@payetteschools.org>; Brandy Cerveny <brcerveny@payetteschools.org>
Subject: RE: Insurance

I am not completely done with the budget yet but the preliminary indication is that the state insurance plan is not an option for us financially.

From: Michelle Stoneman <MiStoneman@payetteschools.org>
Sent: Monday, May 22, 2023 11:40 AM
To: Barbara Choate <BaChoate@payetteschools.org>; Brad Baumberger <BrBaumberger@payetteschools.org>; Andy Kirkendall <AndyKirkendall@payetteschools.org>; John Thebo <JoThebo@payetteschools.org>; Glen Croft <glcroft@payetteschools.org>
Cc: Amy Hopkins <amhopkins@payetteschools.org>; Eric Held <ErHeld@payetteschools.org>; Brandy Cerveny <brcerveny@payetteschools.org>
Subject: Re: Insurance

So, if we go to the state insurance we will not be able to give others a raise, certified have to get their amount due to state oversight, right?

If we state with current insurance all is good?

How much will the Board be putting in their "emergency" fund this year?

Thank you for the information.

From: Barbara Choate <BaChoate@payetteschools.org>

Sent: Monday, May 22, 2023 10:55 AM

To: Michelle Stoneman <MiStoneman@payetteschools.org>; Brad Baumberger <BrBaumberger@payetteschools.org>; Andy Kirkendall <AndyKirkendall@payetteschools.org>; John Thebo <JoThebo@payetteschools.org>; Glen Croft <glcroft@payetteschools.org>

Cc: Amy Hopkins <amhopkins@payetteschools.org>; Eric Held <ErHeld@payetteschools.org>; Brandy Cerveney <brcerveney@payetteschools.org>

Subject: RE: Insurance

Hi all,

I am still putting the final pieces of the budget together but if we go to the State insurance plan, it looks like we will be eliminating staff and possibly raises. The State plan is \$15,103.68 per person per year, including EAP, dental and vision. I am proposing that the district pay \$12,140.04 per person per year for the same coverage. The spreadsheet handed out at the negotiations meeting was for medical only which is why you see the increase in this comparison.

I am budgeting on 67 units which means we should receive \$ 1,464,218 to cover employee insurance (67 X \$21,854). That covers insurance for 96.95 employees. We have 127 general fund employees. Insurance has to be offered to everyone, including bus drivers even though they are not part of the salary based apportionment funding model. $\$127 \times \$15,203.68 = \$1,930,867.36$, **\$466,649.36** more than we will receive from the state compared to $\$12,140.04 \times 127 = \$1,541,785.08$, which is only **\$77,567.08** more than the state.

I realize not everyone participates in the district's insurance plan but the offer is made to all which means the budget should reflect all.

I am continuing to work through the details of the budget but that is the black and white and unfortunately, a little red, as it relates to insurance.

Barbara

From: Michelle Stoneman <MiStoneman@payetteschools.org>

Sent: Monday, May 22, 2023 9:59 AM

To: Barbara Choate <BaChoate@payetteschools.org>; Brad Baumberger <BrBaumberger@payetteschools.org>; Andy Kirkendall <AndyKirkendall@payetteschools.org>

Cc: Amy Hopkins <amhopkins@payetteschools.org>; Eric Held <ErHeld@payetteschools.org>; Brandy Cerveney <brcerveney@payetteschools.org>

Subject: Insurance

During Negotiations it was stated that if we went to the State Insurance, you were not sure where the extra money would come from.

IF we opt for the state insurance does that mean there is no money to give classified staff much of a raise?

IF we go with current....does that leave more money for classified staff to get a more substantial raise?

I want to send out a new survey by our next meeting on Wednesday.

Thank you,
Michelle Stoneman
PEA Lead Negotiator