

**What: CR-BEA – DISTRICT NEGOTIATIONS MEETING
Initial Proposal/Possible Counter Proposal
Open Meeting(s) Minutes**

Where: CR-B Schools /ELP Room/ 905 North St.

When: Thursday, February 6, 2014 - 5:00 P.M.

Negotiations Teams:

CR-BEA--- Denise Ernst, Laurie Rollefson, Anne Pudenz, Darla Davis, Karen Mohr
and Janell Meiners.

District--- Brenda Schlatter, Joel Davis, Pat McAlister, Gail Hopkins, Rich Stoffers

Visitors/Press --- Audrey Ingram, Daily Times Herald.

Minutes:

1) Welcome / Introductions / Meeting Ground Rules -

The meeting opened at 5:00 P.M.

Present: Denise Ernst, Laurie Rollefson, Anne Pudenz, Darla Davis, Karen Mohr, Janell Meiners, Brenda Schlatter, Joel Davis, Pat McAlister, Gail Hopkins, Rich Stoffers and Audrey Ingram.

2) CR-BEA Initial Proposal -

Denise Ernst presented the CR-BEA Initial Proposal est. at 2.23% increase, with attached language items.

3) Discussion/Questions –

The Board Team asked questions and discussed the proposal. The Board Team asked the CR-BEA to return to the ELP Room by 5:30 P.M. for the District's counter offer.

The initial proposal meeting adjourned at 5:15 P.M.

4) Possible CR-B District Counter Proposal –

The District's Counter Proposal meeting opened at 5:36 P.M.

The District accepted the following:

- The base increase of \$400
- Longevity stipend \$750, increase from \$675
- Article 4.1.2 changes
- Article 4.3 change
- Article 4.7 change

- Article 5.1 change
- Article 6.2 change
- Article 6.4 change
- Article 7.5.3 change
- Article 13.4 change
- Adding Webpage Supervisor 2% to the Supplemental Salary Schedule, and remove the Intramurals

5) Discussion/Questions –

- Article 5.1a will be addressed administratively and will NOT be part of language.
- Article 12.1 is a General Fund expense, so in order to protect the General Fund the District is not willing to accept this change, at this time.
- The District is not willing to accept the CR-BEA insurance offer of freezing the HDHP2000 health insurance plan and adding the MV Plan. The District needs to work towards meeting ACA requirements and in order to do so, higher deductibles are needed as insurance options. Both parties agreed to meet with our Mercer representative to talk about insurance requirements for ACA.
- The “Peer Review” to be included as language in the negotiated agreement, will need to be reviewed by the District’s Attorney.

6) Tentative Time/Date for Next Negotiations Mtg.

Sometime after the insurance meeting. Sec’y Hopkins will schedule the insurance meeting and will inform the CR-BEA.

7) Adjournment

The District’s Counter Proposal Meeting Adjourned at 5:56 P.M.

CR-BEA Initial Proposal

Feb.6,2014

BASE INCREASE- \$400

Longevity stipend of \$750 for those who have been on the maximum step of lane for at least one full year. These lanes include BA+20, MA and MA+15.

4.1.2 "Once new employees are assigned a step on the salary schedule, they will move one step on the salary schedule for each year of experience in the district." **Remove the word "normally", and remove the last sentence that reads, "Individual employees may be held on the same salary step or have their salary frozen from one year to the next, if in the superintendent's evaluation, the employee's performance is below the district's standards."**

4.3 Extra Period Compensation- **"Secondary" needs to be removed. This was agreed upon last year in another area and we think was accidentally left on here.**

4.7 Teacher assigned to substitute for other teachers during **their free class periods** will receive regular substitute pay-\$15.00 per period.

5.1 The total workday shall consist of not more than seven hours and fifty minutes with the hours of work determined by the administration, which shall include a scheduled duty-free lunch of at least 20 minutes **and at least one duty free class period.**

5.1a **When meetings are called at 7:30 AM, the seven hours and fifty minutes begins at that time. Therefore, according to the contract, the staff will be free to leave at 3:30 those days. If meetings are called after the contract time of seven hours and fifty minutes, the staff will be able to leave at 3:30 on the following day.**

6.2 "Sick leave for employees and children" Employees will be able to use their personal sick days **for their children** as well as themselves.

6.4 "Bereavement Leave" Funeral for a friend or relative not covered above will be **1 day** changed from ½ day.

7.5.3 **add step-children** to the list of immediate family.

12.1 Increase eligible pay to **\$30.00 per day** for accumulated sick leave for those who have been with the district at least 10 years and those that have been with the district at least 20 years, increase to **\$60.00 per day** of accumulated sick leave.

13.4 **\$20,000** Term Life Insurance will be paid by the District subject to provisions in Article 13 Section 1.

INSURANCE- We agree to freeze HDHP 2000 and grandfather in those staff already receiving this insurance option. Furthermore, we agree to add MV Plan to our list of insurance options including Classic 500 and Select 750.

SUPPLEMENTAL SALARY SCHEDULE

Add- Webpage Supervisor 2%

PEER REVIEW

We agree to the language of the ISEA model for Peer Review. In addition to this model, we would add these 3 points: The Peer Review 1) will not be evaluative, 2) any notes will be between the teacher and reviewer only, and 3) this review will not be given to the administration.

COON RAPIDS-BAYARD COMMUNITY SCHOOL - GENERAL FUND - PROT 500 - \$71.03/mo. Employee Share Family - \$1015.00 - DISTRICT SHARE FAMILY																																																																											
100% DISTRICT SHARE SINGLE COVERAGE = \$578.40/mo																																																																											
STEP	FTE	INC.	BA	FTE	INC.	BA*10	FTE	INC.	BA*20	FTE	INC.	MA	FTE	INC.	MA*15																																																												
0			\$ 29,950			\$ 30,625			\$ 31,300			\$ 31,975			\$ 32,650																																																												
1	2.500	2.50	\$ 30,625			\$ 31,300			\$ 31,975			\$ 32,650			\$ 33,325																																																												
2	5.750	11.50	\$ 31,300			\$ 31,975			\$ 32,650			\$ 33,325			\$ 34,000																																																												
3	2.000	6.00	\$ 31,975			\$ 32,650			\$ 33,325			\$ 34,000			\$ 34,675																																																												
4			\$ 32,650			\$ 33,325			\$ 34,000	1.000	7.00	\$ 34,675			\$ 35,350																																																												
5			\$ 33,325			\$ 34,000			\$ 34,675			\$ 35,350			\$ 36,025																																																												
6			\$ 34,000			\$ 34,675			\$ 35,350			\$ 36,025			\$ 36,700																																																												
7	1.000	8.00	\$ 34,675			\$ 35,350			\$ 36,025	1.000	10.00	\$ 36,700			\$ 37,375																																																												
8			\$ 35,350			\$ 36,025			\$ 36,700			\$ 37,375			\$ 38,050																																																												
9			\$ 36,025			\$ 36,700			\$ 37,375	1.000	12.00	\$ 38,050			\$ 38,725																																																												
10			\$ 36,700			\$ 37,375			\$ 38,050	1.000	13.00	\$ 38,725			\$ 39,400																																																												
11			\$ 37,375			\$ 38,050	1.000	13.00	\$ 38,725	0.200	2.80	\$ 39,400			\$ 40,075																																																												
12			\$ 38,050			\$ 38,725			\$ 39,400			\$ 40,075			\$ 40,750																																																												
13			\$ 38,725			\$ 39,400			\$ 40,075			\$ 40,750			\$ 41,425																																																												
14									\$ 40,750			\$ 41,425			\$ 42,100																																																												
15									\$ 41,425	1.000	18.00	\$ 42,100			\$ 42,775																																																												
16									\$ 42,100			\$ 42,775			\$ 43,450																																																												
17									\$ 42,775			\$ 43,450			\$ 44,125																																																												
18									\$ 42,775	1.625	34.13	\$ 44,125	1.300	28.60	\$ 44,800																																																												
TOTALS	11.250	28.00	\$ 355,838	4.000	55.00	\$ 156,925	15.700	281.90	\$ 660,498	6.825	96.93	\$ 259,833	1.300	28.60	\$ 58,240																																																												
FTE	39.075 @		\$ 29,950			\$ 1,170,296																																																																					
INC	490.43 @		\$ 675	per inc		\$ 331,037																																																																					
COST			\$ 1,501,333			\$ 1,501,333																																																																					
<p>Extended Contracts/Extra Pay 13,349.00 191 day contract Ankenbauer \$1,025.00</p> <p>Extra Duty-Coaching 95,069.00 Gelhaus \$1,610.00</p> <p>Cash Benefit instead of Insurance 20,880.00 Heithoff \$5,474.00</p> <p>Longevity Stipend 7,443.75 Orlando \$2,254.00</p> <p>Teacher Compensation 250,780.00 Orlando \$2,664.00</p> <p>Total Salary Cost 1,888,854.88 Schaefer \$322.00</p> <p>District FICA/RS (1658) 313,172.14 ** Increase 7/1/13 \$13,349.00</p> <p>District RS/RS Benefit 3,182.65</p> <p>Total 2,205,209.57</p> <p>Total Health/LTD/AD&D Insurance \$ 290,434.20</p> <p>2014-2015 Total Cost 2,495,643.87</p> <p>2013-2014 Cost 2,441,136.30</p> <p>Difference 54,507.57</p> <p>Percent of Increase 2.23%</p>																																																																											
<p>2014-2015 COON RAPIDS-BAYARD COMMUNITY SCHOOL - GENERAL FUND - NEGOTIATIONS ANALYSIS</p> <table border="1"> <thead> <tr> <th></th> <th>2013-2014</th> <th>2014-2015</th> <th>Difference</th> <th>% Incr/Dec</th> </tr> </thead> <tbody> <tr> <td>Base Salary</td> <td>\$ 29,950</td> <td>\$ 29,950</td> <td>\$ 400</td> <td>1.35%</td> </tr> <tr> <td>Increment</td> <td>\$ 675</td> <td>\$ 675</td> <td>\$ -</td> <td>0.00%</td> </tr> <tr> <td>Total Salary</td> <td>\$ 1,468,052</td> <td>\$ 1,501,333</td> <td>\$ 33,281</td> <td>2.27%</td> </tr> <tr> <td>Ext Contracts</td> <td>\$ 13,349</td> <td>\$ 13,349</td> <td>\$ -</td> <td>0.00%</td> </tr> <tr> <td>Extra Duty</td> <td>\$ 95,069</td> <td>\$ 95,069</td> <td>\$ -</td> <td>0.00%</td> </tr> <tr> <td>Cash Benefit</td> <td>\$ 20,880</td> <td>\$ 20,880</td> <td>\$ -</td> <td>0.00%</td> </tr> <tr> <td>Longevity Stipend</td> <td>\$ 5,349</td> <td>\$ 7,444</td> <td>\$ 2,095</td> <td>39.16%</td> </tr> <tr> <td>Teacher Comp</td> <td>\$ 250,780</td> <td>\$ 250,780</td> <td>\$ -</td> <td>0.00%</td> </tr> <tr> <td>FICA/RS</td> <td>\$ 306,778</td> <td>\$ 316,355</td> <td>\$ 9,577</td> <td>3.12%</td> </tr> <tr> <td>Total Insurance</td> <td>\$ 303,266</td> <td>\$ 290,434</td> <td>\$ (12,832)</td> <td>-4.23%</td> </tr> <tr> <td>Grand Total</td> <td>\$ 2,441,136</td> <td>\$ 2,495,644</td> <td>\$ 54,508</td> <td>2.23%</td> </tr> </tbody> </table>																	2013-2014	2014-2015	Difference	% Incr/Dec	Base Salary	\$ 29,950	\$ 29,950	\$ 400	1.35%	Increment	\$ 675	\$ 675	\$ -	0.00%	Total Salary	\$ 1,468,052	\$ 1,501,333	\$ 33,281	2.27%	Ext Contracts	\$ 13,349	\$ 13,349	\$ -	0.00%	Extra Duty	\$ 95,069	\$ 95,069	\$ -	0.00%	Cash Benefit	\$ 20,880	\$ 20,880	\$ -	0.00%	Longevity Stipend	\$ 5,349	\$ 7,444	\$ 2,095	39.16%	Teacher Comp	\$ 250,780	\$ 250,780	\$ -	0.00%	FICA/RS	\$ 306,778	\$ 316,355	\$ 9,577	3.12%	Total Insurance	\$ 303,266	\$ 290,434	\$ (12,832)	-4.23%	Grand Total	\$ 2,441,136	\$ 2,495,644	\$ 54,508	2.23%
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<p>TSS Funds = - FY14 Carryover - 250,780</p> <p>est. 250,780 FY15 Allocation</p> <p>250,780 FY15 Total TSS Funds</p>																																																																											