

Twin Falls School District #411

2023-2024 Negotiations

May 10, 2023

5:00 p.m.

Negotiating team members present: Brady Dickinson, Peggy Hoy, Jonathan Lord, Deanna Carter, Ryan Nesmith, Camille Johnson, Jennie Peterson, Jayson Lloyd, Beliz Garcia, Mike Wilkinson, Ryan Bowman and Dave Gibson; Recorder: Michelle Lucas; and IBB Facilitator: Kathy Yamamoto.

I. Check-In/Introductions/Time Constraints

II. Interest 3 - Elementary Prep-Time (Cont.)

Handout 2023-2a

Mike Wilkinson shared a handout with the following four (4) bulleted items:

1. Use up to 45 minutes on collaboration Monday for data, PD, instructional coaching, best practices as determined by admin.;
2. Remaining 45 minutes is team collaboration (Title, SPED, grade level, etc.);
3. If admin needs additional time, can exchange for equivalent time next week; and
4. No more than 2 mandatory meetings during prep time per month (on Mondays).

Interests:

- Student achievement;
- Teacher autonomy;
- Teacher Accountability;
- Use grievance procedure to problem solve; and
- Continue efforts to streamline at elementary levels next year (at breakfast meetings).
Share minutes from meetings and breakfast meetings. Have Michelle send out to administrators.

The group placed six (6) collaboration items on the board and placed either a 1 or a 2 (or both) for each.

1. Instructional calendars (2)
2. Examination of data and grade level/and department level (1)
3. Common assessments (1&2)
4. Lesson plans (2)
5. Peer coaching (2)
6. Action research on best practices (1)

Consensus was for elementary to use up to 45 minutes on collaboration Monday for data, PD, instructional coaching, best practices as determined by admin.; remaining 45 minute is team collaboration (Title, SPED, grade level, etc.); If admin needs additional time, can exchange for equivalent time next week, and no more than 2 mandatory meetings during prep time per month (on Mondays). If an alternative schedule is run on Monday, teachers will be guaranteed 30 minutes of continuous preparation time in addition to the 45 minutes of collaboration time during early release.

III. Insurance Committee Report

Handout 2023-2b

Peggy Hoy and Rachel Jensen shared the Insurance Committee recommendations and shared some background for the recommendations. It was important to the committee to note that it's not financially responsible to go to the State Insurance plan at a cost of \$4.8 million. Dr. Dickinson added that many districts on state plan contract for custodial and many other classified staff which helps them to afford the state plan. Pocatello and Nampa went to the plan and are struggling with it. The TFSD team did a lot of analysis – if you go to it you're locked in for 5 years.

Committee Recommendations:

- Renewal of the PPO and HSA plan;
- Get a rate cap of 10.9% for 2024/2025 year (if we go with them this year);
- Cannot afford to go to the state plan;
- Stick with Pacific Source;
- HSA;
- Impact on Retirees;
- Talking points;
- Consider an audit of usage; and
- Wellness incentives.

Would cost the District \$4.8 million this year to go to the state plan, and every employee would still be required to pay \$75 per month for insurance. It was also noted that with the state plan employees would have to contact Blue cross directly and not be able to contact Rachel or Rhonda at HUB for assistance on anything. The district would cover the 9.9% increase this year. An idea for next year was shared to do an audit on the usage of the year to analyze.

Consensus was to table this to discuss in the compensation package.

IV. Interest 1 - Compensation Package, Insurance Coverage, and Extra Duty

Handout from yesterday – 2023-1h

Mike Wilkinson stated that the TFEA is willing to accept the compensation package Dr. Dickinson proposed yesterday. The entire group discussed talking points for the ratification meetings.

Consensus was to accept the following:

- Average teacher increase is 15.3% as outlined in the salary schedule (2023-1h);
- \$6359 is added plus your year of experience;
- 5 stipend days;
- 2% COVID stipend- 1% in Oct. and 1% in March;
- 250 PD stipend paid in January;
- \$500,000 set aside for leadership premiums;
- District covers the 9.9% increase in health insurance;
- Recommendation from extra duty committee (4% to the base); and
- Suspension of carryover sharing language due to ESSR funds.

Peggy Hoy commented that they recognize that Brady questions and researches everything, and has the teacher's interest at heart. Also that the entire group has students and teachers

interests at heart. Dr. Dickinson stated that he feels excited for the increases for teachers this year. Administrators are getting a 4% increase, and classified will get \$3 per hour increase.

Calendar Committee Report:

- Calendar was pretty much rolled over from last year;
- Moved February 1st stipend day to last day of Christmas break (Jan. 3rd) so people can have an extra day of Christmas break or have a PD day and get paid.

It was recommended that the calendar committee look at adding the Engage in Education event to the District calendar.

Other notes/comments:

Dr. Dickinson commented that because the SBOE won't meet again until May 22nd, the District will open the 10 positions now.

Next year will be a huge drop in funding because we don't have ESSR funds. So there will need to be adjustments.

Leadership premiums used so far this year is \$164,000. Last year \$300,000 was used between this time last year and the end of the year. So it will be more like \$400,000, like last year.

Consensus on the Calendar as approved by the Board.

V. Adjourned at 9:46 a.m.

9:49 a.m. - Housekeeping committee finalized the CBA language

It was noted that before next year (for 2024-2025) The District will research and verify if personal leave can be changed to sick leave.

**TWIN FALLS SCHOOL DISTRICT NO. 411
SCHOOL BOARD OF TRUSTEES**

**2023-2024 Contract Negotiations Meeting
At TFSD Boardroom
160 Gooding Street West
Twin Falls, ID 83301**

NOTICE AND AGENDA

The Board of Trustees of Twin Falls School District No. 411, Twin Falls County, State of Idaho, will meet in special open session, as per Idaho Code 74-206(j) and 74-206A, at TFSD Boardroom, 160 Gooding Street West, Twin Falls, ID on the following dates (times listed):

Wednesday, May 10th 2023 from 8:00 a.m. to approximately 8:00 p.m.

A pre-meeting (caucus), which is an executive session) will be held May 10th from 7:00 a.m. to 8:00 a.m.

- I. Labor Negotiations (as per Idaho Code 74-206(j) and 74-206A)
 - A. Check-in/Time Constraints
 - B. Work on Interests/Interest Based Bargaining
 - C. Set Next Meeting Dates (if needed)

As Needed: Executive Session (caucus) as needed before, during and after negotiations meeting, as per Idaho Code 74-206(1) subsections (j):

- (j) To consider labor contract matters authorized under section 74-206 (1)(a) and (b), Idaho Code.

- II. Adjournment

Michelle Lucas
Clerk of the Board

POSTED: May 1, 2023

Administration Office
Website

10 May 2023 - 7:30 Caucus

- ① Administrators may use up to 45 minutes on Collaboration Monday for data, PD, Instructional Coaching, Best Practices, Data Dives, as determined by administration.
- ② In the remaining 45 minutes, teams should be collaborating, which might include Title, SPED, Grade level, etc.
- ③ If Admin needs additional time, they can exchange it for an equivalent time the following week.
- ④ No more than two mandatory meetings during prep time per month.

2023-24





HUB International Mountain States Limited
Insurance | Employee Benefits | Wellness

Twin Falls School District 411
2023 PacificSource Current/Renewal/HSA 3000
September 1, 2023

Committee Recommendation

Medical	PacificSource Navigator 2000 Current		PacificSource Navigator HSA 3000 100% Current	
	In Network	Out of Network	In Network	Out of Network
Deductible - Individual (Self Only)	\$2,000	\$4,000	\$3,000	\$6,000
Deductible - Family (2 or more)	\$4,000	\$8,000	\$6,000	\$12,000
Coinurance Percentage	80%	60%	100%	50%
Out Of Pocket Maximum - Individual	\$4,000	\$6,000	\$3,000	\$6,000
Out Of Pocket Maximum - Family	\$8,000	\$12,000	\$6,000	\$12,000
Physician Office Visits:				
Primary Care Provider	\$20 Copay	Ded & Co-Ins	100% After Deductible	
Secondary Care Provider	\$40 Copay	Ded & Co-Ins	100% After Deductible	
Telemedicine	\$0 Copay	Ded & Co-Ins	100% After Deductible	
Urgent Care	\$20 Copay	Ded & Co-Ins	100% After Deductible	
PT/OT/ST	\$20 Copay	Ded & Co-Ins	100% After Deductible	
Emergency Room Services	After Deductible \$100 Copay + 20% Co-Ins Waived if Admitted		After Deductible \$100 Copay Waived if Admitted	
Chiropractic Care Includes Acupuncture Annual Maximum	\$20 Copay	Ded & Co-Ins 18 Visits	Deductible & Co-Insurance 18 Visits	
Prescription Drug Copays:				
Covered Preventative Drugs	\$0		\$0	
Tier 1	\$10		100% After Deductible	
Tier 2	\$30		100% After Deductible	
Tier 3	\$50		100% After Deductible	
Compound Drugs	\$50		100% After Deductible	
Specialty Drugs	\$50		100% After Deductible	
Prescription Deductible	None		100% After Deductible	
Prescription Out of Pocket Max	Combined with Medical		100% After Deductible	
Mental Health / Chemical Dependency				
Outpatient - Office Visits	\$20 Copay	Ded & Co-Ins	100% After Deductible	
Outpatient - Other Professional Services	Ded & Co-Ins	Ded & Co-Ins	100% After Deductible	
Inpatient Services	Ded & Co-Ins	Ded & Co-Ins	100% After Deductible	
Covered Preventive Care & Immunizations	100%	Ded & Co-Ins	100%	Ded & Co-Ins
Pediatric Dental Services - up to age 19	Not Available		Not Available	
Pediatric Vision Services - up to age 19	Included - see plan details		Included - see plan details	
Employee Assistance Program (EAP)	Not available		Not available	
Vision Benefit	Not Available		Not available	
Accident Benefit *	\$500 Accident Benefit		\$500 Accident Benefit	
COBRA Administration	Included		Included	
Tier				
Employee (561) (198)	\$	764.40	\$	726.12
Employee & Spouse (11) (6)	\$	1,695.73	\$	1,621.53
Employee & 1 Child (24) (10)	\$	1,195.99	\$	1,141.20
Employee & 2+ Children (38) (17)	\$	1,377.75	\$	1,315.69
Family (33) (37)	\$	1,968.33	\$	1,883.70
Monthly Premium	\$	593,494.58	\$	256,976.57
Combined Monthly Premium	\$		\$	850,471.15

Retiree Counts	
Under 65	41
Over 65	25
Total	66

* Within 90 Days of an accident - Not at work

This is a brief outline of benefits and does not include coverage details, limitations, or exclusions.

includes a 10.9% rate cap for the 2024 renewal

PacificSource Navigator 2000 Renewal		PacificSource Navigator HSA 3000 100% Renewal		PacificSource Navigator HSA 4000 Option 4	
In Network	Out of Network	In Network	Out of Network	In Network	Out of Network
\$2,000	\$4,000	\$3,000	\$6,000	\$4,000	\$8,000
\$4,000	\$8,000	\$6,000	\$12,000	\$8,000	\$16,000
80%	60%	100%	50%	100%	50%
\$4,000	\$6,000	\$3,000	\$6,000	\$4,000	\$8,000
\$8,000	\$12,000	\$6,000	\$12,000	\$8,000	\$16,000
\$20 Copay	Ded & Co-Ins	100% After Deductible		100% After Deductible	
\$40 Copay	Ded & Co-Ins	100% After Deductible		100% After Deductible	
\$0 Copay	Ded & Co-Ins	100% After Deductible		100% After Deductible	
\$20 Copay	Ded & Co-Ins	100% After Deductible		100% After Deductible	
\$20 Copay	Ded & Co-Ins	100% After Deductible		100% After Deductible	
After Deductible \$100 Copay + 20% Co-Ins Waived if Admitted		After Deductible \$100 CopayWaived if Admitted		After Deductible \$100 CopayWaived if Admitted	
\$20 Copay	Ded & Co-Ins	Deductible & Co-Insurance		Deductible & Co-Insurance	
	18 Visits	18 Visits		18 Visits	
	\$0	\$0		\$0	
	\$10	100% After Deductible		100% After Deductible	
	\$30	100% After Deductible		100% After Deductible	
	\$50	100% After Deductible		100% After Deductible	
	\$50	100% After Deductible		100% After Deductible	
	\$50	100% After Deductible		100% After Deductible	
	None	Combined with Medical		Combined with Medical	
	Combined with Medical	Combined with Medical		Combined with Medical	
\$20 Copay	Ded & Co-Ins	100% After Deductible		100% After Deductible	
Ded & Co-Ins	Ded & Co-Ins	100% After Deductible		100% After Deductible	
Ded & Co-Ins	Ded & Co-Ins	100% After Deductible		100% After Deductible	
100%	Ded & Co-Ins	100%	Ded & Co-Ins	100%	Ded & Co-Ins
Not Available		Not Available		Not Available	
Included - see plan details		Included - see plan details		Included - see plan details	
Not available		Not available		Not available	
Not Available		Not available		Not available	
\$500 Accident Benefit Included		\$500 Accident Benefit Included		\$500 Accident Benefit Included	
\$	839.97	\$	797.90	\$	745.56
\$	1,863.37	\$	1,781.83	\$	1,664.95
\$	1,314.23	\$	1,254.02	\$	1,171.76
\$	1,513.95	\$	1,445.76	\$	1,350.93
\$	2,162.92	\$	2,069.92	\$	1,934.14
\$	652,168.22	\$	282,380.34	\$	263,857.17
934,548.56					

Broker: Rhonda Bartholomew
Broker Phone: 208-737-6413
Account Manager: Chelsea Cunningham
Account Manager Phone: 208-737-6495

\$ 282,380.34
\$ 263,857.17
Difference between H.S.A.
renewal and Option 4 \$ 18,523.17

2023-26

2023-2024 Salary Package

1. Salary Schedule

Current year:

2022-2023 Salary Schedule			
Rung	BA	BA 24	MA
RP1	\$ 40,742.00	\$ 42,742.00	\$ 44,242.00
RP2	\$ 41,486.00	\$ 43,486.00	\$ 44,986.00
RP3	\$ 42,231.00	\$ 44,231.00	\$ 45,731.00
P1	\$ 43,488.00	\$ 45,488.00	\$ 46,988.00
P2	\$ 45,302.00	\$ 47,302.00	\$ 48,802.00
P3	\$ 47,116.00	\$ 49,116.00	\$ 50,616.00
P4	\$ 48,930.00	\$ 50,930.00	\$ 52,430.00
P5	\$ 50,743.00	\$ 52,743.00	\$ 54,243.00
19-20 P5/no AP (grandfather)	\$ 52,000.00	\$ 54,000.00	\$ 55,500.00
19-20 P6/no AP (grandfather)	\$ 55,222.00	\$ 57,222.00	\$ 58,722.00
AP1	\$ 53,478.00	\$ 55,478.00	\$ 56,978.00
P6/AP1 (grandfather)	\$ 56,072.00	\$ 58,072.00	\$ 59,572.00
AP2	\$ 54,442.00	\$ 56,442.00	\$ 57,942.00
P6/AP2 (grandfather)	\$ 56,922.00	\$ 58,922.00	\$ 60,422.00
AP3	\$ 55,389.00	\$ 57,389.00	\$ 58,889.00
P6/AP3 (grandfather)	\$ 57,772.00	\$ 59,772.00	\$ 61,272.00

Proposed:

2023-2024 Salary Schedule				2023-2024 SALARY SCHEDULE		
Rung	State Base	Multiplier	New State funds	BA	BA 24	MA
RP1	\$ 41,118.00	100.000000%	\$6,359.00	\$ 47,477.00	\$ 49,477.00	\$ 50,977.00
RP2	\$ 41,988.00	100.000000%	\$6,359.00	\$ 48,347.00	\$ 50,347.00	\$ 51,847.00
RP3	\$ 42,860.00	100.000000%	\$6,359.00	\$ 49,219.00	\$ 51,219.00	\$ 52,719.00
P1	\$ 43,990.00	100.000000%	\$6,359.00	\$ 50,349.00	\$ 52,349.00	\$ 53,849.00
P2	\$ 45,773.00	100.000000%	\$6,359.00	\$ 52,132.00	\$ 54,132.00	\$ 55,632.00
P3	\$ 47,555.00	100.000000%	\$6,359.00	\$ 53,914.00	\$ 55,914.00	\$ 57,414.00
P4	\$ 49,337.00	100.000000%	\$6,359.00	\$ 55,696.00	\$ 57,696.00	\$ 59,196.00
P5	\$ 51,119.00	100.000000%	\$6,359.00	\$ 57,478.00	\$ 59,478.00	\$ 60,978.00
19-20 P5/no AP (grandfather)	\$ 50,000.00	104.000000%	\$6,359.00	\$ 58,359.00	\$ 60,359.00	\$ 61,859.00
19-20 P6/no AP (grandfather)	\$ 50,000.00	110.444000%	\$6,359.00	\$ 61,581.00	\$ 63,581.00	\$ 65,081.00
AP1	\$ 54,233.00	100.000000%	\$6,359.00	\$ 60,592.00	\$ 62,592.00	\$ 64,092.00
P6/AP1 (grandfather)	\$ 54,233.00	103.390924%	\$6,359.00	\$ 62,431.00	\$ 64,431.00	\$ 65,931.00
AP2	\$ 55,705.00	100.000000%	\$6,359.00	\$ 62,064.00	\$ 64,064.00	\$ 65,564.00
P6/AP2 (grandfather)	\$ 55,705.00	102.184723%	\$6,359.00	\$ 63,281.00	\$ 65,281.00	\$ 66,781.00
AP3	\$ 57,165.00	100.000000%	\$6,359.00	\$ 63,524.00	\$ 65,524.00	\$ 67,024.00
P6/AP3 (grandfather)	\$ 57,165.00	101.061839%	\$6,359.00	\$ 64,131.00	\$ 66,131.00	\$ 67,631.00
AP4	\$ 58,613.00	100.000000%	\$6,359.00	\$ 64,972.00	\$ 66,972.00	\$ 68,472.00

2023-1h

2. 5 Stipend days
3. 2% COVID Stipend—1% in October and 1% in March or 2% in either October or March
4. 250 PD Stipend paid in January
5. \$500,000 set aside for leadership premiums
6. District covers the 9.9% increase in health insurance (Pacific Source)
7. Recommendation from Extra Duty Committee
8. Suspension of carryover sharing language due to ESSR funds



2023-2024 Twin Falls School District Calendar



JULY 2023						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

AUGUST 2023						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

SEPTEMBER 2023						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

OCTOBER 2023						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

NOVEMBER 2023						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

DECEMBER 2023						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

July	
4	Holiday - Independence Day - No School

August	
See School Websites for Registration Dates/Times	
7-8	Teacher Stipend Days
9-10	Summer Institute/In-Service
11	1/2 Opening Day & 1/2 Day Building Retreat
14-15	Teacher Work Days
16	First Day of School

September	
1	Early Dismissal for Students and Staff
4	Holiday - Labor Day - No School
15	Data Day - No School

October	
19	End of 1st Quarter (45 Student Days)
20	Teacher Workday - No School
23-26	Conference Week
26	No School - Conference Work Day (MVHS in Session)
27	No School

November	
20-21	Teacher Stipend/In-Service - No School
22-24	Thanksgiving Break - No School

December	
20	End of 2nd Quarter (36 Student Days)
	End of 1st Semester (81 Student Days)
	Early Dismissal
	1/2 Day Report Cards
21-3	Christmas Break - No School (Students)

JANUARY 2024						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

FEBRUARY 2024						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

MARCH 2024						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

APRIL 2024						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

MAY 2024						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JUNE 2024						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

January	
1	Holiday - New Years Day Observed - No School
3	Teacher Stipend Day - No School
4	School Resumes

February	
19	Holiday - Presidents' Day - No School
20	Teacher In-Service - No School

March	
8	End of 3rd Quarter (45 Student Days) - Early Dismissal
	1/2 Day Report Cards
18-21	Parent/Student/Teacher Conferences/ Registrations/Jr. Boards/Sr. Projects
21	No School - Conference Work Day (MVHS in Session)
22	No School
25-29	Spring Break - No School

April	
1	School Resumes
12	Teacher Stipend Day - No School

May	
3	Teacher Stipend Day - No School
15	12th Graders Last Day
20	TFHS Graduation
21	CRHS Graduation
22	MVHS Graduation
22	Last Day of School - Early Release - 1/2 Day Report Cards
	End of 4th Quarter (44 Student Days/2nd Semester 89 Days)
	End of Year (170 Days)
23	1/2 Analyze Assessments and Goals
	1/2 Day Teacher Workday
27	Holiday - Memorial Day

June	
	See Website for Summer School Details