

# NEGOTIATIONS UPDATE

## Interest Based Bargaining

### Tentative agreement includes staff raises

In a day-long bargaining session on Tuesday, negotiating teams representing the Board of Trustees and the Coeur d'Alene Education Association reached a tentative agreement on a contract for 2019-2020, including the **largest pay raises in recent history**.

**PAY INCREASES:** The agreement includes a 6 percent salary increase for certified staff as well as a pay raise of 6 percent for classified employees. Administrators will receive a 4 percent salary increase. The majority of these raises were provided through the increased district operating levy approved by voters in March. (Per the salary schedule, years of experience and education credits also will be recognized.)

**HEALTH INSURANCE:** While the cost of insurance premiums is projected to increase 6.5 percent for next year, negotiators agreed to maintain the same level of cost-sharing: The district will continue to pay 68 percent of an employee's family driver plan premium, and 100 percent of the single driver plan premium.

The tentative agreement also addresses several issues discussed in the Collaboration and Problem Solving Sessions held since last fall:

**ELEMENTARY STIPENDS:** New language (for one year only) addresses expectations for elementary teachers to attend school events outside usual work

schedules. Teachers will be required to attend no more than three events each year and will be compensated for two of those three events at a rate of \$50 per event.

**HIGH SCHOOL STIPENDS:** Stipends for coaching/ advising high school extracurricular activities will increase 8 percent.

The agreement also specifies that up to \$100,000 in the budget will be set aside for the cost of elementary classroom coverage aides. Previously this was funded through board approval of an emergency levy in the fall.

**NEXT YEAR:** The teams agreed to study two proposals to consider for negotiations in 2020:

- Raising high school band director stipend to head coach level, with minimum required standards
- Increasing the professional leave time for the CEA president

The teams previously agreed to continue working on potential solutions to large class sizes and caseloads, and to work done outside of contract time, during the Collaboration and Problem Solving Sessions in the coming school year.

This agreement is subject to approval by the CEA membership and the Board of Trustees.

#### CONTRACT RATIFICATION

##### CEA membership meeting and vote:

Friday, May 31, 4:15 PM  
Woodland Middle School

##### Board of Trustees meeting and vote:

Monday, June 3, 5 PM  
Midtown Center

This Interested Based Bargaining (IBB) session was held Tuesday, May 28, from 9 a.m. to 4 p.m. at the Midtown Center.

**Board Team:** Trina Caudle (Lead), Casey Morrisroe (Board Lead), Tambra Pickford (Board Alternate), Kate Orozco, Kelly Ostrom, Katie Ebner, Jeff Voeller (Alternate), Mike Nelson (Alternate)

**CEA Team:** Scott Traverse (Lead), Bruce Twitchell (CHS), Melissa McKenna (Skyway), Karina Selby (WMS), Mike Emory (WMS), Kayla Wearne (SLP), Sandy Midgley (LCHS), Phil Harding (IEA)