

NEGOTIATION MINUTES  
MAY 21,2026

Alternatives at the table were introduced: Those present: Tricia Breeding, Sarah Pelayo, Ashley Johnson, Josh Greenwalt, Nicole Manning, Tamara Carter, Krysta Haugeberg, Angela Davidson and Spencer Larsen.

The team unanimously approved the minutes for May 20, 2026.

A motion to move salaries/benefits to the first item under options was made by Tamara Carter, seconded by Angela Davidson. Motion carried.

Ashley Johnson asked the team if something is an interest, does it have to go through the process? Maren Oppelt stated it could be held off until next year.

A motion to an end time of 7:30 p.m. was made by Maren Oppelt, seconded by Ashley Johnson. Motion carried.

### *SALARIES/BENEFITS*

#### OPTIONS:

- A. Move all employees their qualifying step on the career ladder (SL)
- B. Issue a one-time stipend of \$1,000 to employees as a gesture of appreciation and gratitude for time in the district from two years ago when salaries were frozen. (SP)
- C. Change stipend amount to \$850 (TB)
- D. Come back in February and reintroduce the one-time stipend. (SP)  
Clarification was asked for on this option- Sarah stated that if in February the district is not as bad as planned, we could get the stipend at this time.
- E. Reopen negotiations for the purpose of a one-time stipend following the 2026 audit and February 15<sup>th</sup> payment (SP)
- F. Automatic distribution to all staff if the fund balance increased according to the 2026 audit to be paid out in December 2026 (NM)

#### DISCUSSION:

Daryl Kent shared a scattergram with the team. He discussed FTEs, career ladder movement and funding. He explained to the team projected revenue covers about 80% of salary and benefits. The other 20% comes from the discretionary fund. The state is not giving us an increase in discretionary funds.

Sarah Pelayo stated the district has some money in savings. In 2024-2025 school year salaries were frozen. The money from the state was 12 million and the district spent 11 million. That extra money could go towards the \$1,000 all staff stipend. We have 555 employees.

Josh Greenwalt shared he had to cut two people from his buildings. This would not look good.

Maren Oppelt shared when people focus on the negativity, the brain defaults to the negative. We need to figure out more positive things, and this is why we should do this.

The information the MCEA received showed there was money left over. Daryl Kent stated he wasn't sure where the numbers came from, but revenues do not always equal expenditures. There is always

the unexpected that comes up which we have to pay. Spencer Larsen also reminded the team the district moved everyone two steps to make up for the freeze.

Daryl Kent - stated right now we have \$157,000 left in the budget, but not all stipends have been submitted.

Tamara Carter - stated we just passed a levy for desperately needed money. She had concerns over how this would look to our taxpayers.

Mr. Larsen - stated we will have a deficit this coming year. Tamara Carter reminded the team the state did not increase our budget. All schools in the state are taking a hit on budgets. Mr. Larsen also shared that the district did "pencil" in a decrease in enrollment for next year.

Ashley Johnson - asked if this stipend would only be for those in the 2024-2025 year? Maren Oppelt stated it would be for all certified next year.

Krysta Haugeberg - stated the numbers she has looked at for the 2024-2025 year came in higher than we budgeted and didn't end with a deficit.

Tamara Carter – We are trying to build a savings account.

Mr. Larsen – we are facing a deficit budget again. If all the spending could stop now, we would see a small increase in the fund balance. The summer projects will be ongoing and continue to cost the district.

Krysta Haugeberg – the levy was to help with that.

Daryl Kent – stated the levy only covers a small portion of maintenance projects. It also helps with SRO's, athletics and food service. He also shared the district budgets low throughout the year. Every month they are checking revenues/expenditures coming in and what was budgeted. In February he gets a true amount from the state. An example of unexpected spending is if extra staffing is needed in special ed, paras in other areas and transportation.

Josh Greenwalt – He isn't sure he's done cutting positions/staff at his school. This money the MCEA would like for a bonus would cover that person's job.

#### *COMBINATIONS:*

1. A, B (SP)
2. A (JG)
3. B (KH)
4. A, C (TB)
5. A, B, E (SP)
6. A, B, F (NM)

#### *VOTING:*

1. NO, (Admin Team) It came back to the same thing, just cut staff and it doesn't feel or look good.
2. YES
3. NO, (Admin Team, Trish Breeding, Sarah Pelayo) Same reason as before, budget
4. NO, (Admin Team) Same reason as #1

- 5. NO, (Admin Team) Same reason as #1
- 6. NO, (Admin Team) Same reason as #1

Team agreed to #1, staff moves to next qualified step.

Mr. Larsen stated HB 516 will probably take some time. He also clarified that sick leave bank items can sometimes be negotiated.

Josh Greenwalt made a motion to extend negotiations for another 10 minutes, seconded by Maren Oppelt. Motion carried.

Maren Oppelt reviewed some things in HB 516. MCEA wants to make sure the district is current with Idaho Law. There is a penalty for not following the house bill. More discussion will be held at the next meeting.

A motion was amended to return Wednesday (not Tuesday) May 27<sup>th</sup> at 4:30 by Tamara, seconded by Maren Oppelt. Motion carried.

Caucuses Called:

Called: 5:10  
Returned: 5:28

Called: 5:41  
Returned 5:43

Called: 6:12  
Returned: 6:25

Called: 6:42  
Returned 6:53

A motion for adjournment was made by Josh Greenwalt, seconded by Mr. Larsen. Motion carried. Adjournment at 7:34 p.m.

\_\_\_\_\_  
Superintendent Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
MCEA Representative Signature

\_\_\_\_\_  
Date