

**NOTICE OF NEGOTIATIONS MEETING OF THE BOARD OF TRUSTEES
MINIDOKA COUNTY JOINT SCHOOL DISTRICT #331
RUPERT, MINIDOKA COUNTY, IDAHO**

NOTICE IS HEREBY GIVEN that an **Regular Meeting** of the Board of Trustees of the Minidoka County Joint School District is posted for **Friday, May 17, 2024 at 8:30 AM** at the **District Service Center 310 10th Street Rupert, ID 83350** at which meeting the following business will be conducted:

CALL TO ORDER & ROLL CALL:

Bonnie Heins, Chair
Rick Stimpson, Vice Chair
Russ Suchan, Trustee
Jeff Gibson, Trustee
Mary Andersen, Trustee

Dr. Kenneth Cox, Superintendent
Kerri Tibbitts, Board Clerk
Reed Cotten, School Counsel

- | | |
|--------------------------------------|---|
| 1. Ground Rules and Standards | 2 |
| 2. Interests | |
| 3. Issues to Discuss | |
| 4. Review Budget (Daryl Kent) | 4 |
| 5. Salaries | |
| 6. Benefits | |
| 7. Review of Agreement Language | |
| 8. Possible Approvement of Agreement | |
| 9. Adjournment | |
- #boldsubject#

** Robert's Rules of Order will govern all meetings

*** Any person needing special accommodations to participate in the above-noticed meeting should contact the Minidoka County School District one (1) day prior to the meeting at 310 10th St., Rupert, Id. (208) 436-4727

NEGOTIATION STANDARDS
2023-2024

- Legal
- Affordable
- Practical
- Manageable
- Fiscally Sound
- Ethical
- Measureable
- Does contract language apply to all certified staff?
- Is there value added to the District?
- Is it in the best interest of students?
- Equitable

Superintendent's Signature

Date

MCEA President

Date

Minidoka County School District (MCSD)
Minidoka County Education Association (MCEA)
Ground Rules Agreement
NEGOTIATIONS 2024-2025

1. All meetings will be held at a mutually agreed upon location, date, and time. An extension of ½ hour can be granted if both parties agree.
2. All meetings are open to the public.
3. Cell phone etiquette will be observed at all times, by both teams and the audience. Cell phones need to be off, silent or on vibrate. If a call needs to be taken, member will step outside.
4. Only (eight) (ten) team members will be at the table at a time, (four) (five) from each constituent group.
5. Budget requests by the MCEA will be given one week (5 work days) notice before the next scheduled negotiations meeting (if applicable).
6. Either team may call a caucus at any time. Both parties must agree to length of caucus. If more time is needed, a request can be made. Both parties must agree to the extended time.
7. Every idea is a good idea. Members will not rush to judgment, they will assume positive intentions, and will confirm what they hear before stating disagreement. Focus will be on the issue not the person.
8. Standards will be followed by both parties when making any decisions or proposals.
9. Members of the bargaining team will be punctual. Negotiations will start promptly at the pre-determined time. If a team does not have their (four) (five) members when negotiations begin, they may appoint a substitute. The substitute must be on the list of bargaining members for that team.
10. Any public release of information will be a joint release. Both parties must approve the release before it is sent out. Negotiation specifics will not be discussed by team members with members of the other constituent groups. Team members may communicate with their constituent group.
11. Everyone at the table is equal in this process. It is a safe environment with no rank in the room.
12. Members of both teams will sit alternately, so a MCSD member will be sitting next to a MCEA member. This arrangement will generally happen, unless some members are absent.
13. Decisions will be made by consensus, typically using thumbs up for agreement, sideways for 'live with it', and thumbs down for disagreement.
14. Respect will be given to the person speaking. Only one person speaks at a time. The person speaking will not be interrupted!
15. Outside information sources must be approved by the team. Information by non-table presenters must be approved by the team.

Superintendent's Signature	Date	MCEA President	Date
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Description	Proposed Budget Revenues
Fund Balance	
General Fund	\$ -
Total Fund Balance	\$ -
Local Revenue	
Supplemental Levy	\$ 2,250,000.00
Tort Levy	\$ 8,611.00
Tax Penalty and interest	\$ 10,000.00
Interest/Fees	\$ 275,000.00
Rental of buildings	\$ 5,000.00
Secondary Activity Duties	\$ 20,000.00
E-rate	\$ 120,000.00
Other local revenue and insurance dividends	\$ 40,000.00
Total Local Revenue	\$ 2,728,611.00
State Revenue	
Discretionary - General	\$ 8,743,157.00
Discretionary - Health Insurance	
Salary Apportionment	\$ 16,769,500.57
Benefit Apportionment	\$ 3,498,218.90
Exceptional Contracts, Tuition Equivalency, Sed	\$ 65,859.00
Transportation	\$ 1,535,884.03
Total State Revenue	\$ 30,612,619.50
Other State Support Revenue	
Bond Levy Equalization Support Program	\$ -
Charter School Facilities	\$ -
College and Career Advisors and Student Mentors	\$ 107,756.00
Continuous Improvement Plans and Training	\$ 6,600.00
Early Graduation Scholarship (Advanced Opportunities)	\$ 10,000.00
English Language Acquisition	\$ 128,000.00

English Language Grant	\$	-
Fast Forward (Advanced Opportunities)	\$	1,000.00
Literacy Proficiency - K-3 Enrollment	\$	487,998.00
Literacy Proficiency - K-3 Testing	\$	467,676.00
Math and Science Requirement	\$	98,400.00
National Board for Professional Teaching Standards	\$	-
Professional Development (Dyslexia)	\$	36,706.92
Professional Development (General)	\$	133,459.58
Remediation	\$	80,000.00
Safe & Drug-Free (Fund 246)	\$	52,500.00
School Facilities Maintenance (Lottery)	\$	-
School Facilities Maintenance Match	\$	-
School District Facilities Funds (Fund 435)	\$	-
School Modernization Facilities Funds (Fund 436)	\$	-
Technology (Classroom & LMS) (Fund 245)	\$	350,000.00
Unemployment Insurance (Paid directly to DOL)	\$	-
<u>Not On Foundation Payments</u>		
State Broadband Reimbursement - After E-rate	\$	-
CTE - Added Costs (Fund 243)	\$	175,000.00
CTE - Perkins IV (Fund 263)	\$	70,000.00
Content & Curriculum (Digital)	\$	-
Agricultural Equipment Tax Replacement Money	\$	76,853.00
Personal Property Tax Replacement Money	\$	73,392.00
Transportation Bus Depreciation (Fund 420)	\$	250,000.00
Total State Revenue	\$	2,605,341.50

Fund Transfers In

Fund 251 Title I-A	\$	-
Fund 257 IDEA B - School Age	\$	17,655.30
Fund 258 IDEA B - Pre-K	\$	1,243.80
Fund 260 Medicaid	\$	175,500.00
Fund 271 Title II-A	\$	-

Fund 253 Title I-C	\$	-
Fund 261 Title IV-A	\$	-
Total Fund Transfers	\$	194,399.10

Grand Total General Fund Revenue **\$** **36,140,971.10**

200.43 Support Units

*Flow Through
Reimbursement Based*

7

Included above

Repealed July 1, 2024

N/A

Reimbursement Based

N/A

N/A

Repealed July 1, 2024

Repealed July 1, 2024

Wait for Clarification from State

Wait for Clarification from State

Paid directly to DOL

Reimbursement Based

Reimbursement Based

TBD

3 Year Average - Estimate

Indirect Costs

Indirect Costs

Indirect Costs

Reimbursement Based

Indirect Costs

Indirect Costs
Indirect Costs

Description	Proposed Budget Expenses	% of FY 25	Known Factors	Raise/Step
Salaries (100)				
<i>Admin</i>				
District Administration Program (632) \$	341,652.40	1.6%		75,000.00
School Administration Program (641) \$	1,229,353.33	5.9%		
<i>Certified</i>				
Elementary School Program (512) \$	4,665,611.92	22.4%		375,000.00
Secondary School Program (515) \$	4,590,393.74	22.0%		
Alternative School Program (517) \$	882,391.93	4.2%		
Vocational-Technical Program (519) \$	706,942.87	3.4%		
Special Education Program (521) \$	956,606.52	4.6%		
Special Education Preschool Program (522) \$	99,227.28	0.5%		
Detention Center Program (546) \$	43,000.20	0.2%		
Attendance - Guidance - Health Program (611) \$	603,611.50	2.9%		
Special Education Support Services Program (616) \$	488,725.21	2.3%		
Educational Media Program (622) \$	58,980.53	0.3%		
Instruction-Related Technology Program (623) \$	65,671.16	0.3%		
Business Operation Program (651) \$	-	0.0%		
<i>Classified</i>				
Elementary School Program (512) \$	492,041.76	2.4%		200,000.00
Secondary School Program (515) \$	58,012.48	0.3%		
Alternative School Program (517) \$	21,089.98	0.1%		
Special Education Program (521) \$	80,640.68	0.4%		
Special Education Preschool Program (522) \$	19,065.68	0.1%		
School Activity Program (532) \$	69,720.26	0.3%		10
Attendance - Guidance - Health Program (611) \$	87,299.09	0.4%		
Special Education Support Services Program (616) \$	39,415.17	0.2%		
Instruction Improvement Program (621) \$	-	0.0%		
Educational Media Program (622) \$	96,539.47	0.5%		
Instruction-Related Technology Program (623) \$	78,469.44	0.4%		
District Administration Program (632) \$	29,832.20	0.1%		
School Administration Program (641) \$	455,111.51	2.2%		
Business Operation Program (651) \$	652,799.09	3.1%		
Administrative Technology Service (656) \$	52,081.35	0.3%		
Buildings - Care Program (Custodial) (661) \$	988,721.47	4.7%		
Maintenance - Non-Student Occupied (Reserved beginning FY 2026) (663) \$	78,686.38	0.4%		
Maintenance - Buildings and Equipment (664) \$	331,397.53	1.6%		
Maintenance - Grounds (665) \$	44,224.44	0.2%		
Pupil-To-School Transportation. Program (681) \$	1,329,424.64	6.4%		
Subs \$	189,780.04	0.9%		
Summer School, Stipends, Supplemental, Etc.. \$	900,000.00	4.3%		
Total Salaries \$	20,826,521.22	100%		
Benefits (200)				
<i>Admin</i>				
21.13% - FICA & PESRI \$	331,953.51		<i>Persi Rate Increase</i>	0.79%
<i>Certified</i>				
21.13% - FICA & PESRI \$	2,971,123.71		<i>Persi Rate Increase</i>	0.79%
<i>Classified</i>				
19.61% - FICA & PESRI \$	1,018,612.55	11%	<i>Persi Rate Increase</i>	0.78%

Employer Paid Benefits-Dental, Vision, Life Insurance	\$	314,973.79	3%	<i>Dental Rate Increase</i>	9.64%
Employer Paid Health Benefits	\$	4,822,719.84	51%	<i>Health Rate Increase</i>	7.70%
Total Benefits	\$	9,459,383.41	100%		

Purchased Services (300)

% of FY 25

Elementary School Program (512)	\$	20,000.00	1%	<i>5K Each School</i>
Secondary School Program (515)	\$	50,000.00	3%	<i>10 Middle, 30 High</i>
Alternative School Program (517)	\$	10,000.00	1%	<i>5K Each School</i>
Vocational-Technical Program (519)	\$	-	0%	<i>Funds 243 & 263</i>
Special Education Program (521)	\$	-	0%	<i>Funds 257-260</i>
Special Education Preschool Program (522)	\$	-	0%	
Gifted & Talented Program (524)	\$	-	0%	
Interscholastic Program (531)	\$	20,000.00	1%	<i>AD Mileage & Trainer Contract</i>
School Activity Program (532)	\$	-	0%	
Summer School Program (541)	\$	-	0%	
Adult School Program (542)	\$	-	0%	
Detention Center Program (546)	\$	500.00	0%	
Attendance - Guidance - Health Program (611)	\$	45,000.00	2%	
Special Education Support Services Program (616)	\$	-	0%	<i>Funds 257-260</i>
Instruction Improvement Program (621)	\$	200,000.00	10%	<i>PD & Literacy</i>
Educational Media Program (622)	\$	-	0%	
Instruction-Related Technology Program (623)	\$	5,000.00	0%	
Books and Periodicals (624)	\$	-	0%	
Board of Education Program (631)	\$	45,000.00	2%	
District Administration Program (632)	\$	40,000.00	2%	
School Administration Program (641)	\$	11,000.00	1%	
Business Operation Program (651)	\$	50,000.00	3%	
Central Service Program (655)	\$	125,000.00	6%	<i>Printer & Copier Lease</i>
Administrative Technology Service (656)	\$	67,000.00	3%	
Buildings - Care Program (Custodial) (661)	\$	885,000.00	44%	
Maintenance - Non-Student Occupied (Reserved beginning FY 2026) (663)	\$	5,500.00	0%	
Maintenance - Buildings and Equipment (664)	\$	115,000.00	6%	
Maintenance - Grounds (665)	\$	17,000.00	1%	
Security Program (667)	\$	10,000.00	1%	
Pupil-To-School Transportation Program (681)	\$	136,000.00	7%	
Pupil-Activity Transportation Program (682)	\$	135,000.00	7%	
General Transportation Program (683)	\$	3,000.00	0%	
Other Support Services Program (691)	\$	-	0%	
Child Nutrition Program (710)	\$	-	0%	<i>Fund 290</i>
Community Services Program (720)	\$	-	0%	
Enterprise Operations Program (730)	\$	-	0%	
Student Activity Program (740)	\$	-	0%	
Total Purchased Services	\$	1,995,000.00	100%	

Supplies & Materials (400)

% of FY 25

Elementary School Program (512)	\$	60,000.00	3%	<i>15K Each School</i>
Secondary School Program (515)	\$	80,000.00	4%	<i>25K Middle, 30K High</i>
Alternative School Program (517)	\$	20,000.00	1%	<i>10K Each School</i>
Vocational-Technical Program (519)	\$	-	0%	<i>Funds 243 & 263</i>
Special Education Program (521)	\$	-	0%	<i>Funds 257-260</i>
Special Education Preschool Program (522)	\$	-	0%	
Gifted & Talented Program (524)	\$	-	0%	

Interscholastic Program (531)	\$	15,000.00	1%	<i>Helmet Reconditioning</i>
School Activity Program (532)	\$	-	0%	
Summer School Program (541)	\$	150.00	0%	
Adult School Program (542)	\$	-	0%	
Detention Center Program (546)	\$	500.00	0%	
Attendance - Guidance - Health Program (611)	\$	10,000.00	0%	
Special Education Support Services Program (616)	\$	-	0%	<i>Funds 257-260</i>
Instruction Improvement Program (621)	\$	25,000.00	1%	<i>PD & Literacy</i>
Educational Media Program (622)	\$	7,500.00	0%	
Instruction-Related Technology Program (623)	\$	475,000.00	23%	
Books and Periodicals (624)	\$	-	0%	
Board of Education Program (631)	\$	13,000.00	1%	
District Administration Program (632)	\$	4,000.00	0%	
School Administration Program (641)	\$	4,150.00	0%	
Business Operation Program (651)	\$	16,500.00	1%	
Central Service Program (655)	\$	35,000.00	2%	
Administrative Technology Service (656)	\$	346,500.00	16%	
Buildings - Care Program (Custodial) (661)	\$	117,000.00	6%	
Maintenance - Non-Student Occupied (Reserved beginning FY 2026) (663)	\$	39,000.00	2%	
Maintenance - Buildings and Equipment (664)	\$	205,000.00	10%	
Maintenance - Grounds (665)	\$	55,000.00	3%	
Security Program (667)	\$	-	0%	
Pupil-To-School Transportation. Program (681)	\$	330,000.00	16%	<i>3 Routes (2 Routes -160K)</i>
Pupil-Activity Transportation Program (682)	\$	-	0%	
General Transportation Program (683)	\$	12,500.00	1%	
Other Support Services Program (691)	\$	-	0%	
Child Nutrition Program (710)	\$	-	0%	
Community Services Program (720)	\$	7,000.00	0%	
Enterprise Operations Program (730)	\$	-	0%	
Student Activity Program (740)	\$	-	0%	
Capital Assets - Student Occupied (810)	\$	-	0%	
Capital Assets - Non-Student Occupied (Reserved beginning FY 2026) (811)	\$	233,000.00	11%	<i>Supplemental Levy</i>
Total Supplies & Materials	\$	2,110,800.00	100%	

Capital Purchases (500)		% of FY 25		
Elementary School Program (512)	\$	33,500.00	2%	<i>Supplemental Levy</i>
Secondary School Program (515)	\$	66,000.00	5%	<i>Supplemental Levy</i>
Alternative School Program (517)	\$	-	0%	
Vocational-Technical Program (519)	\$	-	0%	<i>Funds 243 & 263</i>
Special Education Program (521)	\$	-	0%	
Special Education Preschool Program (522)	\$	-	0%	
Gifted & Talented Program (524)	\$	-	0%	
Interscholastic Program (531)	\$	-	0%	
School Activity Program (532)	\$	-	0%	
Summer School Program (541)	\$	-	0%	
Adult School Program (542)	\$	-	0%	
Detention Center Program (546)	\$	-	0%	
Attendance - Guidance - Health Program (611)	\$	-	0%	
Special Education Support Services Program (616)	\$	-	0%	
Instruction Improvement Program (621)	\$	5,000.00	0%	<i>PD & Literacy</i>
Educational Media Program (622)	\$	500.00	0%	
Instruction-Related Technology Program (623)	\$	95,500.00	7%	

Books and Periodicals (624)	\$	-	0%	
Board of Education Program (631)	\$	-	0%	
District Administration Program (632)	\$	-	0%	
School Administration Program (641)	\$	-	0%	
Business Operation Program (651)	\$	-	0%	
Central Service Program (655)	\$	-	0%	
Administrative Technology Service (656)	\$	171,500.00	12%	
Buildings - Care Program (Custodial) (661)	\$	-	0%	
Maintenance - Non-Student Occupied (Reserved beginning FY 2026) (663)	\$	-	0%	
Maintenance - Buildings and Equipment (664)	\$	28,500.00	2%	
Maintenance - Grounds (665)	\$	1,500.00	0%	
Security Program (667)	\$	-	0%	
Pupil-To-School Transportation. Program (681)	\$	267,250.00	18%	<i>Transportation Depreaction</i>
Pupil-Activity Transportation Program (682)	\$	-	0%	
General Transportation Program (683)	\$	-	0%	
Other Support Services Program (691)			0%	
Child Nutrition Program (710)	\$	-	0%	
Community Services Program (720)	\$	-	0%	
Enterprise Operations Program (730)	\$	-	0%	
Student Activity Program (740)	\$	-	0%	
Capital Assets (810)	\$	540,000.00	37%	<i>Supplemental Levy</i>
Capital Assets - Non-Student Occupied (Reserved beginning FY 2026) (811)	\$	245,000.00	17%	<i>Supplemental Levy</i>
Total Capital Purchases	\$	1,454,250.00	100%	

Debt Services (600)

Debt Services Program - Principal (911)	\$	-	<i>% of FY 25</i>	
Debt Services Program - Interest (912)	\$	-	<i>#DIV/0!</i>	<i>Paid from Fund 310 Debt Service</i>
Debt Services Program - Refunded Debt (913)	\$	-	<i>#DIV/0!</i>	<i>Paid from Fund 310 Debt Service</i>
Total Debt Services	\$	-	<i>#DIV/0!</i>	<i>Paid from Fund 310 Debt Service</i>

Insurance & Judgements (700)

Board of Education Program (631)	\$	6,000.00	<i>% of FY 25</i>	
Buildings - Care Program (Property Insurance) (661)	\$	285,500.00	2%	
Pupil-To-School Transportation. Program (681)	\$	3,500.00	97%	
General Transportation Program (683)	\$	-	1%	
Total Insurance & Judgements	\$	295,000.00	100%	

Fund Transfers (800)

CTE - Added Costs (Fund 243)	\$	175,000.00	<i>% of FY 25</i>	
CTE - Perkins IV (Fund 263)	\$	70,000.00	18%	
Technology (Classroom & LMS) (Fund 245)	\$	350,000.00	7%	<i>State Tech Funds</i>
Safe & Drug-Free (Fund 246)	\$	52,500.00	37%	<i>State Safety Funds</i>
Medicaid Match (Fund 260)	\$	200,000.00	6%	<i>Medicaid Match</i>
Food Service FICA (Fund 290)	\$	100,000.00	11%	<i>Unpaid Meals, Breakfast, FICA</i>
School District Facilities Funds (Fund 435)	\$	-	0%	
School Modernization Facilities Funds (Fund 436)	\$	-	0%	
Total Fund Transfers	\$	947,500.00	100%	

Contingency

Contingency Set Aside	\$	10,000.00	<i>% of FY 25</i>	
			0%	

Total Contingency	\$	10,000.00	0%
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All General Fund Expenses

		<i>% of FY 25</i>
Salaries	\$ 20,826,521.22	56%
Benefits	\$ 9,459,383.41	25%
Purchased Services	\$ 1,995,000.00	5%
Supplies & Materials	\$ 2,110,800.00	6%
Capital Purchases	\$ 1,454,250.00	4%
Debt Services	\$ -	0%
Insurance & Judgements	\$ 295,000.00	1%
Fund Transfers	\$ 947,500.00	3%
Contingency	\$ 10,000.00	0%
Total General Fund Expenses	\$ 37,098,454.62	100%

FALSE

\$ (957,483.52)

Supplies Classified Wrong as Capital Purchases
Supplies Classified Wrong as Capital Purchases