





1. Name of School District

	Response Count
	94
answered question	94
skipped question	2

2. Did your school district participate in negotiations/collective bargaining with a local bargaining unit? (If your answer is no, skip to question 21)

		Response Percent	Response Count
Yes		85.7%	78
No		14.3%	13
	answered question		91
	skipped question		5



3. Did the School Board require the local bargaining unit to show proof of 50% + 1?

		Response Percent	Response Count
No		48.1%	38
Yes		51.9%	41











If so, please describe what process was used. 41

answered question	79
skipped question	17



4. Was the local bargaining unit able to prove 50% + 1 representation?

		Response Percent	Response Count
Yes		96.6%	57
No		3.4%	2
answered question			59
skipped question			37




5. If so, what percent of representation was the local bargaining unit able to prove?

		Response Percent	Response Count
50 - 55 percent		19.6%	10
56 - 60 percent		9.8%	5
61 - 65 percent		11.8%	6
66 - 70 percent		15.7%	8
71 - 75 percent		5.9%	3
76 - 80 percent		5.9%	3
81 - 85 percent		5.9%	3
86 - 90 percent		7.8%	4
91 - 95 percent		9.8%	5
96 - 100 percent		7.8%	4
answered question			51
skipped question			45








6. With whom did the School Board negotiate?

		Response Percent	Response Count
Local chapter of the Idaho Education Association		92.1%	70
Local member of the Northwest Professional Educators		0.0%	0
Other		7.9%	6
	If other, please explain.		5
answered question			76
skipped question			20

7. What type of negotiations were used? (If you used Interest Based Bargaining and a question does not apply to your school district, please skip that question.)

		Response Percent	Response Count
Traditional Negotiations		72.2%	52
Interest Based Bargaining		23.6%	17
Other		4.2%	3
	If other, please explain.		4
answered question			72
skipped question			24

8. On what date did negotiations begin?

		Response Percent	Response Count
March 1 - March 15		7.8%	6
March 16 - March 31		5.2%	4
April 1 - April 15		11.7%	9
April 16 - April 30		19.5%	15
May 1 - May 15		36.4%	28
May 16 - May 31		15.6%	12
June 1 - June 15		3.9%	3
June 16 - June 30		0.0%	0
		answered question	77
		skipped question	19

9. How many times did the two parties meet to negotiate?

		Response Percent	Response Count
One		11.4%	9
Two		12.7%	10
Three		21.5%	17
Four		17.7%	14
Five		8.9%	7
Six		6.3%	5
Seven		5.1%	4
Eight		5.1%	4
Nine		2.5%	2
Ten		1.3%	1
More than ten		7.6%	6

If more than ten, please indicate the total number of times.

5









answered question

79

skipped question

17

10. How many hours did the two parties spend negotiating both in public meetings and caucus?

		Response Percent	Response Count
1 - 5 hours		32.9%	26
6 - 10 hours		26.6%	21
11-15 hours		7.6%	6
16 - 20 hours		12.7%	10
21 - 25 hours		5.1%	4
26 - 30 hours		6.3%	5
31 - 35 hours		0.0%	0
26 - 40 hours		3.8%	3
More than 40 hours		5.1%	4

If more than 40 hours, please indicate the total number of hours.

3

answered question

79

skipped question

17

11. When were negotiations completed?

		Response Percent	Response Count
April 1 - April 15		2.7%	2
April 16 - April 30		1.4%	1
May 1 - May 15		23.0%	17
May 16 - May 31		35.1%	26
June 1 - June 15		10.8%	8
June 16 - June 30		10.8%	8
July 1 - July 15		6.8%	5
July 16 - July 31		0.0%	0
After July 31		9.5%	7

If later than July 31, please indicate the date negotiations were completed.

13







answered question

74




skipped question

22

12. How many individuals sat on the local bargaining unit (union) side of the table during negotiations?

		Response Percent	Response Count
One		1.3%	1
Two		21.8%	17
Three		25.6%	20
Four		20.5%	16
Five		19.2%	15
More than five		11.5%	9
answered question			78
skipped question			18







13. Who sat on the local bargaining unit side of the table during negotiations? (Check all that apply)

		Response Percent	Response Count
Local teacher		98.7%	76
Regional representative from the IEA		9.1%	7
Other		11.7%	9





If other, please indicate who. 12

answered question			77
skipped question			19





14. How many individuals sat on the School Board side of the table during negotiations?

		Response Percent	Response Count
One		7.5%	6
Two		17.5%	14
Three		38.8%	31
Four		26.3%	21
Five		5.0%	4
More than five		5.0%	4
answered question			80
skipped question			16



15. Who sat on the School Board side of the table during negotiations? (Check all that apply)

		Response Percent	Response Count
School Board Member		84.2%	64
Superintendent		77.6%	59
Administrator		22.4%	17
Other		31.6%	24
	If other, please indicate who.		33
answered question			76
skipped question			20

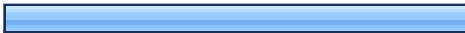

16. Did the School Board utilize any outside assistance with negotiations? (Check all that apply)

		Response Percent	Response Count
No		83.8%	62
Yes, an attorney		12.2%	9
Yes, a professional negotiator		4.1%	3
Yes, the ISBA		1.4%	1
	Other		4
answered question			74
skipped question			22

17. Did the School Board share provide the school district's budget to the local bargaining unit prior to beginning negotiations?

		Response Percent	Response Count
Yes		77.6%	59
No		22.4%	17
answered question			76
skipped question			20

18. Who made the first demand or offer?

		Response Percent	Response Count
Local bargaining unit		69.4%	50
School Board		30.6%	22
		answered question	72
		skipped question	24






19. What was the first demand/offer the local bargaining unit made to the School Board?

		Response Count	
		67	
		answered question	67
		skipped question	29








20. What was the first demand/offer the School Board made to the local bargaining unit?

		Response Count	
		69	
		answered question	69
		skipped question	27





21. What happened to teacher's salaries in the school district this year?

		Response Percent	Response Count
Grid was increased		13.6%	11
All movement on the grid was paid		69.1%	56
Some movement on the grid was paid		18.5%	15
No movement on the grid was paid		3.7%	3
Grid was decreased		6.2%	5
answered question			81
skipped question			15







22. If there was an increase in teacher's salaries, whether by movement on the grid or an increase on the grid, what was that percent?

		Response Percent	Response Count
Less than .5 percent		23.2%	16
.5 - 1 percent		23.2%	16
1.1 - 1.5 percent		17.4%	12
1.5 - 2 percent		13.0%	9
2 - 2.5 percent		7.2%	5
2.6 - 3 percent		5.8%	4
More than 3 percent		10.1%	7
If more than 3 percent, please indicate the actual amount.			14
answered question			69
skipped question			27

23. If there was in decrease in teacher's salaries, what was that percent?

		Response Percent	Response Count
.5 - 1 percent		28.6%	2
1.1 - 1.5 percent		0.0%	0
1.6 - 2 percent		28.6%	2
2.1 - 2.5 percent		0.0%	0
2.6 - 3 percent		14.3%	1
More than 3 percent		28.6%	2
If more than 3 percent, please explain the total amount of the decrease.			6
answered question			7
skipped question			89

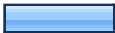



24. What happened to teacher's benefits (insurance and sick leave) in the school district this year?

		Response Percent	Response Count
Deductibles were increased		48.1%	26
Deductibles were decreased		1.9%	1
Out of pocket costs were increased		46.3%	25
Out of pocket costs were decreased		0.0%	0
Employees are paying a bigger share of the premium		53.7%	29
Employees are paying a smaller share of the premium		1.9%	1
Some benefits were removed (dental, life, disability)		5.6%	3

Please describe the extent of any increase/decrease, out of pocket changes, and/or changes in premium costs for the employee. 52

answered question	54
skipped question	42

25. What happened to teacher furlough days in the school district this year?

		Response Percent	Response Count
Days were added back		15.9%	11
Days were increased		15.9%	11
Days stayed the same		60.9%	42
Days were decreased		7.2%	5

Please explain the number of days that were increased, decreased, or added back.

46





answered question

69

skipped question

27

26. What happened to teacher professional development days in the school district this year?

		Response Percent	Response Count
Added back		11.1%	9
Stayed the same		64.2%	52
Increased		18.5%	15
Decreased		6.2%	5

Please explain the number of days that were increased, decreased, or added back.

29



answered question

81



skipped question

15



27. Did the School Board negotiate other items into the master agreement in addition to salary and benefits?

		Response Percent	Response Count
No		53.0%	44
Yes		47.0%	39
	If so, what were those items?		39
	answered question		83
	skipped question		13



28. If so, had any of those items been previously moved into policy under the repealed laws?

		Response Percent	Response Count
Yes		48.1%	25
No		51.9%	27
	answered question		52
	skipped question		44



29. Did the School Board issue teacher contracts prior to the completion of negotiations? (If your response is no, skip to question #32)

		Response Percent	Response Count
Yes		23.1%	18
No		76.9%	60
	answered question		78
	skipped question		18



30. If the School Board did issue teacher contracts prior to the completion of negotiations, did the School Board issue contracts based on?

		Response Percent	Response Count
The Salary Schedule from last year		52.4%	11
The Salary Schedule offered during the last best offer from the School Board		47.6%	10
		answered question	21
		skipped question	75

31. Did the School Board continue to negotiate after issuing teacher contracts?

		Response Percent	Response Count
Yes		51.5%	17
No		48.5%	16
		answered question	33
		skipped question	63



32. Did the School Board impose a reduction in force for teaching staff?

		Response Percent	Response Count
Yes		6.4%	5
No		93.6%	73


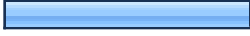


If so, what criteria was used to determine which staff were reduced? 11

		answered question	78
		skipped question	18







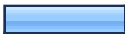







33. Does the school district currently have a supplemental levy?

		Response Percent	Response Count
Yes		86.3%	69
No		13.8%	11
answered question			80
skipped question			16

34. If your school district does have a supplemental levy, in what year of the levy is the school district in?

		Response Percent	Response Count
One of one		19.1%	13
One of two		36.8%	25
Two of two		38.2%	26
Other		5.9%	4
If other, please explain.			11
answered question			68
skipped question			28

35. What is your school district's average teacher salary?

		Response Percent	Response Count
\$30,000 - \$31,000		0.0%	0
\$31,001 - \$32,000		2.7%	2
\$32,001 - \$33,000		0.0%	0
\$32,001 - \$34,000		0.0%	0
\$34,001 - \$35,000		2.7%	2
\$35,001 - \$36,000		4.1%	3
\$36,001 - \$37,000		12.2%	9
\$37,001 - \$38,000		5.4%	4
\$38,001 - \$39,000		5.4%	4
\$39,001 - \$40,000		17.6%	13
\$40,001 - \$41,000		9.5%	7
\$41,001 - \$42,000		10.8%	8
\$42,001 - \$43,000		10.8%	8
\$43,001 - \$44,000		6.8%	5
\$44,001 - \$45,000		4.1%	3
\$45,001 - \$46,000		6.8%	5
\$46,001 - \$47,000		0.0%	0
\$47,001 - \$48,000		0.0%	0
\$48,001 - \$49,000		1.4%	1
\$49,001 - \$50,000		0.0%	0
More than \$50,000		0.0%	0



If more than \$50,000, please list the average teacher salary in your school district. 0

answered question 74



skipped question

22

36. Does the school district pay on the state salary schedule?

		Response Percent	Response Count
Yes		28.0%	21
No		72.0%	54
		answered question	75
		skipped question	21

37. If the school district does pay on the state salary schedule, has the school district previously paid above that schedule?

		Response Percent	Response Count
Yes		51.4%	18
No		48.6%	17
		answered question	35
		skipped question	61







38. If the school district does pay above the State Salary Schedule, what percent above does the school district pay?

		Response Percent	Response Count
Less than .5 percent		4.2%	2
.6 - 1 percent		10.4%	5
1.1 - 1.5 percent		8.3%	4
1.6 - 2 percent		8.3%	4
2.1 - 2.5 percent		6.3%	3
2.6 - 3 percent		4.2%	2
3.1 - 3.5 percent		2.1%	1
3.6 - 4 percent		4.2%	2
4.1 - 4.5 percent		2.1%	1
4.6 - 5 percent		4.2%	2
5.1 - 5.5 percent		8.3%	4
5.6 - 6 percent		2.1%	1
6.1 - 6.5 percent		2.1%	1
6.5 - 7 percent		2.1%	1
7.1 - 7.5 percent		4.2%	2
7.6 - 8 percent		0.0%	0
8.1 - 8.5 percent		0.0%	0
8.6 - 9 percent		2.1%	1
9.1 - 9.5 percent		4.2%	2
9.6 - 10 percent		0.0%	0
More than 10 percent		20.8%	10











If more than 10 percent, please explain.

	answered question	48
	skipped question	48

39. What percent of the school district's budget goes to pay all employee salaries and benefits?

		Response Percent	Response Count
60 - 65 percent		1.3%	1
66 - 70 percent		1.3%	1
71 - 75 percent		1.3%	1
76 - 80 percent		14.7%	11
81 - 85 percent		49.3%	37
86 - 90 percent		32.0%	24
91 - 95 percent		0.0%	0
	answered question		75
	skipped question		21

40. What percent of the school districts discretionary and/or supplemental levy funds goes to pay all employee benefits?

		Response Percent	Response Count
1 - 10 percent		12.3%	8
11 - 20 percent		9.2%	6
21 - 30 percent		12.3%	8
31 - 40 percent		10.8%	7
41 - 50 percent		10.8%	7
51 - 60 percent		7.7%	5
61 - 70 percent		3.1%	2
71 - 80 percent		20.0%	13
81 - 90 percent		6.2%	4
91 - 100 percent		7.7%	5
		answered question	65
		skipped question	31

Page 1, Q1. Name of School District

1	Butte County School District #111	Sep 9, 2013 2:34 PM
2	Troy School District #287	Sep 6, 2013 5:11 PM
3	Swan Valley Elementary	Sep 4, 2013 9:39 PM
4	Castleford	Sep 4, 2013 1:40 PM
5	Butte County Joint School District #111	Sep 3, 2013 2:41 PM
6	Nezperce Jt. S.D. #302	Sep 3, 2013 1:20 PM
7	Hansen School District	Sep 3, 2013 8:18 AM
8	Midvale School Dist. #433	Sep 3, 2013 7:04 AM
9	Coeur d'Alene School District 271	Aug 30, 2013 4:46 PM
10	Caldwell	Aug 30, 2013 12:33 PM
11	Coeur d'Alene	Aug 30, 2013 12:07 PM
12	Plummer Worley School District #44	Aug 30, 2013 11:31 AM
13	West Bonner County School District	Aug 30, 2013 10:39 AM
14	Dietrich	Aug 30, 2013 10:36 AM
15	Troy School District	Aug 28, 2013 2:00 PM
16	Bear Lake School District	Aug 27, 2013 11:11 AM
17	Boundary County	Aug 27, 2013 11:07 AM
18	Kellogg	Aug 27, 2013 11:06 AM
19	Plummer Worley	Aug 27, 2013 11:04 AM
20	Highland Joint School District	Aug 27, 2013 10:55 AM
21	Salmon River jsd243	Aug 27, 2013 10:44 AM
22	Lapwai School District #341	Aug 27, 2013 10:15 AM
23	Avery School District #394	Aug 27, 2013 10:08 AM
24	Genesee	Aug 27, 2013 9:52 AM
25	St. Maries Joint School District No. 41	Aug 27, 2013 9:44 AM
26	Bruneau Grand View School District	Aug 27, 2013 9:38 AM
27	West Jefferson School District #253	Aug 27, 2013 9:30 AM

Page 1, Q1. Name of School District

28	Twin Falls School District #411	Aug 27, 2013 9:22 AM
29	Idaho Falls School District 91	Aug 27, 2013 9:07 AM
30	Clark County #161	Aug 14, 2013 1:01 PM
31	Kendrick Joint School District 283	Aug 13, 2013 6:40 PM
32	Nampa School District	Aug 13, 2013 3:43 PM
33	Hagerman	Aug 13, 2013 2:34 PM
34	Council SD #013	Aug 13, 2013 10:12 AM
35	Weiser School District	Aug 13, 2013 7:52 AM
36	Pocatello / Chubbuck	Aug 7, 2013 2:35 PM
37	Mackay #182	Jul 18, 2013 8:50 AM
38	Payette School District 371J	Jul 12, 2013 6:25 AM
39	Potlatch #285	Jul 11, 2013 1:32 PM
40	Joint SD No 2	Jul 10, 2013 1:33 PM
41	marsh valley	Jul 10, 2013 9:35 AM
42	Madison 321	Jul 9, 2013 10:05 AM
43	Filer	Jul 8, 2013 10:23 AM
44	Kuna School District	Jul 8, 2013 10:22 AM
45	Boundary County School District #101	Jul 8, 2013 9:57 AM
46	Aberdeen School District #58	Jul 8, 2013 6:49 AM
47	Challis Joint 181	Jul 3, 2013 2:35 PM
48	Meadows Valley #11	Jul 3, 2013 10:24 AM
49	Grace 148	Jul 3, 2013 9:38 AM
50	American Falls #381	Jul 3, 2013 9:13 AM
51	Marsing Jt.S.D. #363	Jul 3, 2013 9:03 AM
52	Shelley School District	Jul 3, 2013 8:52 AM
53	Cassia School District 151	Jul 3, 2013 8:14 AM
54	Oneida 351	Jul 3, 2013 7:22 AM

Page 1, Q1. Name of School District

55	Murtaugh	Jul 2, 2013 4:19 PM
56	Minidoka County Schools	Jul 2, 2013 3:30 PM
57	Sugar Salem 322	Jul 2, 2013 3:20 PM
58	Blackfoot School District #55	Jul 2, 2013 3:02 PM
59	Soda Springs School District	Jul 1, 2013 11:30 PM
60	Post Falls School District	Jul 1, 2013 1:47 PM
61	Emmett Independent School District	Jul 1, 2013 1:43 PM
62	Richfield School District #316	Jul 1, 2013 12:50 PM
63	Snake River School District #52	Jul 1, 2013 12:39 PM
64	Lake Pend Oreille School District	Jul 1, 2013 12:08 PM
65	Cambridge 432	Jul 1, 2013 10:23 AM
66	Kamiah School District #304	Jul 1, 2013 10:19 AM
67	Buhl Joint School District	Jul 1, 2013 8:11 AM
68	Middleton	Jul 1, 2013 7:52 AM
69	Jefferson 251	Jul 1, 2013 7:39 AM
70	Notus School District	Jun 30, 2013 7:40 PM
71	Lakeland 272	Jun 30, 2013 3:48 PM
72	Gooding Jt. School District #231	Jun 30, 2013 2:39 PM
73	Moscow #281	Jun 29, 2013 1:08 PM
74	Rockland School District 382	Jun 28, 2013 11:33 AM
75	South Lemhi No. 292	Jun 28, 2013 9:52 AM
76	Wallace School District #393	Jun 28, 2013 9:25 AM
77	Boise	Jun 28, 2013 8:42 AM
78	Cascade 422	Jun 28, 2013 8:41 AM
79	Jerome School District	Jun 27, 2013 8:34 PM
80	Vallivue School District #139	Jun 27, 2013 2:33 PM
81	Independent School Dsitric No. 1, Lewiston	Jun 27, 2013 1:13 PM

Page 1, Q1. Name of School District

82	Teton #401	Jun 27, 2013 12:12 PM
83	FREMONT 215	Jun 27, 2013 11:37 AM
84	Wendell School District #232	Jun 27, 2013 11:33 AM
85	Kimberly School District	Jun 27, 2013 11:27 AM
86	Wilder	Jun 27, 2013 11:22 AM
87	Homedale School District	Jun 27, 2013 11:13 AM
88	Cottonwood School District	Jun 27, 2013 11:11 AM
89	Orofino Joint #171	Jun 27, 2013 11:00 AM
90	New Plymouth #372	Jun 27, 2013 10:56 AM
91	Basin 72	Jun 27, 2013 10:55 AM
92	Shoshone	Jun 27, 2013 10:54 AM
93	Horseshoe Bend School District	Jun 27, 2013 10:45 AM
94	Whitepine	Jun 27, 2013 10:39 AM

Page 1, Q3. Did the School Board require the local bargaining unit to show proof of 50% + 1?

1	We did not require the 50%+1 because we already knew that they had the representation via payroll deductions. They would have been able to demonstrate it had we required it.	Sep 6, 2013 5:11 PM
2	Minutes from the CEA meeting.	Sep 4, 2013 1:40 PM
3	Had the Local to provide a membership list with signatures.	Sep 3, 2013 1:20 PM
4	Payroll deduction	Aug 30, 2013 4:46 PM
5	Payroll deduct	Aug 30, 2013 12:07 PM
6	by letter from the Lapwai Ed Assoc.	Aug 27, 2013 10:15 AM
7	It was validated by an outside agency. It has been negotiated that next year both parties will be present when the cards are validated.	Aug 13, 2013 3:43 PM
8	List of paid members	Aug 13, 2013 3:22 PM
9	We asked for members- they are not union affiliated, just a local association.	Aug 13, 2013 10:12 AM
10	District Clerk distributed ballot to all certified staff in November to determine negotiations representative	Aug 13, 2013 7:52 AM
11	It was already provided by the association.	Jul 18, 2013 8:50 AM
12	Attorney certified.	Jul 12, 2013 6:25 AM
13	Requested the LEA President to send their membership roster of currently paid members.	Jul 11, 2013 1:32 PM
14	Used data from previous year	Jul 10, 2013 1:33 PM
15	They said they had it.....	Jul 10, 2013 9:35 AM
16	An independent person is given the documentation by the local bargaining unit	Jul 8, 2013 10:23 AM
17	A piece of notebook paper in the teacher's work room requesting signature if the teacher would like the CEA to negotiate in their behalf.	Jul 3, 2013 2:35 PM
18	The staff signed a letter of approval	Jul 3, 2013 10:24 AM
19	Polling	Jul 3, 2013 9:38 AM
20	We already knew through district records	Jul 3, 2013 9:13 AM
21	The MEA had staff sign a form allowing the MEA to negotiate on their behalf.	Jul 3, 2013 9:03 AM
22	The association membership and the number of authorization to negotiate cards on file with our county clerk was a clear majority of the certificated staff. The district was aware of this information so we did not impose upon the county clerk to verify the information in writing.	Jul 3, 2013 8:14 AM
23	The union provided the results of a survey of teachers in the district	Jul 3, 2013 7:22 AM

Page 1, Q3. Did the School Board require the local bargaining unit to show proof of 50% + 1?

24	Verification by a union representative and a neutral party along with a business office staff member	Jul 2, 2013 3:30 PM
25	Written documentation given to the district showing all members and the required percentage	Jul 2, 2013 3:02 PM
26	Cards were filled out and placed at the District Office	Jul 1, 2013 11:30 PM
27	Dues paying members	Jul 1, 2013 1:47 PM
28	The local unit showed that over 50% of the members belonged to the local unit.	Jul 1, 2013 10:23 AM
29	An independent agent polled all teachers and submitted the results to the Superintendent.	Jul 1, 2013 8:11 AM
30	They voluntarily showed the election ballots.	Jul 1, 2013 7:39 AM
31	Teachers provided cards to members and school SRO confirmed the majority. No admin saw the cards	Jun 30, 2013 7:40 PM
32	The board would have, but only 14% of teachers belong to an Assoc. They knew that. Our Board did meet with our teachers however, in a Meet and Confer meeting to hear their concerns and explain the financial situation. That helped somewhat with hard feelings, as we had to reduce total salaries this year.	Jun 28, 2013 9:52 AM
33	We asked the Ass. to produce a list of members.	Jun 28, 2013 9:25 AM
34	We already knew that membership was over 90%	Jun 28, 2013 8:42 AM
35	SIGNED AUTHORIZATION CARDS	Jun 27, 2013 11:37 AM
36	The local unit was asked to report on how they received the proof and what the results were.	Jun 27, 2013 11:33 AM
37	Employees, KEA members and non-members filled out cards requesting the KEA represented them in negotiations.	Jun 27, 2013 11:27 AM
38	The association submitted a signature page with proof they were representing the majority	Jun 27, 2013 11:22 AM
39	Records of how many teachers pay dues.	Jun 27, 2013 10:56 AM
40	Our local did so without request from School Board.	Jun 27, 2013 10:45 AM
41	Informal question	Jun 27, 2013 10:39 AM

Page 1, Q6. With whom did the School Board negotiate?

1	Teachers pulled out of union and represent themselves.	Aug 27, 2013 9:52 AM
2	CEA our local association.	Aug 13, 2013 10:12 AM
3	our school district local unit	Jul 8, 2013 10:23 AM
4	Cambridge Education Association	Jul 1, 2013 10:23 AM
5	All of our employees, classified and certified, are members of the Idaho City Education Association, but only one district employee is an actual union (IEA/NEA) member.	Jun 27, 2013 10:55 AM

**Page 1, Q7. What type of negotiations were used?
(If you used Interest Based Bargaining and a question does not apply to your school district, please skip that question.)**

1	Hybrid of Traditional	Aug 27, 2013 9:22 AM
2	I don't know which is which.	Jul 3, 2013 2:35 PM
3	simple meet & confer, we don't have a master agreement at Teton	Jun 27, 2013 12:12 PM
4	We have an open collaborative model and discuss issues throughout the year.	Jun 27, 2013 10:55 AM

Page 1, Q9. How many times did the two parties meet to negotiate?

1	12	Aug 30, 2013 4:46 PM
2	19	Aug 30, 2013 12:33 PM
3	14	Aug 30, 2013 12:07 PM
4	We negotiate year-round.	Jun 28, 2013 8:42 AM
5	Once formally, then through email	Jun 27, 2013 11:11 AM

Page 1, Q10. How many hours did the two parties spend negotiating both in public meetings and caucus?

1	80	Aug 30, 2013 12:33 PM
2	approx 50 hours	Jun 29, 2013 1:08 PM

Page 1, Q10. How many hours did the two parties spend negotiating both in public meetings and caucus?

3	Over 100.	Jun 28, 2013 8:42 AM
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Page 1, Q11. When were negotiations completed?

1	August 28th	Sep 9, 2013 2:34 PM
2	August 12th	Sep 3, 2013 2:41 PM
3	August 21, 2013	Aug 30, 2013 4:46 PM
4	Aug 21	Aug 30, 2013 12:07 PM
5	8/28/2013	Aug 30, 2013 11:31 AM
6	We are in the process of refining the document. Neither side has ratified	Aug 30, 2013 10:39 AM
7	We will finish on August 19th.	Aug 13, 2013 3:43 PM
8	Not completed yet	Aug 13, 2013 10:12 AM
9	August 12	Aug 13, 2013 9:08 AM
10	We are scheduled for mediation on August 20th.	Aug 7, 2013 2:35 PM
11	salary and benefits completed in June	Jul 18, 2013 8:50 AM
12	Board imposed salary on July 1; continuing negotiations on non-monetary items	Jul 10, 2013 1:33 PM
13	NA, not actual negotiations. Please see #3 above.	Jun 28, 2013 9:52 AM

Page 2, Q13. Who sat on the local bargaining unit side of the table during negotiations? (Check all that apply)

1	Three local teachers did the negotiations for the teaching staff.	Sep 3, 2013 1:23 PM
2	Union Leadership	Aug 30, 2013 12:08 PM
3	A total of three teachers	Aug 28, 2013 2:01 PM
4	Para-educator	Aug 27, 2013 10:17 AM
5	local IEA Representative and two teachers	Aug 27, 2013 9:22 AM
6	Retired IFEA president	Aug 27, 2013 9:07 AM
7	two teachers	Aug 13, 2013 10:14 AM
8	local attorney	Aug 7, 2013 2:36 PM
9	Past President	Jul 2, 2013 3:32 PM
10	Classified member	Jul 2, 2013 3:03 PM
11	All teachers, again: Meet and Confer, not actual Bargaining	Jun 28, 2013 9:53 AM
12	Classified Rep.	Jun 27, 2013 10:56 AM

Page 2, Q15. Who sat on the School Board side of the table during negotiations? (Check all that apply)

1	two board members, one supt.	Sep 3, 2013 1:23 PM
2	HR Director, COO	Aug 30, 2013 12:08 PM
3	Board clerk/Business Manager	Aug 30, 2013 10:40 AM
4	Business Manager	Aug 28, 2013 2:01 PM
5	Assistant Superintendent for Secondary & Curriculum, Assistant Superintendent for Elementary & Student Services, Director of HR & Finance	Aug 27, 2013 9:07 AM
6	CFO; HR Director; Outside attorney	Aug 13, 2013 3:45 PM
7	Business Manager	Aug 13, 2013 9:09 AM
8	Paid Negotiator	Aug 7, 2013 2:36 PM
9	average of 4	Jul 18, 2013 8:51 AM
10	Attorney	Jul 10, 2013 1:33 PM
11	Business Manager	Jul 9, 2013 10:05 AM
12	business manager/clerk	Jul 8, 2013 10:24 AM
13	Business Manager	Jul 8, 2013 10:23 AM
14	Business Manager	Jul 8, 2013 9:57 AM
15	business manager, human resource officer	Jul 8, 2013 6:52 AM
16	Independent consultant	Jul 3, 2013 9:39 AM
17	Business manager	Jul 3, 2013 9:14 AM
18	business manager	Jul 3, 2013 8:52 AM
19	Business Manager	Jul 2, 2013 3:32 PM
20	Clerk	Jul 2, 2013 3:21 PM
21	Business Manager	Jul 1, 2013 1:44 PM
22	Business Manager	Jul 1, 2013 12:40 PM
23	Business Manager	Jul 1, 2013 7:53 AM
24	We use Randy Bohannon of Victor IV services. The supt and business manager sit with him	Jul 1, 2013 7:41 AM
25	Business Dir.	Jun 30, 2013 3:50 PM
26	Business Manager	Jun 29, 2013 1:09 PM

Page 2, Q15. Who sat on the School Board side of the table during negotiations? (Check all that apply)

27	We never have Board members at the table.	Jun 28, 2013 8:43 AM
28	Business Manager	Jun 27, 2013 8:35 PM
29	Business manager	Jun 27, 2013 2:34 PM
30	Assistant Superintendent and Board Clerk/Business Manager	Jun 27, 2013 1:14 PM
31	Business Manager	Jun 27, 2013 12:13 PM
32	Legal representative	Jun 27, 2013 11:24 AM
33	Business Manager, two board members	Jun 27, 2013 11:01 AM

Page 2, Q16. Did the School Board utilize any outside assistance with negotiations? (Check all that apply)

1	federal mediator for the last meeting only.	Aug 27, 2013 9:22 AM
2	Federal Mediator	Aug 13, 2013 9:09 AM
3	Phone and email from Amy White - not at the table or in the district.	Jun 29, 2013 1:09 PM
4	Not necessary in collaborative bargaining.	Jun 28, 2013 8:43 AM

Page 3, Q19. What was the first demand/offer the local bargaining unit made to the School Board?

1	Salary according to the State Salary Index Employee Only full coverage Health Insurance Additional Day of Sick Leave (total 10 days) More Prep Time at Elementary Reinstate Master Agreement to fullest extent possible	Sep 9, 2013 2:47 PM
2	Meet the insurance increase.	Sep 4, 2013 1:43 PM
3	They asked for a continuation of the 2012-2013 agreement with the following changes; 1. Increase the total personal days a teacher can save from five to six. 2. Restore teachers to appropriate experience placement for experience levels. 3. 3.5% increase on the salary schedule base. 4. Increase personal days from three to five per year. 5. Increase the extracurricular pay schedule 3.5% .	Sep 3, 2013 3:36 PM
4	Maintain insurance	Aug 30, 2013 4:47 PM
5	We used collaborative bargaining...neither side made a first demand....response to 18 is misleading	Aug 30, 2013 12:36 PM
6	Attachment sent via email	Aug 30, 2013 12:09 PM
7	They wanted to reinstate the 2010 Master Contract in its entirety.	Aug 30, 2013 11:34 AM
8	3% raise and no out of pocket for personal insurance entire 2010 agreement reinstated more HS teacher prep time	Aug 30, 2013 10:42 AM
9	1.5% raise across the board To add some of what is policy into the master contract	Aug 28, 2013 2:02 PM
10	3% salary increase, cover insurance increase, duty free lunch into district policy	Aug 27, 2013 11:13 AM
11	1% salary increase, insurance to remain the same	Aug 27, 2013 10:57 AM
12	2% salary increase and some language changes	Aug 27, 2013 10:18 AM
13	3% with \$45 more towards insurance. No language.	Aug 27, 2013 9:52 AM
14	<ul style="list-style-type: none"> • 2% to the base; district pick-up all insurance increase without increasing deductible; • Extra-duty calculating base of \$27,000; • TFEA Co-Chair on every committee covered in the CBA; • Keep current non-evergreen language; • Differential pay 100% P4P one time money and committee to remain configured the same; • Free activity passes to certificated employees; • Extra duty committee recommendation; • Educational lanes and steps to make whole; • Agreed with district to issue contracts according to Id code 33-515; keep retirement incentive language in CBA; • Sick leave bank language to stay as is; • Grievance language to include “when a teacher is not represented by the association” in the language. 	Aug 27, 2013 9:22 AM
15	The bargaining unit presented a package asking that several items be added to the contract including grievance procedures, academic freedom, reassignment & transfer, faculty meetings, work days, positive work environment, and evaluations	Aug 27, 2013 9:07 AM
16	Leaves	Aug 13, 2013 3:45 PM
17	Paid furlough days, reduced work calendar, more money in benefits, pay raise,	Aug 13, 2013 10:15 AM

Page 3, Q19. What was the first demand/offer the local bargaining unit made to the School Board?

	all money beyond a certain carry over number to go to the instructional staff.	
18	Reinstate the 2010-2011 Procedural Agreement	Aug 13, 2013 9:13 AM
19	Insurance changes	Aug 13, 2013 7:54 AM
20	There were 17 demands outlined in a document from the Association. The first item in the list was that it was their desire to have the payment continue for teachers who had national board certification. Since this is a state-paid item, the first real demand from the board was to address class size.	Aug 7, 2013 2:43 PM
21	minimal & equitable cuts to teacher salaries, MEA input to any undesignated funds the district may receive during 2-13-14; a tool to survey staff perceptions of administrators	Jul 18, 2013 8:53 AM
22	LEA wanted to revert to the language and conditions of the 2009 Master Agreement and reinstate the full salary schedule.	Jul 11, 2013 1:41 PM
23	Multiple items with no costs associated	Jul 10, 2013 1:34 PM
24	wanted pay back to what it was in 2008	Jul 10, 2013 9:36 AM
25	Language Items	Jul 9, 2013 10:06 AM
26	Add back two holidays and two contract days and each year add back two days until all furlough days are gone. Establish procedures for negotiations and bring back master contract except parts that violate Idaho Code	Jul 8, 2013 10:30 AM
27	Removal of furlough Days 5% increase on the base Restore all lanes and steps that were frozen Maintain grandfather credits in salary schedule Maintain current insurance coverage without increasing premiums or reducing benefits to the employee Move to a tiered system for extra-curricular salary schedule Increase sick leave accumulation to 231 from 220 Increase professional leave at 6 days Make preparation time equal across the district Make lunch duty free at 35 minutes Evaluations equitable according to Board policy Professional development on common core Increase Personal leave to 6 days maximum Maintain Cafeteria Plan 125 Increase life insurance to \$60,000 Disability maintain Add a procedural agreement which is new Maintain current credit reimbursement	Jul 8, 2013 9:57 AM
28	restore steps and lanes, insurance increase paid, restore master agreement, distribution of differential pay, zero hour pay discussion	Jul 8, 2013 6:55 AM
29	To restore all salaries to 2008-09 levels, hire Elementary PE, keep all other specials at elementary, no changes to blue cross.	Jul 3, 2013 2:38 PM
30	Duty free breakfast	Jul 3, 2013 10:28 AM
31	Insurance increase covered by the district	Jul 3, 2013 9:40 AM
32	The association spent a considerable amount of time making certain the district was aware of their financial situation and making an appeal for some relief.	Jul 3, 2013 9:40 AM
33	Steps and lanes and insurance	Jul 3, 2013 9:16 AM

Page 3, Q19. What was the first demand/offer the local bargaining unit made to the School Board?

34	.	Jul 3, 2013 9:06 AM
35	To put the old master agreement back in place	Jul 3, 2013 7:24 AM
36	They made no suggestions	Jul 2, 2013 3:37 PM
37	Compensation for teachers who are asked to make an involuntary transfer.	Jul 2, 2013 3:24 PM
38	Move where belong on salary schedule along with 5% increase. Have district pay for employee increase and put everything back in the agreement from 10-11.	Jul 2, 2013 3:11 PM
39	District to pay all of cafeteria plan	Jul 1, 2013 11:38 PM
40	Placing Articles taken out previously back into the Contract	Jul 1, 2013 1:51 PM
41	3 increments 1% across the board No increase to insurance	Jul 1, 2013 1:49 PM
42	Reinstate the master agreement. Undo frozen steps and lanes for salaries.	Jul 1, 2013 12:45 PM
43	Concerns over adequate prep time, bereavement leave clarification, health insurance questions/concerns	Jul 1, 2013 10:26 AM
44	1 Any increase to the statewide minimum teacher salary and any increase to salary based apportionment passed by the Idaho legislature.	Jul 1, 2013 10:25 AM
45	1. Reinstate into the Master Contract item eliminated when the Luna Laws were passed. 2. One additional personal leave day. 3. Pay raise. 4. Duty-free lunch.	Jul 1, 2013 8:16 AM
46	Pay all of the insurance increase, give steps and lanes, and restore all of the pre luna law master contract language	Jul 1, 2013 7:43 AM
47	Language that included evergreen clause, grievance language, calendar and daily schedule language	Jun 30, 2013 7:43 PM
48	Restore all steps, increase base, increase salary.	Jun 30, 2013 3:52 PM
49	Increase to the base, reinstate procedural agreement, and pick up the 13% increase in health insurance.	Jun 30, 2013 2:41 PM
50	Old language + 4.5% on the base and \$35 increase to the fringe.	Jun 29, 2013 1:11 PM
51	A request of 3.5 on the base and step and lanes, 10 dollars additional on Ins., Additional days of Personal leave, return to the old Neg. Agreement, Adjustment to the Extra-Curricular schedule.	Jun 28, 2013 9:31 AM
52	Not applicable in collaborative bargaining	Jun 28, 2013 8:44 AM
53	Increase insurance amount contributed for each employee	Jun 28, 2013 8:43 AM
54	Regarding questions 17 & 18 FY14 was not complete but we presented it in general terms. The first meeting was to discuss health, dental and vision insurance. Teachers were asked what pieces were the most important to them. They then went back to survey teachers.	Jun 27, 2013 8:40 PM

Page 3, Q19. What was the first demand/offer the local bargaining unit made to the School Board?

55	Unfreeze movement on salary grid/reduce current salary grid	Jun 27, 2013 2:38 PM
56	Restore steps and lanes (teachers will be placed according to years and credits) Additional three instructional days for a total of 186 Maintain health/life insurance contribution at \$462.90 per month. (We want to put resources into restoration of instruction and provide choices for employees) Health Care Benefit: Each employee will receive one day for Preventive Care (No sick leave, no personal day.) Stipend Schedule: Steps and lanes and unfreeze two frozen years Sub deduct raised to \$70 to cover district cost, will increase amount district contributes to unused personal days to \$70 District will provide KEA 10 total professional days to use at KEA discretion for IEA conferences, meetings, delegate meetings, officer meetings, etc. \$200 Professional Development	Jun 27, 2013 12:24 PM
57	To negotiate the four-day week	Jun 27, 2013 12:18 PM
58	Change of PD time	Jun 27, 2013 12:14 PM
59	SAME SALARIES, REINSTATEMENT OF THE EXISTING MASTER AGREEMENT	Jun 27, 2013 11:39 AM
60	To include a grievance procedure in the agreement	Jun 27, 2013 11:30 AM
61	They didn't.	Jun 27, 2013 11:15 AM
62	The bargaining unit didn't make a demand	Jun 27, 2013 11:13 AM
63	Reinstatement of the old contract	Jun 27, 2013 11:02 AM
64	pay steps and lanes, pay part of insurance increase, change furlough days from three to two.	Jun 27, 2013 10:58 AM
65	Didn't make any.	Jun 27, 2013 10:58 AM
66	Frozen base, teachers get all steps and lanes, no furlough days.	Jun 27, 2013 10:56 AM
67	Full coverage of medical insurance premium	Jun 27, 2013 10:48 AM

Page 3, Q20. What was the first demand/offer the School Board made to the local bargaining unit?

1	Salaries paid at State Index level Employee only Health insurance paid at 2012 rates: employees cover the \$79 per month premium increase for 2013/2014 Go through MA with union reps OUTSIDE of negotiations - handle areas of concern via policy or procedure Keep sick days at 9 Advised Union Reps to work out prep time concerns with Principle	Sep 9, 2013 2:47 PM
2	Add back days to the calendar	Sep 4, 2013 1:43 PM
3	Maintain the 2012-2013 agreement with the following adjustments; 1. Restore teachers to appropriate experience and educational placement on the salary schedule. 2. Provide a 2.0% raise for teachers not already receiving a salary increase due to restoration of experience and/or educational levels.	Sep 3, 2013 3:36 PM
4	Reduce insurance	Aug 30, 2013 4:47 PM
5	see 19	Aug 30, 2013 12:36 PM
6	Attachment sent via email	Aug 30, 2013 12:09 PM
7	Continued growth on steps and lanes on the salary schedule.	Aug 30, 2013 11:34 AM
8	Restructured language for minimum work day	Aug 30, 2013 10:42 AM
9	N/A	Aug 28, 2013 2:02 PM
10	No % increase, give steps and lanes, 50% of insurance coverage	Aug 27, 2013 11:13 AM
11	No salary increase, insurance to remain the same.	Aug 27, 2013 10:57 AM
12	Language changes primarily	Aug 27, 2013 10:18 AM
13	2%, \$10 more towards insurance. Longevity of \$1,500 for employees with 20,25,30 years in district.	Aug 27, 2013 9:52 AM
14	<ul style="list-style-type: none"> • Support committee recommendations: <ul style="list-style-type: none"> o Add two days for staff development to use differential pay o Fund insurance minus dental and vision o Extra-duty committee recommendation to add elementary grade level heads, alternative H.S. and M.S. department head/coordinator, dance stipend, M.S. track, wrestling, and cross country. • Education lanes and steps to actual; • Bring RIF law in line with law; • Differential pay committee (MOU); • Duration of the agreement to have duration of July 1, 2013 through June 30, 2014. No evergreen language and no two year provisions for 2013-14 contact; • Keep unanticipated revenue language (MOU); • Sick leave bank language to reflect a 12 month period; • Grievance procedure language to address if a certificated employee wants TFEA representation it's requested by the employee; 	Aug 27, 2013 9:22 AM
15	The School Board's offer included salary, insurance and leave.	Aug 27, 2013 9:07 AM
16	Furlough Days	Aug 13, 2013 3:45 PM
17	Gave them 4 1/2 days of paid furlough.	Aug 13, 2013 10:15 AM
18	Move to the State salary reimbursement schedule from the negotiated salary matrix.	Aug 13, 2013 9:13 AM

Page 3, Q20. What was the first demand/offer the School Board made to the local bargaining unit?

19	Furlough days	Aug 13, 2013 7:54 AM
20	That two items in the current contract be allowed to sunset. Both were items that were one-time salary payments.	Aug 7, 2013 2:43 PM
21	adopt state salary schedule, mitigate teacher loss @ 50%, insurance contribution of \$232 per employee remain the same re: # 17 above- - budget was made available upon MEA's request	Jul 18, 2013 8:53 AM
22	The Board was not willing to go back to 2009 and counter-offered some particular language change to the Master Agreement, as well as restore days back on the School Calendar for teachers.	Jul 11, 2013 1:41 PM
23	One step; insurance increase	Jul 10, 2013 1:34 PM
24	we'll cover insurance leave salary the same	Jul 10, 2013 9:36 AM
25	Compromise on language items	Jul 9, 2013 10:06 AM
26	Provide steps and lanes. Maintain insurance	Jul 8, 2013 10:30 AM
27	Board proposed 3 furlough days The board proposed no increase on the base The board propsoed two vertical steps on the salary schedule The board proposed an insurance option that maintains the medical decuction of \$1500 and adds a \$500 deductible for brand name prescriptions The board proposed no change to the extra-curricular salary schedule The board proposed the current sick leave schedule The board proposed to maintain the same professional leave schedule Preperation time the board said the will not negotiate Lunch time the board said the will insure a 30 minute lunch but will not negotiate Evaluation will follow policy The board will have a common core professional development day The board proposed to maintain current policy on professional leave The board proposed to maintain current cafeteria 125 lanuage The board proposed to maintain current life insurance plan The board prosed to maintain the current disability plan The Board stated they will follow state law and we do not need a procedural agreement The board proposed to maintain current credit reimbursement	Jul 8, 2013 9:57 AM
28	pay insurance increase (gave them the choice of how to spend \$56,000)	Jul 8, 2013 6:55 AM
29	To reduce to current state salary index. To consider reduction to blue cross benefit.	Jul 3, 2013 2:38 PM
30	We really did not have a first. We went down the list of their demands and said yes or no as to wheter or not we woild even discuuss.	Jul 3, 2013 10:28 AM
31	No duty free lunch.	Jul 3, 2013 9:40 AM
32	The Board offered two steps, one lane, and to use a combination of federal, state, and district dollars to buy-back up to three professional development days to be paid at their daily rate. Our district is still dealing with 7 furlough days for certificated staff (183 from the prior 190) but we did not add the three days to the contract.	Jul 3, 2013 9:40 AM
33	No changes on the master agreement	Jul 3, 2013 9:16 AM

Page 3, Q20. What was the first demand/offer the School Board made to the local bargaining unit?

34	The Board offered to pick up 7% of the 12% health insurance premium.	Jul 3, 2013 9:06 AM
35	steps and lanes, insurance stipend increase	Jul 3, 2013 8:53 AM
36	To put items from the old agreement in policy and not in a negotiated agreement	Jul 3, 2013 7:24 AM
37	The four furlough days back for Certificated employees, with the recommendation the same be done for Adminsitrators and Classified employees, staying with the state salary index. Certificated employees at the minimum salary level will be paid the new minimum salary. Certificated employees above the state index will be paid four additional days at the current rate.	Jul 2, 2013 3:37 PM
38	All staff pay the full increase for insurance.	Jul 2, 2013 3:24 PM
39	Put parts back into the agreement along with placing teachers where they belong on salary schedule and giving a 1% bonus to those that do not move. Pay for employee insurance making dental optional.	Jul 2, 2013 3:11 PM
40	Pay increase in Cafeteria plan	Jul 1, 2013 11:38 PM
41	To start with a blank contract rather than using an old contract.	Jul 1, 2013 1:51 PM
42	3 increments	Jul 1, 2013 1:49 PM
43	No master agreement. Keep frozen steps and lanes.	Jul 1, 2013 12:45 PM
44	We addressed the bereavement issue, we did not make any changes in planning time, we continue to provide \$350 per month for 1st person medical insurance.	Jul 1, 2013 10:26 AM
45	The Board offered to pay the teachers what they recieved in salary based apportionment for certified salaries.	Jul 1, 2013 10:25 AM
46	Increase the calendar days.	Jul 1, 2013 8:16 AM
47	No increase to salary and benefits keep the current master contract language	Jul 1, 2013 7:43 AM
48	Current language, increase I health benefits increase I. Personal day language, pay increase for all employees	Jun 30, 2013 7:43 PM
49	Restore 2 steps and cover cost of increased insurance with small increase in deductible.	Jun 30, 2013 3:52 PM
50	Partial increase to insurance premium (8%) and no increase on the base.	Jun 30, 2013 2:41 PM
51	12-13 agreement. No changes with the exception of decrease to some stipends for teachers who teach dual credit.	Jun 29, 2013 1:11 PM
52	No to the salary request, Ins to remain the same, no to additional personal leave, no to the old agreement, and we will discuss the extra-schedule.	Jun 28, 2013 9:31 AM
53	No applicable in collaborative bargaining	Jun 28, 2013 8:44 AM
54	none	Jun 28, 2013 8:43 AM

Page 3, Q20. What was the first demand/offer the School Board made to the local bargaining unit?

55	1% increase on the base with adding 3 days back. Steps and lanes no longer frozen. District will no longer cover dental and vision, but did cover all of the increase in health insurance cost.	Jun 27, 2013 8:40 PM
56	Reduce the current salary grid/unfreeze movement on salary grid	Jun 27, 2013 2:38 PM
57	Steps for experience and educational attainment, no change in insurance benefits and some of the language that is allowable back in the contract.	Jun 27, 2013 1:15 PM
58	.• Requested 2% pay increase on 183 day contract or 3 contract days or 1% increase on a 185 day contract • Unfreezing Stipend Salary Schedule • Request \$250 bonus for employees in the bottom corner only of the salary grid • Keep a health benefit plan intact to cover individual employee plan at \$459.50 • Explore schedules for future	Jun 27, 2013 12:24 PM
59	Keep salaries same as previous year with the addition of moving everyone appropriately over and down on the salary scale.	Jun 27, 2013 12:18 PM
60	Agree to consider request, impact school calendar so it required board review/approval	Jun 27, 2013 12:14 PM
61	SAME SALARIES, NO MASTER AGREEMENT	Jun 27, 2013 11:39 AM
62	1 percent increase on the base for all teachers	Jun 27, 2013 11:30 AM
63	Allow movement on the salary schedule. Salary same as last year.	Jun 27, 2013 11:15 AM
64	2% increase for 2013-2014 Insurance increase taken from our local insurance pool program Same calendar	Jun 27, 2013 11:13 AM
65	Change in Salary Schedule to align it with the state schedule for years and educational columns	Jun 27, 2013 11:02 AM
66	pay steps and lanes, pay part of insurance increase, change furlough days from three to two.	Jun 27, 2013 10:58 AM
67	To restructure the sick leave bank and personal leave policies.	Jun 27, 2013 10:58 AM
68	Teachers accepted first offer.	Jun 27, 2013 10:56 AM
69	Cap medical insurance premium	Jun 27, 2013 10:48 AM

Page 4, Q22. If there was an increase in teacher's salaries, whether by movement on the grid or an increase on the grid, what was that percent?

1	State salary grid --% for both steps and lanes.	Sep 3, 2013 7:23 AM
2	3.75 increments on the grid	Aug 30, 2013 12:42 PM
3	3.0584%	Aug 27, 2013 9:33 AM
4	3.11 percent average increase per employee	Aug 27, 2013 9:22 AM
5	It varied depending on their current placement on the salary schedule.	Aug 27, 2013 9:08 AM
6	One step granted; lanes granted	Jul 10, 2013 1:37 PM
7	3 to 3.5 percent depending whether they received both steps and a lane.	Jul 3, 2013 9:40 AM
8	if teachers had frozen steps, they were restored	Jul 3, 2013 9:22 AM
9	For the teachers between the minimum salary sections and the bottom of the salary schedule who moved on the grid, received 3.75% to a max of 11.25%	Jul 1, 2013 2:24 PM
10	This question does not allow for adequate description. We adopted a new salary grid, which was necessary for long-term fiscal stability.	Jun 28, 2013 8:47 AM
11	It varied by individual depending on where they were on the schedule	Jun 27, 2013 8:43 PM
12	3.75 percent	Jun 27, 2013 2:42 PM
13	3 days were added to the teachers work year via supplemental contract with teacontract receiving 2% of their base pay for the three days.	Jun 27, 2013 11:13 AM
14	3.7 for those certified/4.0 for classified (for those with room to move.	Jun 27, 2013 11:04 AM

Page 4, Q23. If there was in decrease in teacher's salaries, what was that percent?

1	Teachers were not given a percent increase for salary. They were given an optional 4 day one time supplemental contract for professional development work authorized by administration. The supplemental contract will be paid in the June 2014 pay check.	Sep 3, 2013 3:49 PM
2	No decrease this year.	Sep 3, 2013 7:23 AM
3	As stated in item 22. all teachers received a reduction of \$1500 which results in a variable percentage decrease.	Aug 27, 2013 9:08 AM
4	Wide variance in % lost due to individual placement on salary grid	Jul 18, 2013 12:15 PM
5	10% decrease only to teachers at highest credits, most years. District was no longer able to supplement state salary decreases from 2009.	Jun 28, 2013 9:58 AM
6	4% for all staff, certified, classified, admin, Supt	Jun 27, 2013 12:15 PM

Page 4, Q24. What happened to teacher's benefits (insurance and sick leave) in the school district this year?

1	District pays all of employee benefits including increase.	Sep 4, 2013 9:42 PM
2	Employee health, dental, vision premiums are 100% paid by the district. District pays 60% of dependent health insurance premium.	Sep 3, 2013 3:49 PM
3	Employee picked up cost of premium increase.	Sep 3, 2013 7:23 AM
4	employees pay a portion of the employee only premium...approximately \$15/month for medical	Aug 30, 2013 12:42 PM
5	We raised the single insurance that the district pay by \$80.00	Aug 30, 2013 10:39 AM
6	Stayed the same as last year.	Aug 28, 2013 2:04 PM
7	coverage on pharmaceuticals reduced	Aug 27, 2013 11:16 AM
8	deductibles, out of pocket, and premiums stayed the same.	Aug 27, 2013 10:59 AM
9	deductibles, out of pocket, and premiums stayed the same.	Aug 27, 2013 10:50 AM
10	Same--No change	Aug 27, 2013 10:23 AM
11	District pays \$10 more towards insurance each mo.	Aug 27, 2013 9:52 AM
12	District paid for their portion of premium increases. Employees are responsible for their share of increases on elective coverage for families.	Aug 27, 2013 9:45 AM
13	Premiums went up, District covered cost of the employee.	Aug 27, 2013 9:33 AM
14	Employees will pay \$31.89 per month for individual medical coverage.	Aug 27, 2013 9:08 AM
15	No short term disability or life insurance	Aug 13, 2013 3:50 PM
16	The district paid for all of the increases.	Aug 13, 2013 2:37 PM
17	Dependent coverage reduced from 60% to 55%.	Aug 13, 2013 9:23 AM
18	Deductible increased from \$1000 to \$1500. Out of pocket increased by \$12. No change to benefit package or pharmaceutical	Aug 13, 2013 7:59 AM
19	teachers picked up 12% increase	Jul 18, 2013 12:15 PM
20	Increases in medical expenses were picked up completely by the District.	Jul 11, 2013 1:50 PM
21	Out of pocket increased (on largest claims); district paid the increase in premium costs	Jul 10, 2013 1:37 PM
22	kept the same	Jul 10, 2013 9:38 AM
23	Insurance benefits remain the same and the district covered the 6% increase in costs	Jul 8, 2013 10:39 AM
24	perscription deductibles went up and the district covered the increase cost for the individual employee.	Jul 8, 2013 10:18 AM

Page 4, Q24. What happened to teacher's benefits (insurance and sick leave) in the school district this year?

25	District will pay for insurance increase. Kept deductible the same as last year	Jul 8, 2013 6:58 AM
26	We capped the insurance at 500.00 last year. That gave the staff 500.00 deductible and they had to pay 17.00 out of pocket. In order to retain the 500.00 deductible they have to pay 79.00 this year. They are looking at 1000.00 deductible so that they do not have to pay anything.	Jul 3, 2013 10:48 AM
27	benefits stayed the same	Jul 3, 2013 9:22 AM
28	District portion increased also.	Jul 3, 2013 9:09 AM
29	Employees will now pay a small payroll withholding, base deductible is increased \$250, and a wellness program is in place.	Jul 3, 2013 7:28 AM
30	No changes	Jul 2, 2013 3:39 PM
31	All employees pay 12% increase.	Jul 2, 2013 3:27 PM
32	Dental made optional	Jul 2, 2013 3:14 PM
33	District picked up increase in plan with the Teachers paying a higher Deductible which in turn the District paid the difference in the premium as a one time bonus returning what the District would save back to the Certified Staff only as of 7/2/13	Jul 1, 2013 11:45 PM
34	Premiums increased by \$22.76, added 2nd option for an HSA w/a decrease in premium of \$12.74; Deductible went from \$750 to \$2000; co-insurance went from 80% to 70%.	Jul 1, 2013 2:24 PM
35	Health Insurance 4.2% premium increase absorbed by school district, 1.2% dental insurance premium also absorbed by school district.	Jul 1, 2013 12:58 PM
36	Just the increase was passed on to the staff. No changes in deductibles or coverage occurred	Jul 1, 2013 10:27 AM
37	Employees paid \$15 toward the premium; now they pay \$25.	Jul 1, 2013 8:19 AM
38	No. Hangs to benefits and all deductables remain the same.	Jun 30, 2013 7:47 PM
39	Offered an HSA this year.	Jun 30, 2013 2:48 PM
40	Moscow uses a fringe benefit. Last year the fringe was \$700. We increased to \$710. Insurance costs will not increase this year. (Blue shield/Regence)	Jun 29, 2013 1:14 PM
41	No change. Distrct continues to pay for employee only.	Jun 28, 2013 9:58 AM
42	Benefits stayed the same.	Jun 28, 2013 8:47 AM
43	District no longer pays for dental and vision	Jun 27, 2013 8:43 PM
44	District picked up 6.5% increase in insurance premium	Jun 27, 2013 2:42 PM
45	deductibles went from 1,000 to 2,000	Jun 27, 2013 12:26 PM

Page 4, Q24. What happened to teacher's benefits (insurance and sick leave) in the school district this year?

46	12% INCREASE IN INSURANCE SPLIT EVENLY AMONG DISTRICT AND TEACHERS	Jun 27, 2013 11:41 AM
47	Increase deductible \$500. Employee will pay \$15 for premium.	Jun 27, 2013 11:35 AM
48	Our insurance pool (buy down program) will pay for the increase insurance costs for 2013-2014 school year.	Jun 27, 2013 11:15 AM
49	Benefit levels were maintained with both sides picking up their share of the increase in costs. District pays 80% of employee family benefits	Jun 27, 2013 11:13 AM
50	No change to benefits - district pays 100%. Reduced district's contribution to employee VEBAs from \$500 to \$250. To decrease absenteeism, employees the use fewer than 5 sick days will be given an addition personal day for the following year.	Jun 27, 2013 11:04 AM
51	None of above. Benefits remained the same.	Jun 27, 2013 10:58 AM
52	For the first time employees will pay a portion of the monthly premium \$30.00/month.	Jun 27, 2013 10:58 AM

Page 4, Q25. What happened to teacher furlough days in the school district this year?

1	Four day optional one time supplemental contract for administrative approve professional development activities was adopted.	Sep 3, 2013 3:49 PM
2	Furlough days remained at 12 days.	Sep 3, 2013 7:23 AM
3	agreed to 3 furlough days	Aug 30, 2013 11:36 AM
4	n/a	Aug 28, 2013 2:04 PM
5	increased to one for next year	Aug 27, 2013 11:16 AM
6	Boundary County is considering two furlough days.	Aug 27, 2013 11:08 AM
7	Kellog is consider adding furlough days	Aug 27, 2013 11:06 AM
8	Plummer Worley is looking at adding 3 furlough days	Aug 27, 2013 11:05 AM
9	none	Aug 27, 2013 10:59 AM
10	added back 1	Aug 27, 2013 10:50 AM
11	N/A	Aug 27, 2013 10:23 AM
12	Not applicable	Aug 27, 2013 9:52 AM
13	We currently do not have any furlough days.	Aug 27, 2013 9:45 AM
14	Fourteen days were required to help balance the budget	Aug 13, 2013 3:50 PM
15	stayed the same	Aug 13, 2013 2:37 PM
16	Two furlough days were added with the hope of buying back one day with differentiated pay professional development dollars.	Aug 13, 2013 9:23 AM
17	three furlough days included in the calendar	Aug 13, 2013 7:59 AM
18	we had none	Jul 18, 2013 12:15 PM
19	Added 1	Jul 11, 2013 1:50 PM
20	No change; still 5 furlough days	Jul 10, 2013 1:37 PM
21	We added one day back, through rewarding teacher excellence, however it is not part of their contract	Jul 8, 2013 10:39 AM
22	We have only one furlough this year and had two last year	Jul 8, 2013 10:18 AM
23	We restored furlough days last year.	Jul 8, 2013 6:58 AM
24	We did not have any furlough days but we added two teacher training days this year.	Jul 3, 2013 10:48 AM
25	a net total of two	Jul 3, 2013 9:22 AM

Page 4, Q25. What happened to teacher furlough days in the school district this year?

26	No furlough	Jul 3, 2013 9:09 AM
27	Four days were given back	Jul 2, 2013 3:39 PM
28	No furlough just a contract year of 186	Jul 1, 2013 2:24 PM
29	We did not have any furloughs in 2012-2013	Jul 1, 2013 1:52 PM
30	Transitioning to a 4 day school week next year. Teachers were working 186 contract days last year, this year will have 169 contract days will have same number of student contact hours.	Jul 1, 2013 12:58 PM
31	We added three days back that were furlough days in 2013.	Jul 1, 2013 10:28 AM
32	.5	Jul 1, 2013 8:19 AM
33	3 Days increased	Jul 1, 2013 7:54 AM
34	No furlough days in the past 2 years	Jun 30, 2013 7:47 PM
35	We have no furlough days.	Jun 30, 2013 3:55 PM
36	Used 40% of the differential to keep the contract at 190 days.	Jun 29, 2013 1:14 PM
37	No furlough days in past, none added.	Jun 28, 2013 9:58 AM
38	At 187 now.	Jun 28, 2013 8:47 AM
39	3 days were added back. Still have 2 furlough days	Jun 27, 2013 8:43 PM
40	No furlough days	Jun 27, 2013 11:35 AM
41	We kept the 8 furlough days in place.	Jun 27, 2013 11:18 AM
42	No furlough days existed	Jun 27, 2013 11:13 AM
43	Didn't have any.	Jun 27, 2013 11:04 AM
44	Went from three furlough days down to two	Jun 27, 2013 11:00 AM
45	No furlough days again this year.	Jun 27, 2013 10:58 AM
46	2 furlough days were added back	Jun 27, 2013 10:58 AM

Page 4, Q26. What happened to teacher professional development days in the school district this year?

1	6 days of PD were added and teachers will be compensated at a rate of \$150 day. Teachers are not required to attend these days.	Sep 3, 2013 7:23 AM
2	Reduced professional development days to ensure adequate student contact time and a cushion for snow days	Aug 30, 2013 10:45 AM
3	added back three inservice days.	Aug 30, 2013 10:39 AM
4	added 4	Aug 27, 2013 10:59 AM
5	increased by adding back one furlough day	Aug 27, 2013 10:50 AM
6	N/A	Aug 27, 2013 10:23 AM
7	The district has adopted a late start Monday providing 1 hour of PD each week.	Aug 27, 2013 9:08 AM
8	More PD will take place during PLC time	Aug 13, 2013 3:50 PM
9	4.5 days removed	Aug 13, 2013 10:17 AM
10	Increased by one day over what was previously planned.	Aug 13, 2013 9:23 AM
11	Three days increased with a corresponding decrease in student contact days	Aug 13, 2013 7:59 AM
12	Total number of PD days are now at 8	Jul 11, 2013 1:50 PM
13	We added a professional day, however it is not part of their contract	Jul 8, 2013 10:39 AM
14	1 day returned	Jul 8, 2013 10:25 AM
15	We added an additional day with 40% Pro dev. money	Jul 8, 2013 10:18 AM
16	We added them back last year	Jul 8, 2013 6:58 AM
17	We added more money for the staff usage	Jul 3, 2013 10:48 AM
18	We added two back by slightly extending our day length. We will hold professional development the first Thursday and Friday of October.	Jul 3, 2013 9:40 AM
19	one	Jul 3, 2013 9:22 AM
20	One day added for common core standards before school starts	Jul 1, 2013 2:24 PM
21	1 day	Jul 1, 2013 1:52 PM
22	4 day school week allowed adding 6 professional development days over the previous school year.	Jul 1, 2013 12:58 PM
23	4 day school week has given district 15 professional development days each school year	Jun 30, 2013 7:47 PM
24	Providing a late start once a week.	Jun 30, 2013 3:55 PM
25	Both days added back were pd days.	Jun 28, 2013 8:47 AM

Page 4, Q26. What happened to teacher professional development days in the school district this year?

26	All days added back were PD days	Jun 27, 2013 8:43 PM
27	The district is going to a four-day week, so 10 Friday PD Days were added.	Jun 27, 2013 12:26 PM
28	2 optional PD days funded with Merit Pay money	Jun 27, 2013 12:25 PM
29	The three additional days via the supplemental contract were for professional development as directed by the building administrator.	Jun 27, 2013 11:13 AM

Page 4, Q27. Did the School Board negotiate other items into the master agreement in addition to salary and benefits?

1	Board agreed to share up to \$40,000 of carry over funds, if District had a carry over. District did--so all certified and classified staff split \$40, 000 based on FTE.	Sep 3, 2013 7:23 AM
2	Grievance Procedure, Work Year, Leaves, Class Size Goals, Association Rights	Aug 30, 2013 12:42 PM
3	Attachment sent via email	Aug 30, 2013 12:12 PM
4	Prep time, work hours stated, participation of union on interview committee for certified staff.	Aug 30, 2013 11:36 AM
5	committee membership, internal and forced transfer language	Aug 30, 2013 10:45 AM
6	grievance policy parent complaint procedure Hiring procedures	Aug 28, 2013 2:04 PM
7	duty free lunch into district policy	Aug 27, 2013 11:16 AM
8	Grievance procedure, work day, just cause, vacancies, evaluation, school calendar and in-service training, use of school mail, electronic means and bulletin boards	Aug 27, 2013 10:23 AM
9	Leave;Association rights	Aug 13, 2013 3:50 PM
10	reduced contract days.	Aug 13, 2013 10:17 AM
11	-Term of contract from 190 days to 188. -Reinstate the 2010-2011 procedural agreement into the negotiated agreement. -Contingency Clause- If the July 15th, 2014 Foundation Program Calculations show Best 28 week ADA Units exceed 64 and the entitled value is greater than \$20,00 as budgeted, then the excess amount over budget will be split 50% each to the district and the certificated personnel, not including the administrators in a one-time payment.	Aug 13, 2013 9:23 AM
12	class size; disruptive maintenance; leaves; grievance procedure; teacher evaluations; staff development. There was a push by the associations to revert back to the 2009-10 contract.	Aug 7, 2013 2:59 PM
13	MEA input re: the use of any "undesignated" revenue, such as Wyden \$\$; a perception survey of administrators completed by staff; remainder of MA agreement language in progress	Jul 18, 2013 12:15 PM
14	Discussion will continue	Jul 10, 2013 1:37 PM
15	30 minute lunch, working conditions	Jul 9, 2013 10:31 AM
16	Leave of Absence, Association Rights, Teacher rights, and various other items in the master contract. All items are already in our board policy. They wanted to add impasse, however we state following Idaho Code	Jul 8, 2013 10:39 AM
17	We added monet to the professional leave bank. We raised the tuition reimbursement amout and added to the total available. We added twodays of accred comp time through outside duty.	Jul 3, 2013 10:48 AM
18	Designated time in accordance with state labor laws	Jul 3, 2013 9:42 AM

Page 4, Q27. Did the School Board negotiate other items into the master agreement in addition to salary and benefits?

19	Duty free lunch for elementary certificated personnel Association rights to participate on the benefits and calendar committee	Jul 3, 2013 9:40 AM
20	Grievance Policy	Jul 3, 2013 9:09 AM
21	Changes to teacher evaluations. Minor word changes to the master agreement.	Jul 2, 2013 3:27 PM
22	30 minute lunch and grievance procedure	Jul 2, 2013 3:14 PM
23	Definition of a Professional Teacher; Certified Teachers Contracts; Policy Development and Committee Participation; Grievance Procedure for Certificated Employees; and Reduction in Force of Certificated Employees	Jul 1, 2013 2:24 PM
24	Grievance Leaves	Jul 1, 2013 1:52 PM
25	Everything that was transferred into board policy from old contract.	Jul 1, 2013 12:10 PM
26	RIF and Grievance were allowed back in	Jul 1, 2013 8:07 AM
27	Ability to carryover personal days	Jun 30, 2013 7:47 PM
28	Procedures to keep communication with the Board and Superintendent in place.	Jun 30, 2013 2:48 PM
29	Most of the old language was negotiated back in with attention paid to the laws that have been altered in the 12-13 legislature.	Jun 29, 2013 1:14 PM
30	The old master agreement and extra-curricular schedule	Jun 28, 2013 9:35 AM
31	Added back provisions related to transfer and work year.	Jun 28, 2013 8:47 AM
32	Adding language back in the Agreement that was allowable - five sections on transfer, grievance, duty-free lunch, reimbursement for credits and parental complaint.	Jun 27, 2013 1:18 PM
33	The team listed the items in the previous master agreement that we all wanted back in the master agreement. Those included leave procedures, teaching conditions (duty free lunch, prep time, hourly daily schedule), flexible spending accounts offered, professional dues, professional development reimbursement, and evaluations.	Jun 27, 2013 12:26 PM
34	Grievance procedure	Jun 27, 2013 12:25 PM
35	N/A- no 'ma' at Teton	Jun 27, 2013 12:15 PM
36	ASSOCIATION RIGHTS	Jun 27, 2013 11:41 AM
37	Added one personal day from two to three.	Jun 27, 2013 11:18 AM
38	RIF and Grievance are listed as stated in District Policy.	Jun 27, 2013 11:13 AM
39	Extra-curricular salary schedule Leaves Evaluation Procedure Less Than Full Time Employees	Jun 27, 2013 10:58 AM

Page 5, Q32. Did the School Board impose a reduction in force for teaching staff?

1	We reduced staffing with resignations and non-renewal of teacher on a one year contract	Aug 30, 2013 10:47 AM
2	N/A	Aug 27, 2013 10:24 AM
3	Attrition	Aug 27, 2013 9:45 AM
4	We used a RIF rubric that included evaluation, credits, and certification.	Aug 27, 2013 9:09 AM
5	2013 Idaho legislation	Jul 18, 2013 12:17 PM
6	We had a reduction in force last year	Jul 8, 2013 10:50 AM
7	Did reduce an administrative position for the next school year.	Jul 1, 2013 1:06 PM
8	teacher performance and seniority	Jul 1, 2013 12:12 PM
9	However, we did reduce 5.0 FTE by attrition.	Jun 29, 2013 1:16 PM
10	Staff was reduced due to a decline in enrollment. It was not imposed by the board.	Jun 27, 2013 11:34 AM
11	Grant funded positions eliminated.	Jun 27, 2013 10:59 AM

Page 5, Q34. If your school district does have a supplemental levy, in what year of the levy is the school district in?

1	Just passed 8/27/2013	Aug 30, 2013 11:38 AM
2	it starts this year	Aug 13, 2013 2:39 PM
3	This levy is for \$50K to help only our shop program.	Aug 13, 2013 10:47 AM
4	2013-14 year one of two	Jul 18, 2013 12:17 PM
5	We do this levy every two years so we are actually in our 8th year.	Jul 3, 2013 10:53 AM
6	It ended June 2013	Jul 1, 2013 2:39 PM
7	Indefinite term - more revenue this year from local sources than from the State.	Jun 29, 2013 1:16 PM
8	two of five	Jun 28, 2013 8:48 AM
9	For the 2013-2014 school year, we will be in Year 5 or a Five-Year Supplemental Levy	Jun 27, 2013 1:21 PM
10	started in 2007	Jun 27, 2013 12:16 PM
11	The supplemental levy has been a one year levy	Jun 27, 2013 11:21 AM

Page 5, Q38. If the school district does pay above the State Salary Schedule, what percent above does the school district pay?

1	\$5,000 move on average	Aug 30, 2013 4:50 PM
2	difficult to answer....intervals are the same, now...3.75, our base is 4% of state funding base	Aug 30, 2013 12:53 PM
3	11.3%	Aug 27, 2013 9:45 AM
4	We returned to the 2008 State Base of \$25,000 something.	Aug 27, 2013 9:34 AM
5	It depends on the placement on the salary schedule.	Aug 27, 2013 9:09 AM
6	This is understaffing money used to help teachers- we are on the salary schedule otherwise.	Aug 13, 2013 10:47 AM
7	between 11 and 16%.	Aug 13, 2013 9:39 AM
8	14%	Aug 7, 2013 3:04 PM
9	Negotiated / adopted state salary schedule for 2013-14 and beyond	Jul 18, 2013 12:17 PM
10	We pay .05% above state and our base is above the state	Jul 8, 2013 10:50 AM
11	18%	Jul 3, 2013 9:25 AM
12	14 percent, do this to retain staff without losing them to surrounding districts	Jul 1, 2013 11:50 PM
13	only for employess above minimum salary	Jul 1, 2013 1:06 PM
14	11-12	Jul 1, 2013 8:09 AM
15	I'll get back to you on this one.	Jun 29, 2013 1:16 PM
16	No way to calculate. Average salary is above state average salary	Jun 28, 2013 8:48 AM
17	Use supplemental levy to allow us to be competitive with Washington (Clarkston, Asotin and Pullman), Moscow, Lapwaih and others in Region II.	Jun 27, 2013 1:21 PM
18	Difficult question to answer as there isn't a formula that matches up accurately to all positions on the salary scale.	Jun 27, 2013 11:02 AM