

Negotiations meeting February 12, 2015

MEA representatives: Kelli Cullen, Kurt Dorn, Sue Colvard, Melissa Barham

DSC representatives: Alex Simpson, Lil Folkner, Barbara Leeds

Scribe: Trish Duncan

Minutes from the January 8, 2015 were reviewed and corrected prior to approval by the group.

Barbara Leeds introduced Drew Ranstrum and Roberta Russell from Moreton and Company. Ms. Russell and Mr. Ranstrum provided an overview of usage, trending and the projected premium increases for the next plan year. As the contract year has been changed to January through December to match the open enrollment period, usage and projected premiums could continue to change. There was also a reduction in the number of staff participating in the plan when the transportation department was moved to a private contract. That change will continue to be reflected in claims and data used to determine premiums.

Article IV – sick leave

Barb reviewed proposed changes to the document, explaining that our district will accept more than 90 days of transferred sick leave from another district, but PERSI will only accept 90 days as described in Idaho Code. The number of days an employee is absent from work before furnishing a doctor's certification is given to Human Resources will change from ten to five to mirror policy. The return to work verification will be submitted within five days instead of the ten stated in the document. Barb was asked to research whether there is a cap on the number of sick leave days that can be accumulated under PERSI regulations. She will report back at the next meeting.

Article III – Section 125 Cafeteria Flexible Benefits Plan

Barb proposed revisions to the current year (2014-15) document that align the wording with what is practice. A tentative agreement was reached by both sides on the following revisions:

For each part-time Certified Professional Employee working equal to or greater than thirty (30) hours but less than forty (40) hours per week, the Board agrees to provide prorated employer-paid **medical insurance** ~~fringe benefits~~.

Certified Professional Employees at less than thirty hours per week are not eligible for employer-paid **medical insurance** ~~fringe benefits~~.

The group will look at the Section 125 Cafeteria Flexible Benefits plan for the 15-16 school as part of the negotiation process.

Barb will invite Kate Muldoon to a future negotiation meeting to discuss the wellness program.

Both sides will bring non-money related issues to the next meeting which has been set for February 26th at 4:30 p.m.

The meeting adjourned at 5:45 p.m.