MEA Bargaining 2026-2027
Sesson #2
Monday, July 20, 2026

Those present: Pat Barber, Christina Britton, Willie Clark, Valerie Finnegan, Silvana Ianinska, Derek Jensen, Julie Kerber, Helen King, Brian Kirchberg, Rob Lyons, Mitcheal Pearl, Bruce Proud, Sharon Scarbrough, Rachel Sellers, Jon Syre, Evelyn Townsley, Mark West, and Mercedes Wildman.

Meeting began at 9:24 a.m.

Mark West (MW) – Welcome back. Reviewed the verbal proposal and tentative numbers. We haven't talked about the process and the specific deadline for eligibility for TSIA. We recognize that with the specifics of the deadline, we are going to be specific on the deadline.

Bruce Proud (BP) – We have been looking at other issues. It's a real concern that FES is being used as a reduction of the money. I don't see this as part of the conversation

MW – It actually is apart of the bigger context that we get from the state. It's not going to matter at the end. FES students TSIA dollars are coming out. We need to agree that the total amount of dollars that we get from the state goes to the teachers. It really is the total amount that we are looking at.

BP - Is the percentage of the total dollars. Final student allocation and dollars. TSIA –

MW -1.06% of the total FEFP.

BP - When will we know that? You took out the FES when that's already been deducted from the FEFP. You're taking it out twice. You want us to agree on something when we don't know how much money you have.

MW – What we need to agree on is the process in place that all the dollars we get will be going to the teachers. Based on the FEFP. It's a process we are negotiating. The number that we have is the number that we have to negotiate.

BP - Does the process include FES students?

MW – I feel like we've answered that question.

BP - You gave us a chart that included FES students subtracted.

MW - Yes with the dollar amount

BP – It's not part of the law. I don't see how we get to an agreement if you subtract the FES students out.

MW – Can we agree that if they are taken out can we get an agreement on that.

BP – They're going to give you a total amount. No where have they said the FES students need to be subtracted. That's not the number your giving us. It's less than what it should be. I think 2.1 million is closer.

MW – So we can't move forward

BP – Not with these numbers. Do we have a process?

MW – The total dollars are to be distributed. Adjusted amount is $2400. We have found more teachers that are eligible. 1078 are currently eligible.

BP – Can we get a list of those eligible.

MW – Yes. We have a list and get that to you.

BP – We have a list of issues we want to address: Performance Degrees, Retention and Employees that are being excluded. We are asking if it is the intent of the district to carve out individuals and that there are others who are excluded. Nickel compression on the para schedule. Those are all financial issues. We have para's duties concerns… extra duties and doing others' jobs. Other minimal language that needs updating to keep up with the world. This is a full book, and we have duration clause and the length of the contract.

MW - A couple of questions- What were the enhancements within the supplemental schedule? And what did you mean by the para coverage of other duties? We have a hard deadline of 11:00 a.m. so we'll take a quick caucus.

BP – I think we will stick with the issues we discussed.

Caucus 9:49 a.m.

Reconvened at 10:14 a.m.

MW – We've reviewed your list of items. I want to review. In regard to performance pay… this year we do not have to differentiate. If you would like to propose differentiation.   Retention Supplement: 35 eligible for 16+ years and 45 eligible 25+ years. We are not anticipating any increases in supplements because we have addressed those in past years. We are not addressing the change in coaching supplements. As far as the Para's are concerned. I hear you are concerned about jobs. What concerned me was that Para's are working outside their duties and we definitely want to know about those instances. We do want to engage in language changes to keep everything relevant. As for the CBA, we are fine with the 3 years and consider that reasonable.   Looking at just the TSIA dollars we want to propose and the total economic package. Rachel Sellars has done an amazing job on the budget that was presented to the board already.   We've set aside a certain amount of dollars for each group. Keep in mind that when we set aside those dollars, we were not aware of how scripted the TSIA dollars were going to be. SDMC Offer as of 7/20/2026 distributed proposals for Salary increases: Teacher = $3,901,703 – (2,592,845 TSIA) = 1,308,858   Para = $148,129 Step Increase In addition we have had Health Insurance proposed changes from the committee for a Rate Increase of 10% and Potential Plan Design Changes of 0.9%.

BP – How many meetings have there been to discuss these changes?

Christina Britton (CB) - These changes were proposed since 2024. This year the committee discussed both a rate increase and plan changes. We haven't had any plan changes in over 10 years.

BP - The Proposed Change sheet doesn't have a % listed. Is there any reason that this isn't listed. I assume that it is a 10% increase.

CB - I was trying to get it all on one page. It is an increase of 10%. The increase can range from $5.00 to $119.00 per month.

BP – There have been premium increases over the years.

CB – Yes there have.

MW – Finally we have referendum dollars that goes to teachers and paras. Want to make sure that is part of the package as well. I want to point out the changes that have taken place due to the Tax Collector. Our Board is proposing to keep it a the amount from the previous year.

BP – It seems that the District has no intention on pursuing

Rachel Sellers (RS) - The district has sent a letter to the Tax Collector asking that the money be returned and he stop taking it in future. The County Commissions Tal Siddique has indicated that he will be proposing at the commission meeting next week that the county repay the district, the funds that were withheld by the Tax Collector.   We do see that he is still taking it out.

BP – So he is the only one benefitting from the increase because his is a percentage.

MW – The board has made the decision to use last years number as a baseline.

BP – What is the exact amount paid to the employee

MW - Paras $3,598.00 difference of $463.00 Teachers $9,537.00 difference of $317.00

BP – Where is this money coming from to pay the difference because it's roughly a million dollars.

RS – It would have been used for other programs.

BP – It's still referendum funds.

MW – Yes

BP – Ok, we will review your proposals

Adjourned 10:50 a.m.