

FOP Negotiations

11.6.25

Admin Building

Present: Laurie Dart, Michael Vigue, Carly Spicer, Dena Collins, Stephanie Woodford, Gary Jeppesen, Officer Dan Churchill, Alex Morton, Ken Afienko, Officer Calvin Gordon

Welcome and introductions from the team. Officer Churchill begins today with speaking about his diverse group, the coms center and the officers. The counter proposal from FOP is as follows: the team is appreciated, and the job is tough- the goal is to come to resolution and be a voice for the members. They understand there is a financial issue. FOP will accept the 1% on the current salary chart on the condition that everyone is moved up to one level in April. They will accept the two payments of \$150 each. The current proposal is for current employees. The school board and leadership team going forward our district is financially sound. Two employees are leaving for a higher paying job. 10 are 10- month and 23 are 12 months. Officer Hanson is retiring in March.

Ms. Woodford asks about what the members felt about the raise they are getting currently that is approximately 8%. Officer Churchill states that the referendum is from the taxpayers. The district put 60 million on the line to get this increase for support employees. Officer Churchill shares they have a vocal group, and they feel they should be in a different pay grade.

Laurie Dart shares the FOP and is asking for a 4.25% increase and \$300. This would be for people employed as of November 1. You are asking us to negotiate now for next year. Ken Afienko shared the group is worried that the referendum may go away in four years. The district finds it difficult for the union can't sell a 12% increase in salary.

Ms. Woodford shares it difficult for us to sell your group, receiving a larger increase than other groups. We do this to be respectful to others that are non-represented employees.

Caucus at 11:22 am

Return from caucus at 11:29 am

Ms. Woodford shares that we cannot treat this group differently than other groups. We currently closed the financial books yesterday from last year. Financially we have made our best offer. Our counter to you which is 1% bucket of money to look at how to spend the money. The value of this is \$24,000.

Caucus at 11:34 am

Return from caucus at 11:52 am

Officer Churchill has advice from his attorneys, and they agree mostly. They are asking to add 1% to their current salary slot.

Ms. Woodford shares that if this is ratified and approved, we can do the winter bonus prior to the winter break.

Meeting ends with next steps for FOP to bring MOU to TA. Meeting adjourned at 12:01 pm