

## Negotiations in 2013





### 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
<b>answered question</b>			<b>59</b>
<b>skipped question</b>			<b>37</b>


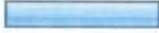

#### 5. If so, what percent of representation was the local bargaining unit able to prove?

		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
<b>answered question</b>			<b>51</b>
<b>skipped question</b>			<b>45</b>





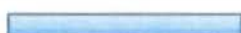


## 6. With whom did the School Board negotiate?

		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
<b>answered question</b>			<b>76</b>
<b>skipped question</b>			<b>20</b>

## 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
<b>answered question</b>			<b>72</b>
<b>skipped question</b>			<b>24</b>








## 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
<b>answered question</b>			<b>77</b>
<b>skipped question</b>			<b>19</b>









## 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
<b>answered question</b>			<b>79</b>
<b>skipped question</b>			<b>17</b>


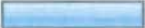

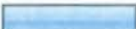


10. How many hours did the two parties spend negotiating both in public meetings and caucus?

		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
<b>answered question</b>			<b>79</b>
<b>skipped question</b>			<b>17</b>




## 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
<b>answered question</b>		<b>74</b>
<b>skipped question</b>		<b>22</b>







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
<b>answered question</b>			<b>78</b>
<b>skipped question</b>			<b>18</b>





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
<b>answered question</b>			<b>77</b>
<b>skipped question</b>			<b>19</b>

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
<b>answered question</b>			<b>80</b>
<b>skipped question</b>			<b>16</b>

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
<b>answered question</b>			<b>76</b>
<b>skipped question</b>			<b>20</b>



**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
<b>answered question</b>		<b>74</b>
<b>skipped question</b>		<b>22</b>

**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
<b>answered question</b>		<b>76</b>
<b>skipped question</b>		<b>20</b>

**18. Who made the first demand or offer?**

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






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

		Response Count
		67
		<b>answered question</b> <b>67</b>
		<b>skipped question</b> <b>29</b>








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

		Response Count
		69
		<b>answered question</b> <b>69</b>
		<b>skipped question</b> <b>27</b>

## 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
		<b>answered question</b>	<b>81</b>
		<b>skipped question</b>	<b>15</b>

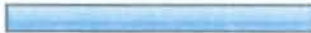

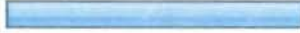



## 22. If there was an increase in teacher's salaries, whether by movement on the grid or an increase on the grid, what was that percent?

		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
		<b>answered question</b>	<b>69</b>
		<b>skipped question</b>	<b>27</b>

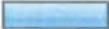
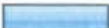


23. If there was in decrease in teacher's salaries, what was that percent?

		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
<b>Employees are paying a bigger share of the premium</b>		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
<b>answered question</b>			<b>54</b>
<b>skipped question</b>			<b>42</b>



## 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
<b>answered question</b>			<b>69</b>
<b>skipped question</b>			<b>27</b>



## 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
<b>answered question</b>			<b>81</b>
<b>skipped question</b>			<b>15</b>



**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
<b>answered question</b>			<b>21</b>
<b>skipped question</b>			<b>75</b>


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

		Response Percent	Response Count
Yes		51.5%	17
No		48.5%	16
<b>answered question</b>			<b>33</b>
<b>skipped question</b>			<b>63</b>





**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
<b>If so, what criteria was used to determine which staff were reduced?</b>			<b>11</b>
<b>answered question</b>			<b>78</b>
<b>skipped question</b>			<b>18</b>















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

		Response Percent	Response Count
Yes		86.3%	69
No		13.8%	11
<b>answered question</b>			<b>80</b>
<b>skipped question</b>			<b>16</b>

### 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
<b>answered question</b>			<b>68</b>
<b>skipped question</b>			<b>28</b>

### 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
<b>\$39,001 - \$40,000</b> 	<b>17.6%</b>	<b>13</b>
\$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.

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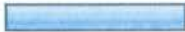

answered question

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	<input type="checkbox"/>	4.2%	2
.6 - 1 percent	<input type="checkbox"/>	10.4%	5
1.1 - 1.5 percent	<input type="checkbox"/>	8.3%	4
1.6 - 2 percent	<input type="checkbox"/>	8.3%	4
2.1 - 2.5 percent	<input type="checkbox"/>	6.3%	3
2.6 - 3 percent	<input type="checkbox"/>	4.2%	2
3.1 - 3.5 percent	<input type="checkbox"/>	2.1%	1
3.6 - 4 percent	<input type="checkbox"/>	4.2%	2
4.1 - 4.5 percent	<input type="checkbox"/>	2.1%	1
4.6 - 5 percent	<input type="checkbox"/>	4.2%	2
5.1 - 5.5 percent	<input type="checkbox"/>	8.3%	4
5.6 - 6 percent	<input type="checkbox"/>	2.1%	1
6.1 - 6.5 percent	<input type="checkbox"/>	2.1%	1
6.5 - 7 percent	<input type="checkbox"/>	2.1%	1
7.1 - 7.5 percent	<input type="checkbox"/>	4.2%	2
7.6 - 8 percent		0.0%	0
8.1 - 8.5 percent		0.0%	0
8.6 - 9 percent	<input type="checkbox"/>	2.1%	1
9.1 - 9.5 percent	<input type="checkbox"/>	4.2%	2
9.6 - 10 percent		0.0%	0
<b>More than 10 percent</b>	<input type="checkbox"/>	<b>20.8%</b>	<b>10</b>




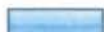


If more than 10 percent, please explain.

18











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
<b>81 - 85 percent</b> 	<b>49.3%</b>	<b>37</b>
86 - 90 percent 	32.0%	24
91 - 95 percent	0.0%	0
	<b>answered question</b>	<b>75</b>
	<b>skipped question</b>	<b>21</b>

**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
<b>71 - 80 percent</b>		<b>20.0%</b>	<b>13</b>
81 - 90 percent		6.2%	4
91 - 100 percent		7.7%	5
		<b>answered question</b>	<b>65</b>
		<b>skipped question</b>	<b>31</b>

