

MEA Bargaining 2017-2018
Session #1

Tuesday, August 1, 2017

Those present: Carl Auckerman, Pat Barber, Sara Brown, Ron Ciranna, Melissa Cohen, Jacob Davis, James Horner, Helen King, Brian Kirchberg, Angela Lindsey, Steve Motkowicz, Melanie Newhall, Bruce Proud, Rebecca Roberts, Lesli Strickland, Jon Syre and Dawn Walker.

Meeting began at 4:22 p.m.

A sign-in sheet was circulated.

Ron stated that management wished to record the session. Bruce asked how we would know if the recording would pick up everything. Ron said that we could try it and see if we want to continue recording in the future. Bruce asked where the MEA team will caucus. Ron said that MEA can caucus in the same room, 203, and the recording will be shut off during caucus periods.

Members of each team introduced themselves.

Management distributed an agenda.

Bruce asked management's view of what to expect from negotiations. What will the process be? Collaborative or traditional?

Ron stated that he hopes for open relationships. This is an introductory meeting. There are several articles that the district would like to discuss. He was sure that there are items the union would like to discuss. Some articles might not be relevant anymore. In terms of teacher recruiting we need to look at new teachers and new hiring earlier. We are losing ground to other districts. Management hopes to address this more in a collaborative method. Management wants to move at a fast pace with ratification sometime in September. School Board and the district would like to move forward. Management will be open and candid about budget. Want to share information with MEA. A big concern is with the length of salary schedule. Would like to compress if possible. Make it more compact to make more easily understood for employees and for recruiting. Hope to have an open dialogue with no hidden agendas. Would like to meet on a regular basis. Coordinate calendars to come to agreement early on. How about you? What is ideal relationship?

Bruce stated that MEA enjoys a more open process. MEA prepared a list of information that is needed and will provide that today. It is not the be all end all. MEA prefers to get information in advance to do ground work. The more open exchange of information the better we can be. The goal is to get an agreement and get it ratified. MEA sees some issues to resolve such as compressing a salary schedule. It becomes more complicated than what it looks like.

Ron stated that Bruce is good with numbers.

Bruce stated that there are constraints under the law and we have to meet those expectations. That has become increasingly harder over the last couple of years. He stated that MEA doesn't know we want to open the whole contract article by article. MEA wants to air issues everyone has and resolve.

Ron suggested that next time we bring articles we have concerns with and discuss at that time. Those that don't match up we can prioritize. In same vein, do you want to have exchange prior?

Bruce replied that it usually works best to air issues so we understand what concerns are.

Ron stated that we can voice concerns with whoever has opinions.

Ron asked Rebecca to address the budget.

Rebecca stated that the district is still in the process of closing out the '16-'17 school year. She got new numbers today that need to be incorporated. Anticipate having final numbers the last week of August. This is before the final numbers are audited and before the Annual Financial Report (AFR) is available. The district did better than expected in 16-17 due to high levels of attrition. Utility costs were down due to a mild winter. Put together budget for 17-18. Set aside reserve for potential salary adjustments which is \$3.7M available overall. Board's new policy states that they will build reserve to 5% over time. Goal for budget is to have 4% in reserves for 6/30/18.

Bruce asked when the board decided that.

Rebecca stated that it was the last board meeting in June. Board policy is available on the district's website. The language has been available for quite some time. She then stated that's the budget in a nutshell. Tentative budget will be workshopped next Tuesday. Presentation will be available online and will be published today.

Regarding health insurance, Sarah stated that the district doesn't have the final numbers from Aon. We are waiting on numbers through June 2017. She stated that we may not need to have particular changes to the plan. Full plans may be able to be available as adjusted last year. Management would like to discuss having a health clinic with the option to be discussed of a \$0 cost plan. No out of pocket costs for lower paid plans. The intent is for all employees to have that benefit. This is to be discussed as we work with ad hoc group of health insurance committee.

Lesli stated that the idea is for the premium to be \$0 and to incorporate that plan with the use of the clinic. Health plan is doing very well with the changes we have made. The changes have had an impact to the bottom line, and that's a good thing.

Sarah stated that the focus is on wellness.

Bruce asked if there had been a request for proposals (RFP) on the clinic.

Sarah stated that Bill Kelley is working on that.

Bruce asked where funding would come from.

Rebecca stated that capital funds would be used for building out of the clinic. The vendor would bring equipment for initial setup. She stated that we have yet to discuss where the operational funding comes from, out of operations.

Bruce stated that there was discussion last year about district contribution to the health insurance fund.

Rebecca stated that no increases or reductions are anticipated for the board or employees. Let me rephrase - Do not anticipate board share being reduced. Rebecca stated that migration was larger than anticipated. People are going to lower cost share – affecting board share and member share. Probably reduction in overall cost to both Board and employee. No reduction in particular premium share.

Bruce asked if financials will be discussed in the health insurance committee (HIC).

Rebecca said yes.

Bruce presented Ron with MEA's request for information.

Bruce stated that we knew there are issues related to payroll, extended day, longevity

Ron stated that they will meet with superintendent and finalize this week. He stated that the district sent 2 MOUs to MEA – one from Cyndi, one from Sarah.

Bruce stated that MEA still has questions remaining for those.

Ron stated that if MEA needs to meet with Rob or Amanda let Ron know. He can coordinate. What do you want to do as far as schedule?

Sarah asked if we had planned to meet every other week like last year.

Bruce stated that it depends on everyone's schedule and how much time is needed to work through issues. Knowing what the issues are we might be able to work through calendar from that.

Next meeting – Monday, August 14, 2017 at 4:30 p.m.

Rebecca asked about request 1 – teacher bargaining unit salary schedule. She stated that depending on the outcome of the MOU the salary for those 177 could change. She stated that she can produce the schedules and have them for MEA. Teachers receiving longevity in '16-'17 depends on what is agreed to between the parties.

Bruce asked Rebecca to feel free to call for clarification anytime that she feels has questions. Further, Bruce emphasized that these negotiations are for teachers and paras. MEA doesn't want to leave out paras. We are negotiating two contracts.

Ron thanked Bruce for the clarification.

Meeting adjourned at 4:50 p.m.