

MEA Bargaining 2017-2018
Session #2

Monday, August 14, 2017

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

Meeting began at 5:01 p.m.

Management distributed an agenda and minutes they took of the previous session. Ron asked if MEA wanted to exchange notes. As management indicated that they would be recording the meetings Bruce anticipated receiving a copy. Ron said he would get MEA a copy of both last week's and this week's recording.

Management distributed a 6-page list of articles they are interested in opening. Ron indicated that he was waiting for principals to give their input on any additional items to include.

Status of MEA data requests

Ron stated that they have most information prepared. He will send it out. Ron indicated that management could provide documentation on most everything. On some things they have no information. Management will provide the bulk of the information by the end of the week.

Status of Memoranda of Understanding (MOUs)

Regarding the MOU on Teacher Pay, Ron stated that he wants to schedule a meeting with MEA and CIBER about ERP. Ron indicated that the two other MOUs (Professional Learning Wednesdays and Educational Emergency Schools) was something that Pat could discuss when she meets with Deputy Superintendent Saunders and Superintendent Greene.

Exchange of contract articles

Sarah stated that the district is replacing JDE with PeopleSoft system. She stated that there are things in the contract that have a shelf life that need to move on.

1. Dues deduction – still based on when we used to get paid once a month. Just cleanup.
2. Uniform Assessment - Need clarification on what some things are and if we need to keep them.
3. Article V – working conditions record days – In the past we used to not do electronic. We're more tech savvy now.
4. HQ teachers – legislation changed that. Does not need to be part of language anymore.
5. MTI – It's now MTC. Address some terminology to make it up to date.
- 6 and 7. JDC – there may be better ways to understand language. Not as attuned to now because 2 separate contracts (regular school year and summer).
8. Guidance counselors – working additional hours. Want to look at what we need to do if anything about those hours. Looking at clarification and potential changes to language.
9. Pay for other assignments. Want to look at what we need to do if anything about those hours. Looking at

clarification and potential changes to language. If you reference it looks like articles referencing are not correct. Language cleanup. Article needs to be corrected.

10. Sick leave – clarification on language.
11. Posting of vacancies – already made changes through MOUs. Cleanup, such as reference to PATS.
12. Sick leave statement – ERP – going to be a whole section of employee self-service. This will allow you to do and see a lot more. More transparency. May be some need to change some language because of new system.
13. Compensation and health insurance – for discussion. Want to clarify some language.
14. Term Life Insurance Policy - Some talk about ‘salary,’ some talk about ‘earnings.’
15. Codification of salary guidelines and fringe benefits – talks about when we collapsed salary schedule. This may or may not need to stay based on where we are.
16. Teacher pay semi-monthly – MOUs
17. Payroll errors – Management did not elaborate.
18. Curriculum development and special projects – looking at that with non-contracted hourly. Leave rate or hourly rate? See what we come up with.
19. Grievance procedure – review it. Review and reflect and see if we need to make adjustment.
20. 2015-2016 Salary Supplement Schedule – should be Section 23 instead of 24. If updated supplements have to look at that.
21. Donation of sick leave authorization form – This form can be automated in new system.

Management has a similar chart for the paras. Some dates are different. For example, 6/1 was hard date for when we would notify teachers of next assignment. We made adjustments that are not updated in the contract language.

Bruce presented MEA’s issues. Longevity. Extended workday. We know there is some work needed around that language. ERP is an issue. A meeting with ERP would probably facilitate the issue a lot.

Health insurance – what’s going on with the clinic?

Sarah asked if L300 is part of the Educational Emergency MOU.

Bruce said that there is separate legislation. Particularly schools on extended day not in L300 process.

Ron asked with that MOU would MEA want it addressed with curriculum and instruction present at a bargaining session or at a smaller meeting similar to the ERP conversation.

Bruce said we would need to have a caucus to address the issue.

Ron asked if Bruce wanted to approach like Pinellas.

Bruce said not looking to pattern language.

Bruce stated that some issues could be contentious depending on what management wants to do with them. Hopes that management has some plan to bring language or proposals.

Ron said he can bring proposals. Principals have proposals such as on the issue of leaves and working somewhere else and holding positions. Ron stated that he did not have time to put those on the list. Principals are meeting Wednesday, and he would bring back some language to look at. MEA can make counterproposals if deemed necessary.

Ron asked if MEA needed to caucus.

Bruce replied 'yes.'

Ron stated that after caucus we can get together to decide what to bring back next time.

Caucus at 5:27 p.m.

Reconvened at 5:54 p.m.

Ron asked what the next steps should be.

Bruce suggested we schedule another meeting.

Ron asked if there were any preferences. Wednesday, 8/30? Looks good. 4:30 – 6:30. Anything specific on the agenda? Do you want proposals?

Bruce – that makes sense.

Ron stated that the district will put together language. Meanwhile we will schedule another meeting separately. Ron will have Marilyn contact Pat with suggested dates and times.

Meeting adjourned at 5:57 p.m.