

MEA Bargaining 2019-2020

Session #3

Monday, November 4, 2019

Those present: Pat Barber, Linda Bryan-Beachler, Kara Carney, Willie Clark, Jacob Davis, James Horner, Heather Jenkins, Helen King, Brian Kirchberg, Rena Morano, Melanie Newhall, Bruce Proud, John Rikard, Lesli Strickland, Tammy Taylor, David Underhill, Bill Vogel, Doug Wagner, Dawn Walker and Genelle Zoratti-Yost.

Caucus began at 4:39 p.m. Meeting began at 5:36 p.m.

Agenda

Welcome ▪ Approval of 10/23/19 minutes ▪ Board Proposal Teachers ▪ Board proposal Paras ▪ Longevity Clarification ▪ Appendix A ▪ Health Insurance Coverage Teachers ▪ Health Insurance Coverage Paras ▪ Vacancies ▪ Wellness Program - Approval

Minutes of 10/23/19 were approved.

Board Proposal Teachers

Bill stated that he had another proposal based on input given. Trying to be responsive from last session. Move to 4/3 model for teachers + \$100 COLA. Handout provided. Because 4/3 a little less than COLA. Listened to what you said about longevity and were able to move some from longevity. Based on Bruce's information lowered amount. Gave more money for 4/3 and \$100 COLA.

Longevity Clarification

Bill said that he has a proposal that will tighten up on when we adjust for longevity. There is a problem with contract language changing from consecutive to accumulative amount of longevity. People who don't have ability to identify people who don't have experience that's not consecutive. Proposal for language to put timeline on when teachers feel they have longevity that is not consecutive. This puts the onus on teachers so district is not doing this all year.

Next proposing language would feel to enable us to make proposal along with longevity. People who earned their years consecutively are not the problem. Bill read language from proposal. Handout provided.

Management can provide a roster of consecutive service who will be eligible. This would be for those who believe they had breaks and think they will become eligible. Gives comfort for transferring money out of longevity. Tied in with that.

Board Proposal Paras

Percentage is 3.67%. Worked to try to get paras caught up over several years. That will take care of this issue. Handout. Tried to work toward meeting association half way. Don't think proposals are unreasonable just that we're at our limit with dollars. Any questions, Heather or Jacob can answer. Based on previous methodology.

Appendix A

Small modification on appendix A. Salary schedule. Handout provided. Deleted clause about eligible teachers.

Health Insurance

Streamlined this language. Handout provided. Simplified it and make everyone's coverage continue until 7/31. Something more beneficial for everyone. If teacher resigns during year coverage continues until end of month. If completes year then employee has not had a break in service. Benefits continue. By adding if they resign or terminate then this helps them not want to turn into resignation so they can keep their coverage. I think we reached something we all can live with and better for teachers.

Same language in para contract. Handout provided. Self-explanatory on paras. Same language.

Vacancies

Deleted language that has never been used since we've had the MOU in place. Do not believe it's a hardship to do that. Handout provided.

Wellness plan

All we need to do is just capture in minutes is that it's ok to move forward. HIC has already approved recommendation. Just need to say we agree. Handout provided.

Attempted to address areas not in agreement on since last meeting.

Caucus at 5:55 p.m. Caucus adjourned at 7:22 p.m.

Bruce said that MEA had an opportunity to discuss all proposals and counters. Clarifications that we would like to find out more about. Start with longevity. Although we don't have a huge issue with timelines and cutoff there are concerns about how someone would meet deadline without it being ratified. Hard to get communication that they could get something to meet deadline. Would the notification be that the teacher would send to HR stating that I think I'm eligible?

Jacob said that we have a list of those eligible based upon PeopleSoft hire rehire date. Close to JDE. Data was cross referenced with JDE. Subset of original hire date data. That's the vast majority of people. There are also people who came forward often don't know if they got longevity or not. This goes back to the old schedule. One year was one step. 16 to 17 and 24 to 25 big jumps. Here almost exactly same adjustment. Doesn't look like they got it through step or longevity supplement. Not easy to see through schedule progression.

Bill said that the district has flexibility on date. If someone has a question, how would that work?

John said that if a person is not on the longevity list and they feel there is a year or years we didn't consider that they provide us with data they think is not being considered.

Jacob said that this requires pulling personnel files. Gives us a box to start looking into. After ratification 2 month window or something like that. Hopefully to resolve it a couple of months after that. Agreed upon notice to HR to track it as first in, first research so that people will understand it will take 4-5 weeks to research. Only fair to address first request first.

Bill said that we can put date/timeline we could agree on. Would assume association could send something out to members.

Bruce asked how a person would know if they are or are not on the list. We would agree 2 months or 60 days. 60 days to us is workdays under that contract. 60 days from ratification of contract.

Bill asked, can we see how that will work out. Within 60 workdays of ratification of contract.

Bruce said we had a lot of conversation about health care termination process and just want to touch base on how this interacts with 3 and 6 and implementation of it so not sure we're not missing something. Took out section related to people hired at start of year.

Bill said that the language was confusing and asked Lesli to explain.

Lesli said the district wants to simplify entire process. Extend coverage through 7/31. For programming system with termination rules having that same date simplified process with payroll. Formula in the program that can be run and take extra deductions to cover them through July regardless of when they were hired in year.

Bruce asked, there would not be deductions prior to when they were hired?

Lesli replied, correct. On June 10th would pull all deductions to cover until 7/31. Helps with process. With COBRA notification if someone is rehired and they're starting back in August if ending end of July it becomes moot.

Bruce addressed appendix A language. No concerns as long as it is included in final salary proposal. As long as it's there as part of people receiving.

Bill replied, yes. Talked about that. We're concerned but left it that way.

Bruce said that vacancies language is acceptable as well as wellbeing proposal and HIC recommendation as referenced here.

Lesli exclaimed woo hoo!

Bill said that he enjoys working with association on language that it mutually beneficial.

Bruce said he agreed, that is the best way to get language and get it implemented.

Bruce said that leaves us with salary. Talked about meeting in middle. Not exactly the same definition. 400 and 100 is not middle. Know you didn't say that with paras. Reluctance to resolve this. So is there any way to make any other movement?

Bill said that they went back over time and looked at any other opportunities to increase COLA or add additional dollars to para schedule and were unable to come up with any more for that. Big stretch. Did this by listening to concerns about longevity. Changing model. Feel this is in light of our budget this is as far as we can go right now. Tried to pick up on COLA concept. Last time disagreed. Adding \$100 to COLA. Your interpretation and our interpretation of statute may not be the same but willing to take that risk and accept your concept of a COLA because of the percentage.

Bruce said, I think it's clear in law in terms of how they relate with language and each other.

Bill said that we are accepting that, your interpretation. It's as far as we are able to go.

Bruce asked, can I just have a couple minutes? Don't go far.

Caucus at 7:40 p.m. Reconvened at 7:47 p.m.

Bruce said that it appears we are very close to having agreement. Clarifying that it is retro to July 1, 2019?

Bill – (writing on proposal) Yes.

Bruce, I was a little worried you didn't say 'yes' right away!

Genelle said that he was writing notes!

Bill repeated, yes.

Bruce said I believe we're in agreement.

Bill said, that's great. Wish we could have done better. Appreciate working with you. Hopefully we can work with legislature.

Bruce said that he will be monitoring budget to see that superintendent isn't spending money on things we will have to call you out on.

Bill said that we should have data on sub issue for discussion in future. Maybe we can talk about next steps. Timelines. Have a meeting with all people impacted before ratification. HR and Payroll, Pat and you to get together and whoever to know what we've agreed on. People who have to put things in place.

Jacob said that as far as raise implementation, updating tables is quick. Payroll requests raise and retro on same payroll period. That's difficult. Plethora of different items payroll has to take care of in short timeframe.

Heather said that W2s and 1099s at end of year. ERP working on retro tool to smooth process. Was done manually. Asked for tool. 1st phase being tested. Should know Thursday don't know when completed. By end of year hoping.

Jacob said that in regard to retro pay that the district wanted to do it in the fashion employees used to see it – number of checks out of 24. 1/24.

Heather said that would make it easier to understand. Eliminate need for information sheet.

Bill stated that we normally do a joint press release. Pat, do you want to start a draft?

Pat said sure.

Bill asked Pat if MEA has a tentative date for ratification?

Pat replied no.

Bill said that there are many positive things going on in Manatee County.

There was a conversation about FEA's Fund Our Future FL campaign and tomorrow's bus tour visit to Rogers Garden Bullock Elementary/

Implementation meeting scheduled for Wednesday, 11/20/19 at 10 a.m.

Bruce and Bill signed off on language and salary proposals for teachers and paraprofessionals.

Bill said that Jacob will adjust placement schedules as appropriate, too. Next steps – 11/20 at 10 a.m. John will lead that. Pat and I will work on press release. Nothing goes out until press release done. Works better that way.

Meeting adjourned at 8:05 p.m.