

MEA Bargaining 2021-2022
Session #2

Monday, November 17, 2021

Those present: Pat Barber, Tim Bargeron, Linda Bryan-Beachler, Dan Evans, Helen King, Brian Kirchberg, Rob Lyons, Wendy Mungillo, Melanie Newhall, Bruce Proud, Marlyce Stringer, Jon Syre, Bill Vogel, Doug Wagner and Dawn Walker.

Caucus began at 4:45 p.m. Meeting began at 5:50 p.m.

Agenda

Welcome ▪ Congratulations ▪ Approval of Minutes ▪ Pay Day Deductions/MEA Proposal ▪ ESOL/ESE Job Descriptions/MEA Proposal ▪ 10 year experience/MEA Proposal ▪ Budget questions - MEA ▪ Health Insurance Recommendation ▪ Next bargaining session (December 1st)

Bill - Had a little delay tonight?

Bruce - We had some conversations.

Bill - The passing of the millage done here was impressive in FL and nationwide. Lot of things that could have derailed that. 69% voter approval. Everyone needs to be commended. Great community to support that. Look at the board that decided to put that on the ballot. Some boards would shy away.

As far as minutes. they look good. Approved.

First item, we have people waiting if we need them. This is about pay dates if we'd like to talk through that one.

Bruce – we have a proposal. More we talk about it the more problems it poses. A bit frustrating to sort out.

Bill – we had some ideas, too. We want to see what you think.

MEA proposal passed to management.

Bruce – We have looked at this to try to make it as simple as possible. As simple as it can get to have deductions the same as referendum. Look at calendar to see what would work out the problem with 22 payroll deductions. What happens if you get 21? First one is short payroll.

Bill – we've got some ideas. Concerned about the system is set up; it's the same way it was last year. Goal is to get to 22; that's what we said. Agreement with 22. First check – spent quite a bit of time thinking about what we can do about this. Can't sign off today. Way I read your proposal – only dilemma would be if we were able to increase first check?

Bruce – I left language at 5 days. Current Contract Language (CCL) that would exist as status quo. 5 days is still there.

Bill – one question – does the health deduction and others have to come out as same checks as referendum?

Bruce – that makes senses. People have extra money to manage.

Tim - no less than 5 days. Trying to get away from skinny check. Some who have worked with other systems have never had an issue with deductions. Would be more of a fiscal instead of a calendar year effect. If it's ok with our team this is a great starting point. Go back and brainstorm. Bring ideas back 12/1. Open enrollment just happened. Deductions set for 2022 calendar year. Had to be. Look at first paycheck and attack skinny check problem. In minutes recall frustration with summer checks and trying to resolve that problem.

5:58 p.m. Management caucus. Reconvened at 6:06 pm.

Bill – thank you very much. Know you have spent a lot of time. We have too. Anxious to resolve. Trying to address early check. One question – would there be any problem with 26 pay teachers getting 26 deductions for health insurance? Or do you want everybody at 22?

Bruce – talking about group A, the group that gets no lump sum. Going to be an issue about the skinny.

Bill – if we can work that out not going to be an issue with 5 days. Creative minds working on that. That's what got us in trouble last year. 26 checks. Skinny wasn't practical to take money out of skinny check.

Bruce – have to discuss to figure out what we're really talking about and how that would impact selection process.

Bill- just completed open enrollment. Had to talk about what deduction might be. Still on table for discussion.

Bruce – that's a good reason to bargain earlier!

Bill – we're open to that. Think we can resolve on 12/1. Brought everyone together who touches this thing. Next issue is ESOL/ESE.

Bruce – more of a conversation. Has to do with financial picture as a whole. Can talk about it in chunks. Concern about separating people out with 2 groups of people doing same job at different pay rates. Separation of people who would meet qualifications would get paid more and some would get paid less.

Bill – we agree and set aside. Looking for suggestion to deal with that. Some ESE aides with no education background but are doing outstanding work. How do you differentiate when doing same work? Know we need to do something but want your input before we come back with a proposal.

Bruce – higher minimum wage. Doing something early may prompt some to look at these jobs. PP6 doing very similar jobs to TA 6. Already some conflicts in bargaining unit about putting. Going to trigger animosity about process.

Bill – those assistants doing ESE work they are doing different work. Bilingual aides have special training. Those positions should be differentiated not necessarily by education. Short on those people, too. Not going to

give proposal. Agree that all of those areas \$15/hour wage we need to work on lower end of scale. Have ideas when time comes. That's where we are.

Bruce – can talk about that more.

Bill – your thoughts on credit for teaching experience?

MEA passed proposal on credit on the salary schedule.

Bruce – not a problematic idea. Not wedded to issue of 2 years. Lot of room created by state's actions. Wouldn't cost much money at all to move people a couple of levels who have been hired since 2014. Need information to determine potential pool. How many would have more than 8 years? We know who has 8 and received 8. That list would be good place to start since 2014 would give maximum pool. Not people who received less than 8 since they would be placed at 8 and given 4c. We can look and see who would go higher than 10. Would not be a high-cost issue. Still going to get base rate.

Wendy – we need to look at what salary schedules look like going back to 2014. We didn't have 4c

Pat – We did.

Bill – Let's nail down the number and see what the cost is.

Bill – budget questions. What do you have?

MEA distributed teacher and para salary proposal.

Bruce – look at different topics together. ESE and ESOL conversation included as well as a lot of other issues we think are important and that have been around for a while as a place to begin. Reviewed Tim's data on estimate of teachers and what would happen to move those to \$47,500. Don't have a problem with his numbers. 1633 FTE. \$1.6M. Next column is movement on 6 levels. Cost of doing that for individuals that would be above base at \$2.7M for 6 level. \$312 per level. Next column there is plenty of data from around the state to know that the masters degree supplement is way out of whack with the rest of the state. Still less than comparables. 516 people. \$1200. Cost of doing that from \$937 to \$1200. Had conversations year after year about supplements. Have committee but have been unable to move issue. Problem in bargaining unit with people wondering when the district is going to do something. Proposing an across the board 10% increase. Carve out ROTC and masters degree. Talking about positional positions like arts, athletics.

Bill – don't have degree supplements in here?

Bruce – no, have not addressed that. Different approach. Not sure committee should address it. Bargaining issue. Better done at bargaining than committee looking at it. Talked about position no longer needed and positions that are new. Comparability with other places with which we don't compare well in any places in any supplements. Included longevity. Don't know how many. Believe we caught many people. Looked at people in district that would be about 16 and 25 years plus. Don't have data but probably time to pull and see who much it's going to cost. Para issue – ESE and ESOL. Trying to figure out how much to cost. 40%. The number may

change depending on what we do. Upcoming change in hourly rate. Add \$1 across the board per hour for everyone in the bargaining unit. There's no magic in \$1. Sounded good. Starting place to get to \$15. Bulk of people are at TA6 and less than \$15/hour. It's a big group of people.

Tim – already have an estimated cost per employee. About \$4.5M. Will send data to you.

Bruce – start early rather than wait. It's an expense. ESE and ESOL – think this is a high estimate of what it would cost to move to \$1.31/hour and that didn't exclude them from step or \$1/hour. Arbitrary numbers. Don't have sufficient data. Good to have conversation about what we want to do with ESE and ESOL folks.

Bill – thank you. Will take look. Appreciate your proposal.

Bruce – one more issue. MEA proposal. Another issue that seems to be difficult to get away from. Growing concern in district about teachers covering for other teachers with lack of subs. It's pretty intense in some places. Lots of changes in procedures and process. Aide that covers creates side issues when they are moved one place to another in the middle of the day. The way that it's assigned or not. Vacant positions covered by teachers rather than having a sub. Splitting students for periods of time without sub. Feeling pressure to do more every day. Getting worse rather than better. More vocalized than before we had conversation 3 or 4 years ago. Talking about it a lot. Lack of consistent sub coverage. And issues surrounding coverage. So we wrote a proposal.

MEA distributed proposal on pay for no sub.

Some language that was used before. Added part about covering for vacant position. Language is probably not perfect. Ability to have 1/6 for period coverage. Know there are variety of schedules and how people paid on a regular basis. Need to talk about block schedules. Not easy to talk about – some whole day being covered in elementary schools. Emergency roster in place. If used effectively would still be applicable to be used for this purpose. Know it's not always possible. Trying to make it equitable. Percentage of students at that particular time and based on prorated bases. Paid in next payroll cycle and not have to wait so people will know what they're been paid and not paid for. Current practice that goes to school may not be getting subs on purpose. Will find out if people not getting subs on purpose. Want info about teachers absences and subs actually placed in schools. Know it's complicated but may be important to get clarity about how things are being implemented. Already November and haven't heard about how much money has been distributed to schools for last year. We know that this proposal will be a budget impact if you don't budget for every sub that covers. I know you don't budget for every sub but I don't know how you go about budgeting for subs.

Bill – this comes up every year. It's a challenge. What's your perception now that it's being contracted out?

Bruce – Doubt you'll ever hear me say contracting out is better because it's not. Contracted out and not accountable. Don't know what the sub rate is.

Bill – perception that sub situation is better?

Bruce – Hearing none of that. Heard it may be worse than it was. Don't have data. Purely anecdotal. System has changed so can't request a particular sub so it creates issues. Subs not showing up. Anywhere sub had a

relationship with teachers that's not there anymore. Even when there is a classroom sub that person gets pulled. Others end up doing catchup work. Teachers could have requested a particular sub that they know would show up. People saying they are being told not to put in for sub into the system because classroom sub is going to be used but that doesn't end up happening. Happening in quite a few different locations. Even some people here in this room. Do you have data that supports doing a better job filling sub positions this year?

Wendy – getting ready to meet with ESS for mid-year report. Executive Directors get the report including the fill rate. 89% fill rate yesterday. Today was 87%. When we housed subs ourselves we were lucky to get 60-70% on daily basis. Will have mid-year. Can give data about filled and unfilled subs. Classroom subs are part of the equations.

Bruce – would hope it would be better with classroom sub. Hopefully you can get data that is real - fill rate from sub process rather than person filling on daily basis.

Wendy – first time I'm hearing we can't fill subs with people they want. Can bring concerns to ESS.

Bruce – the problem may not be at ESS. It may be the principals.

Wendy – management, principal piece. I understand. Teachers should be able to request sub in system.

Bruce – ok.

Bill- good subject need to discuss. It is a problem here and in other places.

Bruce – we have language about aides covering subs. They may be assigned. They have ability and option to choose that. They can choose to be paid at sub rate if it's higher. Will have language on that. Classroom assigned aide who doesn't get rate of sub if they're getting paid less than sub.

Wendy – spreadsheet is kept by school secretary. Aides get differential if they get paid less than the sub. \$100 day for sub. \$110 for Title I. Long term sub after 20 days is \$120/day. Sub in same role at day 91 starts getting paid at \$150/day. Take \$100/7 and use that as differential. When we paid teaches that one year we used the same hourly rates.

Bill – Ok, wanted to find out amount of money schools getting for the \$50.

Tim – we will find out.

Wendy – Gina and I are working on it.

Bruce – that's all I have for today. Thank you, Wendy.

Bill- one more item. Final item is health insurance recommendation. Contract states, "The Health Insurance Committee (HIC) shall have the authority to make recommendations to the negotiating team regarding health insurance issues and propose language." There was a recommendation that came from HIC for prescriptions as a cost saving effort to require individuals to utilize the services of MCR health. It's for substantial savings. HIC

recommended to make it optional. Wanted to state at this time that the recommendation is not accepted. Not accepted because timeline for company to implement is 12/1. Wanted to let you know it's not recommended that it be optional. Information we received could cause \$600,000 additional cost. Minutes already looked negative as far as the health insurance fund. Just wanted to notice you that at this point. Think savings should be required not optional.

Bruce – so the committee's recommendation is to make it optional. The District doesn't want that to be approved in bargaining?

Bill – correct.

Bruce – does the district intend to implement prior to concluding bargaining? Just so you understand it would be a ULP .

Bill – not supporting the recommendation at this time. Contract says it needs to be a recommendation to bargaining.

Bruce – I hear you. You don't have an alternative. You may face legal fees for implementing without bargaining. Are you prepared to provide data that supports what you 're not recommending?

Bill – yes, we have info from the insurance consultants.

Bruce – I want all data they developed and assumptions. Want all data so we can make recommendation. How they came to assumptions that gave you \$600,000 savings. Is there a clear understanding of impact of implementing without bargaining?

Bill – think language is clear that HIC makes recommendations. Because recommendation is not accepted is what need to understand at this point.

Bruce – I'm more than happy to negotiate over this issue. But if implemented without bargaining. I'm not sure what ramifications are beyond that.

Contract says it's resolved though bargaining.

Bruce - If don't agree it goes to impasse, correct?

Bill – correct.

Bruce – also want info that plan is in deficit.

Bill – looked at minutes. \$3.8M YTD.

Bp – that's for the plan year. There are reserves. Don't want minutes to reflect health plan is in deficit. The health plan has had a healthy reserve and still is approved as having sufficient reserves for prior year from state. It is solvent.

Bill – appreciate the clarification. All I was doing was going by the minutes.

Bruce – actual running number of what the savings would be if it was voluntary?

Tim – it was shared with the committee. Will share tomorrow.

Bruce – savings is an estimate given by consultant.

Tim – it would be mandatory only for specialty drugs. They are very expensive. If voluntary who knows. Pick a consultant to get an estimate. \$600,000 if employee option to fill at new provider. If required it would be \$1.2M. No copay for employee. Going after initial projected savings.

Bruce – does cost include cost of employee seeking services through MCR?

Tim - \$40 for doctor visit.

Bruce – you’re talking about a disruption factor. What happens to employee fills a Rx somewhere else? Would employee be responsible for the full cost for highly expensive drugs? You’re putting employees with important drugs in a precarious decision. Someone they don’t know or trust at MCR making medical decisions. Pretty significant shift for employee.

Bill – could be significant savings.

Bruce – I understand specialty drugs are a major issue. You don’t know what costs are for someone not taking drugs because they had to go to a different provider to get it. Pretty big consequence issue.

Bill – I don’t think we’ve had a rate increase in several years. We worked together. If able to save that don’t have to pass on to employee or district.

Bruce - Seems like an end run to go get past committee. Assume all information was provided to the committee? Doug seconded the motion on 10/19. Was there new info provided to committee or not or was there lobbying on the outside?

Bill – we’ll get that information to you and follow up. 12/1 have to make a decision.

Bruce – before next session? So it’s clear we’re not going to have an agreement.

Bill – it is the recommendation of the district represented by the superintendent.

Bruce – she’s signing without an agreement?

Bill – we’re not at that point.

Bruce – it will be. Putting a damper on collaboration.

Bill – on other issues we’ve made progress. Hopefully we will get resolution.

Bruce – ok.

Bill – thank you.

Meeting adjourned at 7:00 p.m.

-----Original Message-----

From: Bill Vogel <b2vogel@gmail.com>

Sent: Thursday, November 18, 2021 7:47 AM

To: Barber, Pat <pat.barber@floridaea.org>

Cc: Cyndi Saunders <saundersc@manateeschools.net>; Doug Wagner <wagnerd@manateeschools.net>; Daniel Evans <evansd2@manateeschools.net>; Tim Bargeront <bargeront@manateeschools.net>; Wendy Mungillo <mungillow@manateeschools.net>

Subject: Specialty Drug Program Recommendation Change

[EXTERNAL EMAIL]

Pat,
After consultation with the Superintendent, we withdraw our objection to the Health Insurance Committee recommendation for an optional specialty drug program because of the December 1, 2021 decision time constraint. Please attach to the November 17 minutes.
Thank you
Bill

Sent from my iPad