

MEA Bargaining 2020-2021

Session #2

Wednesday, November 18, 2020

Those present: Pat Barber, Tim Barger, Wendy Mungillo, Brian Kirchberg, Bruce Proud, Dawn Walker, Bill Vogel, Doug Wagner, and Genelle Zoratti-Yost.

Via Zoom – Cory Bernaert, Linda Bryan-Beachler, Kara Carney, Helen King, Rena Morano, Marlyce Stringer and Jon Syre.

Caucus began at 4:34 p.m. Meeting began at 4:58 p.m.

Agenda

Welcome ▪ Minutes ▪ Budget update ▪ HB 641 ▪ Board proposal ▪ Next meeting

Vogel began. Fine with minutes. Thank you, Dawn. Wants to have Tim give budget update. Hate to start out with bleak comment. Senate President said money has greatly increased since 2007. Disappointing to hear that. Didn't like hearing that at first session.

Wagner – Should have talked about per student funding.

Proud – They don't want to talk about that.

Vogel – Sarasota did not separate millage money out of their package so it looks more favorable. You may have gotten some questions about that, too.

Barger – Tim shared a power point.

Executive Order (EO) – sunsets at end of December. May be another EO. No details yet.

Current annualized funding – Based on FEFP second calculation

Estimated student enrollment – second semester.

Adjusted annualized funding – based on FEFP 3rd calc.

Other models may continue like in first semester. Concerned about how funding will work. Just don't know. 2nd calc. of FEFP.

From 7/6/20 EO - Have to open up schools for brick and mortar in August. State will hold harmless based on 2nd FEFP calc.

Vogel – was going to use funding regardless of what enrollment was.

Barger – waivers only extend to fall semester. Concerned about how virtual students will be funded. FTE – 50268.49 original projection. That generated \$383,127,571. Legislature plays game with first. Includes McKay and family empowerment scholarships - \$5.6M and \$920,000. Weighted FTE add on for students who pass tests. Don't have data on what it is yet. Good news – revenue isn't going to affect budget. Component of funding over and above head count. Bruce, virtual FTE included in 65.48 projecting more than that in 2nd calc. Put teacher hat on. Only done adult ed. FEFP half based on Oct, half based on February. Current FEFP

\$376,587.881.00 . . . nothing changes in October. In February, best crystal ball is telling us 18007 students in district schools, 3901 in charters, 1572 opting for district virtual. Who knows what the number will be. Potential impacts on district. Enrollment down statewide. 1654 short. Big number. Converted to dollars. Instead of \$188,293,940.50, it's \$172,345,990.57. That's a \$16M shortfall. Virtual funded at \$5230. 1572 FTE – double the number of kids, but at reduced \$5230 rate instead of \$7491. Drop in funding. That is the \$15.9M figure. Used that number last time. Going go discuss with board in December in executive session. May get another executive order. That would be wonderful. May get stimulus. That's what we're dealing with. Difficult to identify areas where we can offset \$16 M reduction. Need teachers, bus drivers, etc. that was the approach to come up with impact on revenue.

Vogel – Questions?

Proud – Virtual funding. \$5568.42 per student. You are showing \$5230. Why is that?

Bargeron – That is the virtual funding amount per student. One district did not get that so kicked in extra amount.

Proud – That's the equalizer, not the actual rate. I get that Madison's rate is a lot lower.

Bargeron – I'll have to get back to you. Everyone I've talked to says it's a capped rate. Lemme research while sitting here.

Vogel – Thank you, Bruce, for bringing forward. Can make a little difference. Want to continue on?

Proud – Sure.

Vogel – HB 641. Requirements for districts. Nothing has changed that we have heard. Difference – not to include referendum in that number. If did that we could find ourselves in a bind. Sarasota did do that. Included all that in their agreement. That's why their settlement looks the way it does. Very fortunate – numbers on schedule in addition to whatever base we have. \$46,429 is base. Spread most possible dollars we have above that number. Jacob and Bruce spent time looking at a model. In agreement with how money would be able to be used. 1 level increase. Teachers also received \$477. \$435,000 left. Not enough for another level. Flexible in working with MEA to utilize that money and negotiate how we use that. Cost out - \$2M apart. Included additional money. For paras – no possibility of using any 641 money for that. Cost out for longevity – important component. District longevity – willing to include as long as Department of Education (DOE) can approve it. If able to do that can provide the same proposal that we had and were in agreement with. In addition out of \$435,000 left can provide longevity and still would be a little bit of change left. Difference in our numbers. Last year longevity cost \$340,000. Your estimate was lower than that at \$208,000. District calculated potential at \$400,000. If longevity is less and there are additional dollars we can negotiate that. Can't contribute any more out of general operating. Have to stay with what's in 641. Handout – management proposal. Package – willing to stay with current contract language (CCL) for this year. Open book can look at it next year. Section 1 in part of contract dealing with salary it talks about returning to table if more money available. Could come back to table. Health insurance (HI) – postpone discussions, set aside. Still have not received recommendation from health insurance committee (HIC). Executive session with new board member. More work to do on HI. CCL

and acknowledge section 1. Knowing we don't mind coming back. Know we have to deal with \$15/hour. Without putting general operating dollars in. Going to have a hard time.

Proud – We will consider it. Will need to see numbers of calculation about longevity.

Vogel – Happy to do that.

Proud – To see that that is an accurate reflection of what's real.

Vogel - We can do that. If 340,000 and extra money and DOE will approve that.

Proud – I'm not concerned with last year's numbers. How did you come to that number? You know who is employed and who is here.

Vogel – The problem is split service. That is the missing part of it that we can't give. We're surveying. Want people to get longevity. Work with association on survey.

Barber – Teachers call and let us know.

Proud – You left a lot in the open. Hard to reach tentative agreement (TA) when so much undecided.

Vogel – I understand where we and you are. Wish we could be more, but it's uncertain. Uncertainty ties our hands. If we don't reach agreement and don't move forward we can report to DOE that we are still working. Don't see light at the end of the tunnel. Know it puts in MEA in bind.

Proud – It's not just MEA; it puts the district in a bind with retention. We fought for years to get paras where they are and now you're telling me to go back to where we were?

Vogel – We got caught up last year.

Proud – It took 7 years to get caught up. You're expecting people to ratify what? How do we take that to paras? You have agreed to nothing. Said zero. See if you want to approve that.

Vogel – I see what you're saying. We have nowhere to move unless more dollars come in.

Bargerion – Virtual is a small portion of FEFP. It's a floor, not a ceiling. Base funding, reading allocation, this is where. \$22,000 difference. 5568.38 per student. Instead of 15.9 it's 15.9M - \$22,000. I owe you a dollar for that.

Proud – It has a lot to do with credibility. When you start talking about virtual as a significant impact I expect your numbers to be correct.

Vogel – appreciate working with you to come up with correct numbers.

Caucus at 5:37 p.m.

Reconvened at 6:05 p.m.

Proud – We had a conversation about your proposal. December timeline issues. Uncertainty of it all. Data provided today as well as some concerns about data still missing. Not prepared to reach TA. Part of that based on proposal itself. Concerns about not being complete even in use of TSA dollars. Don't want DOE to think we're not going to spend every penny. Want to be very clear we are spending every penny. Concern about HI. Still a pretty big unknown from our perspective. Other than concerns we know heard in the end of last fiscal year (FY) and in this budget and where district budgeted in health plan. Realize HI is a serious and costly issue. Don't want to take lightly the contribution board and employees make in premiums. Still on mind of many employees. How paycheck is not caught up to where it was when they had to pay more for dependents just a few years ago. Not sure what anything has to do with RFP. Has to do with consultants. And people covered under contract for services. Guess there is a plan if paid in a different way. Not sure that's going to happen this year since haven't come to any agreements yet in committee. Lot of unknowns in HI. Still believe HI was appropriate funding for this year as for previous negotiations. Longevity numbers incomplete and need more data. How calculating numbers? Come up with value to place that we can agree on as appropriate number for this year. Hope we can get that information. Data received today helpful in terms of outlining budget concerns and potential. Still have questions about data and assumption made about data. Some questions today but some may take additional time. End result – need to continue negotiations. Hope to set date in December for moving process as quickly as we can and getting information as quickly as we can and remove uncertainty as quickly as we can. Understand you can report to DOE that we are still negotiating how to spend TSA. Hopefully you will express that we are still making progress and still in negotiations and attempting to reach agreement as quickly as we can. If we can just go back to the calculations – still have concern around value of virtual program and what it means to almost \$16M. Don't know it's insignificant the difference between 5230 and 5568.42. The dollar value for individuals. 1572 students. Seems to me that would be \$3.5M. of a total impact of that \$15.9M. It's a sizeable chunk but not total picture. More like a \$500,000 difference. Want to come to agreement on what that really is. Question about expected FTE – where does that number come from?

Bargerion – Sauer's office.

Proud – Is it a projection of what may happen in February or what happened in October?

Bargerion – It's based on Sauer's conversations with principals and what they expect parents to do with their students next year.

Proud – Is the expectation not renewing EO and everyone returning to BM unless leaving to go to virtual or some other source?

Bargerion – Yes. Could be infinite number of conclusions. We can sit down with Don. Precision is something we aim for.

Proud – I just need to know what the basis was. I didn't want to assume it was based on October.

Bargerion – Only thing that is certain is that it will change. This was meant to start a conversation. I will work with Don to get details by school.

Proud – I don't know if I need that.

Bargeron – Let me see what we have.

Proud – Just need to be clearer. Anticipate bringing child back to BM or go somewhere else? I get it that it's a projection. Getting your best guestimate.

Bargeron – Would like to work this out before next meeting.

Proud – Sometimes it takes time.

Bargeron – Recommend getting power point out to you in advance.

Proud – Fine with me. Obviously there will be some conversations among administration, superintendent, board members about these numbers coming up. What's the plan for talking about that?

Bargeron – Executive session on 12/1 or 12/2 regarding negotiations. That's all.

Vogel – Quick summary. Look at difference in revenue 5568.42 vs 5830. Hone in on longevity. \$340,000 last year. Not sure how to proceed this year. I like what you said about using every dollar. On 12/1 report may have to come up with estimate to spread dollars. Don't want to leave money out there. Verify student numbers.

Proud – It's more about process than actual numbers.

Vogel – notify on 12/1 plan. Template – use what we did last time to get to \$46,429 figure.

Bargeron – Current and modified salary schedule. One grandfathered (GF), one performance pay (PP) schedule. Contacted DOE. They haven't gotten back yet.

Vogel – Making progress. HI – HIC makes recommendation. Hate to say stalled out on that but looking for recommendation on that.

You really made an impact on us – worked 7 years to get para schedule up. Reasonable proposal you're putting forward. If something changes that will be a priority for us. Have to stay within grant. Paras are doing more. Want to look at calendar now?

Proud – Sure.

Vogel – Thursday, December 10th ok? Let's put down 12/10 at 5 p.m. and see where we are. Will do work until then. May have budget meeting before then, Tim, to see if we have more information.

Meeting adjourned at 6:26 p.m.