

MEA Bargaining 2016-2017
Session #1

Monday, June 20, 2016

Those present: Pat Barber, Sara Brown, Melissa Cohen, Scott Cooper, Jacob Davis, Deborah Houston, Michelle Hulbert, Helen King, Melanie Newhall, Bruce Proud, Rebecca Roberts, Don Sauer, Lesli Strickland, Jon Syre, Bill Vogel and Dawn Walker.

Meeting began at 5:04 p.m.

The meeting began with introductions of team members.

It was agreed that Dawn Walker would take minutes. Deborah Houston will also take notes for management's team.

Budget

Rebecca reported on total revenues: \$403 million. \$383 million in revenues. \$383.5 million in expenditures. Total unassigned fund balance: \$19.5 million. Required or restricted \$11.5 million. There is consensus from the board to improve the fund balance although the board has not stated precisely explained what that means.

Regarding health insurance the Board has agreed to \$610 per month per enrolled employee which is \$32 million for 2016-2017. Salary negotiations will depend upon health insurance negotiations.

\$4.9 million was needed to shore up health insurance. Of that \$2,427,627 million was for teachers and paras. Tomorrow's health insurance committee (HIC) meeting will be critical to nailing down health insurance. The Board and superintendent are committed to doing what they can for salaries for teachers. The district received ~1.2% from state. The state moved more into categoricals so that money is not available for bargaining.

The preliminary budget will be available after July 11, 2016.

Management asked to postpone discussion of a 26 pay option until 2017.

Performance pay

Statute 1012.22 was distributed. Bruce presented. 1C – Compensation and salary schedules. Definitions are pretty prescriptive in terms of what the legislature expected. Prescriptive because districts weren't acting quickly enough on performance pay. Student measures are required to be part of the equation. An adjustment is an addition to the base salary schedules. Have to declare what you are doing in a grandfather and performance salary schedule. Adjustment becomes new base rate for employee. Adjustments you make on the grandfather salary schedule impacts what happens on the performance pay schedule.

Grandfathered salary schedule means the schedule that was in place prior to 7/1/14.

Performance salary schedule

Supplement – additional annual amount that does not become part of base salary. Bill pointed out that masters and specialists are considered supplements. We have identified our schedules as masters supplement schedule. A cost of living adjustment (COLA) can be done but with restrictions. Legislators concerned that districts would provide COLA for grandfather and not performance. Legislature says districts can't discriminate. Restricted in what you can do with these kinds of adjustments.

Individuals on the grandfathered schedule for those hired before 7/1/14 can opt to switch to PP but they can never return and also must relinquish CC or PSC and must be placed on an annual contract. Annual can never move to grandfathered.

Differentiated pay

District must have adopted performance pay (PP) schedule by 7/1/14. The schedule has to provide adjustments according to performance and has to be tied to performance evaluation.

Bill said that we did not move those hired from 2011 to 2014 because of the clause. Bruce said he concurred. He does not see that it contradicts the law. Bruce says this is the provision that applies to the performance schedule. Bill said we haven't launched system yet.

Interaction between 2 schedules – Highly Effective (HE). Top of page 3. Bill pointed out difference between 2013 and 2016 versions of statute 1012.22. Bill said it's not a difference, but Bill believes they deleted a part. Bruce said that if they do not have a performance evaluation they cannot be placed on the performance schedule. If giving an adjustment on grandfathered schedule you have to think about how that impacts HE on PP schedule. That has to be more. Schedules that are the same may not be preferable. Adding an additional dollar or additional amounts is what some districts have done. Look at how you may structure schedule or implement as to how it affects HE teachers. This triggered a lot of districts who used to have jumps of \$5,000 or \$10,000 to make adjustments. Bill said that in districts that they kept those jumps those people could never move. Bruce said if there is a large amount in any one place you have to think about how you're going to make adjustments.

Annual adjustment for effective (E) must be 50% but not more than 75% of HE on PP schedule. An adjustment shall not be provided for anything less than E. This is a punitive portion of the law that restricts teachers who are developing by impacting them economically. Legislative intent was not to reward people who were not effective, but the legislature also created a 'developing' rating that is not the same as 'needs improvement' or 'unsatisfactory.'

Supplements – can provide these on both schedules. Bruce listed examples stated in language. As individuals may be E or HE each year it will have an individualized structure. Level system may provide for some to be identified level by level, but all will not move at the same rate. Supplement carries retirement credit; bonuses do not.

Budget constraints – If district needs to reduce any funds they must reduce proportionately to all schedules.

Bruce said many districts have struggled with this. Some have used a formula. How many E and HE do we have? How do we calculate how much that is? Are salaries proportionate in each of the schedules? Continually looking at schedules to see if there is money for COLA and meet restrictions stated in law.

Bill asked Bruce to talk about the inter-reaction of HE and E. Difficult to differentiate between HE and E. The more people who are on the PP schedule the higher the stakes. It's going to be a challenge. Anything less than E becomes a challenge for what you want to do with salaries. How you differentiate is a challenge, and we're not even talking about the Best and Brightest program. Bill said that the district has robust evaluation committee. Pat said it is a challenge every day that the committee tries to balance out. People will look at data when released and how many HE and E are at each school. Bill talked about fluctuation in some districts about the number of HE teachers. Bruce said that there was a change in Orange from 80% being rated HE to 4% rated HE in one year. Alachua has 85% of their teachers rated HE. Bill said that one of the challenges we face is experience. District values it. Bruce said you can still value experience in grandfathered schedule. It can be in longevity. If you do it as a supplement you can't discriminate between schedules. Bill said that he and Sarah went to negotiators meeting and that our schedule does have its advantages. Bruce said that MEA has had that conversation as well. People need to understand how to get to higher levels. Bruce talked about having a hiring schedule.

Bill said that in past negotiations we have worked as a committee as a whole. We have worked in a positive way. What suggestions does MEA have about different models? What steps should we go through to look at models and possibilities? Bruce said that will depend on money available. Bruce has been working with scenarios and expressed the importance of being consistent in how individuals move.

Bill said we have to get insurance sorted out first before we start talking about money. There is pressure on management to implement performance pay because it's likely the district will get cited. Those districts that have implemented PP such as Orange County are having a hard time.

VAM scores – MOU says that no one will receive lower than an effective score. Bruce said that we can look at scenarios based on predictions based on trends to get a sense of where we are as a district and where management is comfortable. Bill says he has data we can share.

Next steps

Bill said dollars available for salary would be contingent upon input from HIC.

Bruce said the structure of PP schedule needs to be discussed. Do you want to keep the PP schedule the same as the GF schedule or change it? If you change it by \$1 it will be OK for one year because it will be ahead of the GF schedule by a small amount.

Bill said that Superintendent Greene and the Board are very concerned about teacher morale. There are outstanding teachers in the district, and they don't see teachers giving up their PSC and switching to a PP schedule.

Bruce said that there will be burdens on evaluation system and administration.

Sara talked about full evaluation not being available until after the school year ends and how that impacts

teachers and districts. Last year scores were not available until November.

Bruce talked about conversations about retroactivity, comfort level of district with predicting what scores will be. The hard part is getting comfortable enough to say that this is what we're going to do. The problem is that this delays process of bargaining. We'll have a general idea of how many E and HE. How comfortable is the district with budget and research departments? In 14-15 only 1104 teachers were evaluated. Only 2500? in 13-14. Bill distributed a copy of evaluation data. Bill said that many districts are having difficulty with this.

Bill said that if we can come to agreement on insurance, if we do not have insurance resolved we can look at another dollar amount. If we don't resolve insurance tomorrow want to come up with another number we can work with. If the insurance is resolved that would be wonderful. Bill would like to get started with concepts. Bruce said we can talk about what it would cost.

Bill said we have not traditionally made proposals. Management's big factor is insurance.

Bill said management may have some other issues they may want to discuss, but that may be for another agenda.

Future dates July 12th. 1:30 p.m. SSC 203 and 215. Agenda for that day: performance pay, insurance. Language items.

July 28th. 1:30 p.m. SSC.

Pat said that we want to know if management is interested in discussing more than just money. If so we are interested. In management is interested in rolling the contract MEA is interested in talking about that also. MEA is interested in talking about PP and salary and insurance. MEA thinks that will be plenty to talk about. Pat thinks it's going to take a lot of time and energy to figure those things out. Bill said can't make commitments but priorities are the same.

Meeting adjourned at 6:15 p.m.