

MEA Bargaining 2018-2019

Session #4

Tuesday, January 15, 2019

Those present: Pat Barber, Cory Bernaert, Scot Boice, Sarah Brown, Linda Bryan-Beachler, Melissa Cohen, Jacob Davis, Heather Jenkins, Helen King, Brian Kirchberg, Melanie Newhall, Bruce Proud, Sharon Scarbrough, Lesli Strickland, Tammy Taylor, Bill Vogel and Dawn Walker.

Caucus began at 5:07 p.m. Meeting began at 5:24 p.m.

Agenda

Re-Introductions ▪ Board/MEA Initial Proposals ▪ Budget Update ▪ Board Proposal 1/15/19 ▪ Association Discussion

Bill – welcome back after a long break. Might be good to do introductions. MEA team members introduced themselves. Management’s team introduced themselves.

Last time the association proposal was 4/3 model. 3 steps for paras. Management is in agreement with longevity. Management’s proposal was a 2/1 model and 1 step for paras. Is that your recollection, Bruce?

Bruce said that is close enough.

Bill stated the reasons for delay. First, the budget. The district wanted to wait for the 3rd calculation. DOE released the analysis of October FTE counts and how impacts district – charters, special ed. Heather has analysis.

Heather - 5100 – budget remaining at end of year. Cleaned up staffing plan. Superintendent and director of budget, finance and myself. Went through with attrition. \$3.6 million. \$1 million taken out of the health insurance fund. Department budgets were adjusted to move \$1.4 million into salary.

\$6M total. In the 3rd calculation the district received \$830, 000 in additional funding. Charters get \$1.8M of that funding which puts the district at a deficit. Budget for McKay – \$360,000 brings that down \$1.3M. \$4.7M available for all employee groups.

Bruce asked, you didn’t budget for McKay?

Heather – Yes, we did.

Bruce - Bruce detailed amounts budgeted.

McKay	YEAR	FEFP	AMOUNT	\$ CHANGE	% CHANGE
McKay	2014-2015	3 rd Calc	\$4,066,705		
McKay	2015-2016	3 rd Calc	\$4,442,490	\$375,785	9.2%

McKay	2016-2017	3 rd Calc	\$4,789,749	\$347,259	7.8%
McKay	2017-2018	3 rd Calc	\$5,160,475	\$370,726	7.7%
McKay	2018-2019	3 rd Calc	\$5,520,941	\$360,466	7.0%

Heather – still need to add \$360,000.

Bruce – You did not budget. It’s pretty predictable every year.

Heather – This is the way we budget.

Bruce said that we have been having this argument about McKay since 2013. You have to be able to predict what happens. The numbers come back the same.

Heather said that we work with the planning area. Multiple student counts are what we go by to get budget amount. Number of students change.

Bruce said yes, but it’s predictable.

Bill said that if the district had over budgeted you would have brought that to our attention, too. It’s difficult.

Bruce said that I’ve seen the numbers for 10 years. They are predictable in every district in the same way. Every year comes back as more than last year. It’s a growing program.

Bill stated that we were pretty close this year. Within 38 students.

Bruce said that you should predict McKay as well.

Heather said that I can tell you when I first came here we were \$1M off. We have become better.

Bill said that we will look at better numbers for next year.

Bruce said that he will let the board know. The number keeps getting lower because you don’t predict.

Bill said that we have gone through the budget to provide reasonable offer today. We have done that.

Bruce asked if there were any more reductions.

Heather – no more.

Bruce – no areas where there were increases?

Heather stated that she pulled \$6 M. \$1.8M is being diverted to charter schools and contract sites.

Bruce asked is that because of charter school increase?

Heather stated they had FTE increases. Some charter school FTE went up. Lincoln went up. MSA, Team success went up. MSAS went up. Decreases – Rowlett, Imagine. Delta = \$905,486.

Bruce said that you can't use that as an excuse every year. You have to predict. Apparently not able to predict very well.

Bill stated that the district is doing a good job with overall student projections. Most districts in state are worse off than we are. We have taken hits. In other districts everyone is facing the same challenges we are.

Bruce asked what's next.

Bill said we will try to meet you midway with proposal for teachers.

Bruce pointed out that minutes were provided to management's team. Bill acknowledged that management had already signed off.

Management distributed 3/2 proposal. They stated that one part was inaccurate. The number of HE and E teachers is considerably more. 584 teachers were adjusted upward in ratings. The district did not change this because did not want to cause confusion. With these ratings increases the cost is far more than it indicates right here because there are now 584 teachers who are either E or HE. This is because of discussions between superintendent and association president that took place.

Bruce asked 302 and 303 not eligible on performance pay schedule? How many not eligible for evaluation or not rated?

Jacob stated that 105 NI and not rated. Do not believe anybody below ineligible. Took out those not eligible by virtue of start date.

Bruce asked if that is 300 people.

Jacob replied yes.

Bruce said, ok, I understand.

Bill distributed management's proposal for paras – 1 step.

Jacob explained the chart.

Bruce asked - the chart doesn't show how many people?

Jacob replied, correct. Can get data. Does not include anyone who is ineligible. Take total salaries divided by salary rounded to get number of people.

Bruce replied, right. I get it.

Jacob stated that 2% added at top. That's 27 people. TA 6 – 1; PP6 – 3; PL 2-0; PL1-0. I can get you actual.

Bruce asked, does this include referendum time?

Jacob stated that it does not include referendum supplement but does include referendum time.

Bill thanked Jacob for fine tuning information. He has done a really good job of knowing what you were going to ask, streamlining the work.

Jacob said there is a time adjustment mix - \$7000. Either 3.33 or 3.57.

Bill stated that he did a combination – hopefully we can sign off tonight on one sheet. Takes into consideration grant funded positions.

Bill distributed to MEA management’s summary sheet. We’ve done everything we could to meet you half way.

Bruce asked what grants are included.

Heather replied Title I and ESE.

Bill stated that the district did what we could to charge back.

Jacob stated that there were a lot of fractional FTE in there.

Bruce asked for the breakdown of employees in the district.

Jacob replied, yes, we can get that.

Bruce stated you said \$4.1M is available for salaries. Need to know how many employees there are to know if 60% is the right amount. You can subtract administrators who already got an increase for this year. And subtract those who got pay in lieu of referendum.

Bill stated we can get into discussion about different employee groups who already got money. I don’t want to get into it. Don’t think it’s appropriate for this session. Talking about what we can do for teachers and paras.

Bruce said I want to see if it’s a fair shake.

Bill said it’s a good question to ask. You have to look at all employee groups.

Bruce said we do this every year. Other groups have gotten more than some other groups. It might be their turn to get something back. And that information is going to determine if this is a fair shake.

Bill said I am more than happy to give it to you.

Bruce said because that’s what bargaining is.

Jacob asked, you want employee counts?

Bruce said you’re using FTEs so, FTEs. Did you use actual employees for paras?

Jacob stated that for paras it’s actual employees.

Bruce said I trust that the board is aware that Pinellas has settled. Settlement for teachers is greater than this proposal. That would expand the difference between districts.

Bill stated that teachers have already received the referendum money.

Bruce said it's the same here. It doesn't really make a difference if both are receiving it, does it? Continue expand difference between what making there and here.

Caucus at 6:03 p.m. Reconvened at 6:52 p.m.

Bruce said that he understands there's not big money here. Going to take work; I get that. The para issue has gone on too long. It's a struggle for MEA to hear on a regular basis – 5 years of not being able to move. Lost 5 years of movement and trying to get that back. Gained 2 years last year. Has been a real struggle for experienced paras. Looking for value for work they're doing. Struggle to see them pushed aside. Think that a big component is going to need 2 steps for paras. It's that strong of a push. Not able to move forward. I appreciate quick turn around on numbers. Not quite there on equity. There's a little bit of money left over. Not trying to get a ton more than other bargaining units. It's important for paras to see. This has been going on since '10-'11. There were promises made in hearings and by board members. Went on for 5 years of not moving. Got a little bit of money one year. For some individuals they are going backwards because of where steps change. Have been hearing from people with experience. They're saying what they have missed out on because of experience. It's a real struggle. Last year was a better year. We appreciate ground that was made. Not looking to match last year's movement but there needs to be movement for paras. The challenge for teachers is ratification. Got the message about the legislature not providing funding. Don't think looking for a windfall. Tough place as to where to go. If we moved our proposal down it would be a \$875,000 change. Step for paras is \$220,000. That's a big shift. Haven't gotten to point of putting on paper at this point. Can see there is room for movement. Weighs heavily on moving paras to 2 steps.

Bill stated that this is different than last time at the table. Saying that in terms of overall agreement reached tonight that not totally happy but acceptable with 2/3 model for teachers if we would move to a 2 step increase for paras? Is that what you're proposal is basically?

Bruce said MEA would give it due consideration. Would go a long way to having people feel more comfortable about ratification and see that there is more consideration for employees who have struggled over time. If you propose that it is something I can have a strong conversation with team and get to agreement.

Bill said he would like to have a caucus to see where numbers are on this thing. We're pushing close to our max. We are definitely sympathetic on the plight of the salary schedule for paras. Association has done everything they can to represent paras. Let's take caucus.

Bruce stated that the changes to health insurance premiums impacted paras greater than everybody else. Paras have had to come up with funds to cover dependents. That is what caused team to see this is a significant monetary issue. Have to find a way to catch up to make ends meet to meet necessities of life.

Bill said, we will caucus.

Bruce said we will work in same regard here.

Caucus at 7:02 p.m. Reconvened at 7:21 p.m.

Bill said that the last presentation we do agree with. District went back. Were concerned about paras also. The board is concerned. Heather has gone back. It will be a stretch. We can accept 2 steps for paras in terms of overall settlement tonight. And it's not necessarily a package but you're negotiating for paras. 2/3 for teachers. 3 levels for highly effective, 2 for effective on performance pay schedule. 3 for all on the grandfathered schedule. It will be retroactive. 2 steps for paras. In terms of overall agreement. Bill provided a revised summary sheet.

Bruce pointed out on the teachers' salary schedules that they are 2 levels and 3 levels. Can't call them steps.

Bill said he's got it. This will bring us to tentative agreement tonight. One thing we used to do is have a logistics meeting. Proposal to get back Thursday morning. Amar is a genius on the (ERP) system to meet, and he will meet with us at 9 a.m. on Thursday. Whole team from payroll to HR to see how we can pull this off. It will be retro. We'll see what we can do. Let's have this meeting and talk through and see what we can do. Jacob is going to run copies of the changes.

Caucus at 7:26 p.m. Reconvened at 7:36 p.m.

Bill stated that he revised the terminology. A new summary sheet was provided. Bill stated that he has signed the tentative agreement and added retro.

Bruce asked, you don't have any objection to me putting 7/1/18 to the retro on the TA?

Bill said not at all. What I would suggest is a joint communication. Pat, do you want to start and email to me?

Pat replied, yes.

Bill said thanks very much. Appreciate your patience. Made a movement to help paras. Certainly deserving. Know board will be pleased.

Pat – if you are going to tell the board please ask them to wait to for the joint communication.

Bill said he would report to the superintendent and let her have the honor of calling the board.

Pat said to tell her that we will do a joint press release. Otherwise, what's the point?

Meeting adjourned at 7:40 p.m.