

## MEA Contract Bargaining for the School Year 2011-2012

### Session #5

Thursday, July 28, 2011

Meeting began at 3:35 PM

In attendance from Management: Forrest Branscomb, Willie Clark, Chuck Fradley, Nancy Goux, James Horner, Scott Martin, Alan Ramos, Sharon Scarbrough, Joe Stokes and David Underhill.

In attendance from MEA: Pat Barber, Carol Bell, Helen King, Maureen Marhold, Melanie Newhall, Bruce Proud, and Dawn Walker.

Scott said that Jim will be here to give a mini-presentation on the budget.

E-tech – Verdya told him there was a prior meeting with MEA, Darcy & her. It was her understanding there were no contractual issues at the time.

Bruce – no meeting with Verdya. Doug Gordon and Darcy were there. We discussed the district's perspective. Left meeting clearly there were negotiations issues.

Scott – she may have meant there were no conflicts.

No issues except for the issue of necessary technology. Her issue – telephone, internet connection, computer – condition of employment. District would supply printer and fax.

Bruce – no agreement to that. Made that clear in meeting as well. Don't believe you can make them conditions of employment.

Scott – main objective was to make sure these issues weren't previously agreed to/discussed. More work to do.

Sick leave statement – payroll already has initiative in place to accomplish much of this. Provide first paper and then electronically, at least on an annual basis.

Issue – intended to show balance. What you had prior to July 1<sup>st</sup> from what bucket it will be taken – no provision for that.

Bruce – it's significant. Some people may not accrue leave and may take leave.

Scott – need different column?

Bruce – pre-2011 maybe not. Post 2011 it's significant because different pay is involved. Need to be able to compare.

Scott will do some more work with payroll. Didn't seem to be a functional limitation but more of representation of how to make it meaningful. Good news is that what's requested is already planned.

David asked clarifying questions about our proposal.

Bruce - Every year what days were accumulated in what year and at what pay rate.

Days may be reduced. What days and from what years are days coming from.

Scott – if you're working last in first out, reduction in balance should start from latest year, right? It should be evident in balances.

Bruce – people who take more than they've accrued in any one year. It's going to be easier to do an annual accounting by year.

Joe – don't you have a mid-point? Joe gave an example/scenario.

Bruce – when you come time to terminate your employment you're going to want to calculate how many hours you have at what year and at what rate.

Scott – would it help if I gave you a representation of what's been proposed?

Bruce – yes

Scott – ok, will work w/ payroll.

One-on-one ESE aide - All three people from ESE on vacation, so he still has it on his list.

Other pending issues – life insurance.

Forrest – has language. Do you want to caucus first to review b/c you haven't seen it?

Scott – no, let's look at it first in caucus.

Management took a caucus at 3:56 p.m. 20 minutes.

Reconvened at 4:25 p.m.

Forrest brought an example of how the language would work. It was distributed to both teams. He walked us through the document.

Forrest – we worked on language and need to continue to work on it to make it clear. After hired, employee is subject to evidence of insurability. Only guaranteed issue when you are first hired. Good opportunity to get life insurance for a nominal charge. Change in benefit – have to do open enrollment. If and when we do this would do it specifically for life insurance, changes would be explained, would need to elect insurance, beneficiaries, people get married, and separated. Good way to clean up things for us administratively. Will get language to make it clear to change.

Scott – no rate change per \$1000 of benefit.

Forrest – that's right. April 1 – trying to get extension to December 1. Put in request. Should know rate increase. Rate increase would not go in to effect until April 1<sup>st</sup> if they come. Would allow opportunity to re-enroll. Don't think rates have changed in last 4 years or so.

Scott – Is that an understandable explanation?

Bruce – yes

Scott – Drake on his way from SSC. Any questions about insurance, aside from language that needs to be put in? Bruce, I got your RFI today. We'll process and I'll follow up with you sometime early next week. Given our issues are salary & benefits, do you have anything for discussion until Jim gets here?

Bruce – no

Break at 4:37 to wait for Drake to arrive.

Reconvened at 5:06 p.m.

Scott –Turning it over to Drake to give the state of the union.

Drake – Budget just off the press. On website. By board direction of July 11. Reflects \$14 million in cuts from the board. Additional \$3 million contribution to the health insurance fund. Uses numbers from actuary report. Should have positive health insurance balance by June 30, 2012. 3% unreserved fund balance. Challenge coming up with this money this year. Slight tax increase. Required Local Effort (RLE) will help by .369 mills. \$50 increase. With tax value of \$145,000 (avg. for Manatee County for 2010 tax year)

Scott – does this include 2.75% for this bargaining unit?

Jim – Yes. In Supt's message – yet to be negotiated.

Bruce – Asked question about 3 furlough days for paraprofessionals. More than 1.08% of their pay. How it is equivalent? It's closer to 1.53% of their pay for 3 days.

Jim – Will go back and take a look at that. What you're saying makes sense. I'm surprised we came up with a different value. I'm not familiar with the contract days.

Bruce – Some work 195, some 196. Calculated on 195.

Jim – That's an issue we can look at. Might have some room there. Don't know. We don't want to disproportionately affect anybody. I agree – math is 1.53.

Bruce – other issues were related to Annual Financial Report (AFR).

Jim – Potential balance. Still working on it. Put some info that came out in the paper this morning.

\$5.7 million – significantly lower than expected.

Bruce - Why less than expected?

Jim - Tax collections \$2 million less than budgeted for. Look at history of collections. Has historically collected 97%, a few years ago almost 98%. In other years: 96-97 range. This year much smaller tax certificate sale. Have been in touch with tax collector to make sure we're getting all the money we're supposed to get.

Audit adjustment – transfer of \$1.6 million. Contemplated portion of transfer when we built into general fund which helps support most of what we do. Total adjustment was \$3.2 million. Other transfers are budgeted knowing we will have expenditures to cover. Elimination of capital building construction team. Can't transfer what we didn't have. That was \$3.6 million.

Bruce – you just listed \$11 million

Jim – Expected \$13.6 million. Supt. had already taken 3.2 off the top with ending unreserved jobs 9 million 17-11 you get 1.7

Scott – timetable for AFR?

Jim – still in process of closing books. Ready for board by end of August. Will probably have the number we're going to report in next couple of weeks. Still identifying revenues may not have accrued. Checking under all rocks.

Bruce – Tell more about jobs money.

Jim – appropriated to states on 8/10/10. Received strong recommendation from DOE to spend funds in '10-'11 to build up fund balance. Legislature gave illusion they weren't cutting education that badly. Goes along with 3% retirement contribution. Pension has had best year they've had in 10 years. Followed recommendation of DOE. They were concerned districts weren't spending it. Probably should have held on to it. It's made my analysis very difficult b/c we're making sure we get our money spent. For me it was difficult to get a handle with stimulus & jobs money. Put all money in to teacher positions. As I explained to the superintendent, based on March data, authorized science adoption so it would be available for teachers next year. Should have held on 'til July. Was best thing academically but not financially. This year we spent about \$7 million on textbooks all together.

Bruce – Typically you have positions not yet filled from end of last year to beginning of this year. How many?

Jim – Don't know off top of my head.

Bruce - Any reserved and not yet released?

Jim - Holding on to custodial positions. Making sure schools have permanent teachers in place. Delta looks at on a weekly basis. We did have an additional 27 positions within \$14 million that came out of district level. Those have to come back to board for approval. Can get you a report.

Bruce – That was on one of questions sent to Scott.

Jim – Challenge – complying with class-size and maintaining art, music & PE. A lot of multi-age classes versus you have to have a knack for it. It's not the norm. I'm not a teacher. Can't comprehend how legislature can have us do business anymore. It's a challenge. It really is.

Bruce – 'Plus one' students. It's class size standard, not flexibility standard.

Jim – At secondary level – Flexibility given covered additional elementary teachers that we had to add for class size. Will look at classes on 5<sup>th</sup> day and will make adjustments to meet Class Size Amendment (CSA). After October count will have an issue - at most one student over in every class. Some schools would have to add 4 teachers for 4 students because they were in four different levels. CSA is a challenge since legislature has not met their commitment to fund it.

Scott – future dates?

Bruce – Not sure it makes sense to meet before next HIC on 8/16. IPAS meets on 8/3.

Scott – Wednesday, 8/17. 4:30. Tuesday, 8/23 at 4:30.

Meeting adjourned at 5:37 p.m.