

MEA Bargaining 2023-2024
Session #2

Monday, August 14, 2023

Those present: Rick Bailey, Pat Barber, Cory Bernaert, Kara Carney, Willie Clark, Silvana Ianinska, Derek Jensen, Helen King, Brian Kirchberg, Rob Lyons, Gina Malinak, Melanie Newhall, Bruce Proud, Joe Ranaldi, Rachel Sellers, Jon Syre, Bill Vogel and Dawn Walker.

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

Vogel congratulated everyone on a smooth start to the school year and apologized for the delay to the start of this meeting. Cabinet was meeting. No formal agenda for today's meeting, but we talked about items we want to cover. Would like to introduce new team member, Derek Jensen.

Jensen – former director of teaching and learning in Seminole. Week and half in here in Manatee County and love every minute of it.

Vogel – Derek came to Seminole after I left. Will be an asset in Manatee County.
Minutes look ok. Will give ok after team has a chance to look at them.

Proud – new member, too. Cory Bernaert.

Bernaert – Kindergarten teacher at Harvey Elementary.

Proud – we're ready to begin process. Handout of MEA proposal #1. Tried to stick to same format used in past for consistency's sake. Doesn't mean proposal is same. As usual we can have conversation about the dollar value anytime. Will share how I got to numbers. Proposal includes teachers and paras. Starting with classroom teacher and non-classroom teacher. Sure to have some debate about maintenance in TSIA. Used \$6.6M this year. It was \$9.1 million last year. Got to \$6.6M from information provided by the district. Including individuals that were below base previously but still at base. Being below previously when schedule did not have everyone moving to different base. Know we used \$9.1 last year. Didn't actually include any additional money because of maintenance issue of getting to \$47,500 then \$48,586. Always start with data we have, and the data said that was the correct number. Benefits were removed from available TSIA funds. Charter school amount and benefit calculation are subtracted from total TSIA. Have 3 years of TSIA data at bottom that shows what the law said and what calculations were used for that. 16% for charters. If that's not correct, we can talk about that. 22.44% used for benefits. That number could be different as well. Numbers taken out of TSIA. Used leftover for calculations in columns that show teacher salary bill \$47,500 and any adjustments made to that to come up with total value of \$11,569,000 of what should be left over from \$17M after deductions made. More than happy to have conversation about shift from TSIA to general fund. 2nd column – flexibility to choose what the district chooses to do. Appropriate to put money on schedule. Haven't done that in a number of years. Kept schedule the same. Think that will dramatically assist people beyond the base but included that in base as well. Increase base. Add \$1500 on schedule. 1334 people on schedule at base costing \$2M. Next 3 columns –

performance pay. Similar model 4-5-4. E – 4. HE – 5. GF – 4. Small number of Es; high at HE. Base spans from 1c to 10a currently so all those would move on schedule but would not receive additional money on schedule but would receive \$1500. Last part – those not at base receiving \$1500 on schedule. Simply changing schedule by \$1500. Not overspending TSIA. Other categories – masters supplement still low.

Vogel – explain non base schedule increase?

Proud – increase at every level. Not sure if there are new hires. This database was run in April. Do not have new numbers. Can have conversation about attrition. Master’s supplement would move to \$2000, in line with other districts. Still low compared to other counties. Not quite as out of line with other degrees. Many districts increasing degree supplements. Moving up but probably not enough. 1100 people in all schedules have a Masters. Next is supplemental differential pay schedule. Requesting another 5%. Agreed to 2% last year. Know supplemental pay categories are low. Didn’t change for many years. That amount calculated based on 5% of total received based on people currently receiving supplements on schedule. Doesn’t include positional places, those that are part of the position. Teacher retention, longevity – whatever you want to call it. Estimate of 83 people. Calculated based on amounts of those eligible for supplements. For paras proposing a step increase. Step is still important. Know we compressed so we have a proposal to modify the individual salary schedule in TA 6 where compressed most to get to \$15/hour to allow for some step – 5 cents per hour up to where we stopped but it was around 8 or 9. And to 3 on the teacher liaison 1 schedule which affects one person. And \$1 per hour on the schedule on all schedules. Cost of doing that for 695 FTEs that we had in database.

Vogel – do you have actual schedule for paras?

Proud – I do but probably not enough copies for your whole team. 2nd page will show what I mean on TA6 schedule through step 10. Currently on TA6 shows that everybody is at TA6 through 8 is at \$15 hour to comply with law. Modify to give them a nickel knowing we would also give \$1/hour. Cost of step is there as well as cost for \$1. On PL1 that impacts 3 steps at beginning of schedule. Nickel as well. 3 people on schedule. 21-27 still has repetition. Know we need to work through that. Gave a proposal. Just calculated 2% from step 22 adding 2% per step. No people there now. No cost right now. Other part of schedule just lists how many people. 592 on TA 6. 3 on PL1. 12 on PL2. 88 on PP6. That’s on salary proposal. Haven’t written proposal for retention; we can certainly have that conversation. Hope that the individuals will be paid according to arbitration. Since we’ve had issues with pay delivery we are prepared to negotiate pay delivery process. Want to see smooth payment process of 26 or 22 pays depending on selection process so we can get out of the mistake-ridden process that district said was going to be the fix to the problem.

Vogel – struggle every year. Probably talked about it in cabinet today. Need to work on that. Also, we are moving forward to get resolution with where we are on arbitration. Other thing trying to finalize is information on the referendum. Trying to expedite. Want to make sure health insurance deduction is matched up with mil payment. Still working on that.

Proud – are you prepared to propose a delay of health insurance premium until the mil money appears?

Sellers – looking different than initial one we had for you guys. Hoping by Wednesday we will have it and hope to get it to you beforehand.

Vogel – thank you very much. Did a lot of work. Appreciate the concepts.

Caucus at 6:11 p.m. Reconvened at 7:20 p.m.

Vogel – we looked over proposals and have questions. Update on data. First, working on referendum info. Hope to have by tomorrow. 3039 allocations. Preliminary checking of teachers = solid number comfortable with. Charters – at 17.41% of budget. Going to impact more than 16% you had. Benefits – 22.47%. that will change some numbers. Rachel and Gina have questions. May need to go line by line. Still have differences on TSIA dollars and breakdown.

Sellers – for TSIA you had \$6.6M. We submitted report to state at \$6.9 for maintenance. \$9,194,310- where is that coming from?

Proud – came from your CFO from last year. Didn't talk about it that much. Might have included benefits. Number we agreed on and used that number. Not sure it was really that high.

Sellers – what is your perception of maintenance? Raises from last year? If someone was raised?

Proud – don't think we included any increases other than base in total. Have to look back. Not sure we used additional money from TSIA that would be considered maintenance. It was used for performance pay (PP).

Malinak – When state gave \$17M. split into 2 pieces. Maintenance and raises. \$17.4M that means we have to give charters. \$3,088,694. That leaves district with raise piece of \$6.9 million.

Proud – the state doesn't dictate that.

Malinak – Yes, they do. Can get you breakout from last legislative session.

Proud – State doesn't get to mandate what maintenance is. That's their estimate. That's what you report to them.

Malinak – I reported the number. There was raise piece in addition.

Proud – what is the raise piece?

Malinak – Don't always just give what the state, the state gives us dollars.

Proud – can't say \$11M because you didn't have \$11M in TSIA.

Vogel – that's the challenge we're trying to figure out with TSIA.

Sellers – In description can use TSIA for maintenance.

Proud – I don't mind figuring out what we can agree on as maintenance.

Vogel – We want to work through this.

Proud – Not worried about charters or benefits. Number available is what?

Sellers - \$3,487,838.

Proud – I get you have to report beyond TSIA what you're spending. Just to report that you are spending appropriately.

Malinak – Yes, report what we spend above that.

Proud – Correct.

Malinak – Performance piece increasing 4 and 5 levels. 1492. Why not include total?

Proud – number of those not receiving PP increases. Moving base but not receiving PP because they are on the first 10 levels to 10a. Moving levels but not receiving additional money.

Vogel – newly hired teachers would not receive anything except what goes on base.

Proud – Correct and people that are here from 1c to 10a. may receive partial amounts. May receive 2 or 3 levels beyond where they are. Receive levels but receive less pay. That's the reason for a reduced number. Don't believe we did that last year.

Expanded base. Were at 8a, now at 10a. 6 levels.

Vogel – 2nd column - \$1500 – that is the group within that 10a structure? You've added that for everyone else to move their steps.

Proud – Correct. One for base and one for non-base.

Vogel – On teachers what is the total cost of proposal?

Proud – \$11.569M which was total available from TSIA. That will be adjusted. And general fund - \$2,533,120 without benefits. With benefits \$3,101,000 for non-TSIA.

Sellers – On paras – what percentage increase are you applying that to for actual . . .

Proud – Look at schedule. I calculated cost per hour of the step times the number of hours they work in a year to get a number. 8 people moving in PP6 schedule currently. They work 7.75 for 196 days. \$3,761.12 for those 8 individuals. That's assuming everyone moves from one step to next.

Malinak – That is adding a dollar?

Proud – Dollar is additional cost. Not on a percent. Straight dollar. People work different lengths and year. To get to actual cost. Doesn't show new people, but I don't know how many of those there are and where they are

but they obviously wouldn't be eligible for step.

By the way I like this format; it's much nicer than long skinny numbers, even though it's 4 pages.

Vogel – Would you be available on Friday, 8/18?

Proud – Think we already said that people have other commitments on the 18th.

Vogel - Not sure we will be able to have a counterproposal by the 16th due to other commitments. Will do our best to see what we can come up with.

Meeting adjourned at 7:41 p.m.