

## Negotiations

Tuesday, May 19, 2015

Meeting scheduled from 1:00 PM to 4:00 PM

Facilitator: Kathy Yamamoto

District: Barbara Leeds, Alex Simpson, Mandy White, Lil Folkner

MEA: Sue Colvard, Kelli Cullen, Kurt Dorn, Melissa Barham

Guest(s): Dave Roberts

Visitor: Kendra Wisenbaker

Scribe: Barbara Cogan

Team checked in and the meeting came to order at 1:00 PM

### Agenda of the Day:

- Finalize the Work Day Policy
- Work Day Policy Code No. 401.3 (Kurt and Barb collaborated to revise the policy) Team reviewed individually at 1:08 PM.
- Salary - Alex and Dave
- Excel Presentation

\*\*TA on 5/19/15 at 1:10 PM titled Work Day\*\*

Barb will add a reference section within the Master Contract for the separate Work Day policy.

Alex reviewed the options created by the District and the Association at the previous meeting. Alex presented a spreadsheet titled: COMPARISON OF CURRENT SALARY TABLE TO CAREER LADDER MODEL to the members on the team. He explained the spreadsheet in regards to cohorts. Alex and Dave shifted those numbers. Total Shortfall is at approximately \$10,779,040.36

Dave presented a spreadsheet titled: COMPARISON OF CURRENT SALARY TABLE TO SQUEEZE LOWER INCREASES CAREER LADDER MODEL. Dave provided projected numbers for the 2015-16 academic year.

Total Shortfall: \$10,416,334.41

2015-2016 Shortfall \$8,680,278.67

Legislature was talking to give 3% to employees and District's goal was to honor that percentage.

On the spreadsheet title: Instruction Analysis Spreadsheet, Dave discussed the FTE columns in regards to BA+24 and Master's Degree.

Salary Schedule - Dave added two more lines to salary schedule to the spreadsheet to give projected figures.

Alex and Dave presented a spreadsheet is titled: COMPARE CURRENT SALARY TABLE (ADD) 1 Day goes to Career Ladder Model.

Alex discussed how the numbers are plugged in in conjunction with the numbers on the current salary schedule.

Barb asked Alex what would happen if we were to move forward with the set 3% pay increase to employees regardless of what the state gives us next year. Alex stated that in some areas the District would benefit/gain, but there would be downfalls (win-lose) as well.

Sue requested to see numbers being incorporated as one set percentage to see what the figures would provide. Dave explained to Sue that there are challenges in regards to working sessions. He said that if fixed percentages were to be used, the projected numbers would not be accurate because the Career Ladder is not compatible with using fixed percentages since it fluctuates.

Dave showed the team what the figures would look like by calculating a fixed percentage and it indicated different numbers when compared with the original spreadsheet report. Alex discussed the consequences and gains - Dave stated that when you go to residency or professional, there are benefits. Alex mentioned that we would need to talk about the grandfathered cells. Those cells would not increase at all.

Sue asked if we could combine the ideas by adding funds to the "pot" with or without BA+24 etc. Barb did not think that was a good idea because it would create a mix of employees who are getting advanced certification with those who are not pursuing or furthering their education for a pay increase. Sue explained that she was trying to even out lifetime earnings, but Barb disagreed because it she thought it wouldn't work. Sue stated that there has never been an incentive in the District to get an employee to pursue their Master's Degree.

Dave and Alex had built a model based on 20-year examples of Career Enhancement Models and Dave presented the figures and elaborated on the mathematical logistics to the team. In the current model, there are approximately 300 FTEs to get career enhancements, but the models allow up to 580 career enhancements for employees who wouldn't have originally qualified due to their credentials. Since the longevity column was incorporated, those employees would have a chance at career enhancements.

Alex expressed that it was very difficult to run numbers in regards to transitioning of the grandfathering. He stated that the team would need to consider the concepts due to the complicated way of translating specific numbers.

Alex and Dave finished up their presentation and answered questions from the team regarding longevity and career enhancement percentages and figures. (2:25 PM)

Team break and caucused at 2:25 PM

Team returned from break and caucus at 2: 55 PM

Sue wanted to bring forth an option (Association collaborated during their caucus) When the Association based their numbers from the Convert-to-Career Ladder in the packet, they realized that the figures would be off by a little bit. They assumed that the stipends for the Master's degree and credentials would be added to a "pot." They wanted to try to make it equitable throughout the salary schedule to get rid of the grandfathered cells as a whole. However; the Association is aware that it could cause potential problems in the future. The Association was concerned about the idea that employees could not move into the grandfather cells so by eliminating the grandfather cells, that could possibly stop the issues.

Alex debated that the Association may not have the issue anymore, but the District would still have that problem. The issue would continue on an overall basis in regards to finances. Barb stated her

concerns in regards to taking one employee's money who has worked hard towards earning advanced credentials and dividing it amongst those who are not furthering their degrees. Sue stated that the Association sees both sides of the debate and understand that they cannot predict what negotiations would be like in five years. MEA were just looking at common interests to get an even amount of increase across the board.

One of the District's interests was to get a day or two back. Another strong interest financially would be able to flow through and also give the increase.

Lil proposed that maybe the team should include the details about the career enhancement and credentials for the public to see. Maybe that would help them understand what the pay would look like.

Barb stated that the percentages are the same, but there are two days built in for teachers since the survey showed results that teachers commented about wanting or needing more days to finish what they need to do. Alex stated that the District is still using fund balance to balance the budget. He expressed that career ladder flow through is a strong interest of the District's.

Option Z - Presented by Sue on behalf of MEA:

- \* 5.5% increase (assumption of 3.75% index) Shortfall << current schedule
- \* Eliminates grandfathering
- \* BA+24 / MA monies go into the pot

Option Z-1:

- \* Take \$362,000 to place in the salary top end to deliver more funds to equalize the increase. Doesn't include BA+24/MA money

Option Z-2:

- \* Same as above but add .5% (1 day) included

Alex and Dave presented an option and idea they had (presented to the team) They took \$300,000 and moved to 3% without the BA & MA flow-through dollars. Career enhancements on TOP, not incorporated in the numbers provided on the spreadsheet.

Kathy proposed that the team filter through the OPTIONS list and see which ones need to be eliminated upon the team's agreement and which ones would be worthy enough to have further discussions (weighing possibilities).

Negotiations to continue tomorrow start (May 20th) at 8:30 AM - 4PM.

Meeting adjourned at 3:45 PM