

Negotiations

Wednesday, May 27, 2015

Scheduled at 4:30 PM to 7:30 PM

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

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

Guests: Kendra Wisenbaker, Dave Roberts

Scribe: Barbara Cogan

Meeting came to order at 4:31 pm / Check in

Kathy recapped the meeting from last week.

Barb started the meeting by stating that when the team worked on the section 125-TA, she and Dave re-read it and provided context for revisions of Section 125. She requested for the team to review the revisions. Barb and Dave revised and proposed new language. The team reviewed the handout at 4:36 PM.

Section 125 Changes:

1. \$25.00
2. Part time employees get insurance
3. 720 hours < 30 hour employees
4. Clarification language

Thumbs: Majority thumbs except for Sue - She needed clarification on the eligibility on life insurance.

TA'd on May 27, 2015 at 4:37 PM

Team reviewed minutes from May 11, 2015 Negotiations for minute approval at 4:38 PM

Approval of minutes 4:45 PM

Kathy discussed the progress of the last meeting and asked the team where they would like to begin at this meeting. She recapped the Tentative Agreements between the District and Association. Barbara informed the team that CODE 403.6 will be brought before the Board and they will get the first reading. Barbara said District will start the process sometime in July of this year.

Barbara recapped the Master Contract language on submission. Team will wait to TA on the language until an agreement is made upon Career Ladder and Salary.

Kathy recapped the option chart that the team had voted on using the dot-sticker method. Sue said she had emailed Barb earlier today and had questions about the years when people would be allowed to move into the grandfather. She had questions and required further clarification.

Teachers being and renewable contracts was discussed by Lil Folkner. She referenced the codes within the current Master Contract.

Barbara said the current Salary schedule is a chart projecting the wages of employees. Sue stated that her thinking was the unknown component along with the concept of wait and see of what the

team had been waiting to see what the grandfathering issues would be. Sue suggested that the team does something that's a little less "out there" at least for the next year.

Barbara explained that Board Meeting went into executive session to talk about Negotiations. The Board was highly supportive of the package and they came back with thinking two day and two years of grandfathering. They reviewed what other Districts did and see their procedures and methods. The package is over 5 million dollars for teachers and total for admin and classified is 1 million. Board thinks it's a strong package and believe teachers should get this. Alex discussed about the sizable increases compared to previous years. Kelli thinks that looking at next year's salary is desirable. She expressed the frustration of not being able to get grandfathered in being behind. Alex explained to Kelli that she would still be stepping on the ladder.

Kathy confirmed what the team had just talked about and Barbara expressed that the Board was very supportive with 2 days and 2 years package. Option 1 (O-1) Sue was referring to the package that Barb had handed out. Lil said Valley View's longevity stipend is less than what the District is offering through the package. Kathy stated that it is not uncommon for the options to be re-evaluated. Kathy asked how the Association feels about the package preferred by the Board or if they still have interested in the most-voted option from last meeting's vote.

Sue said MEA had a strong request from their exec board and their biggest concern was the retention of teachers at the cap of an only \$47k salary.

Lil stated that the line was drawn as the information we had presently. She expressed how employees could move from BA+24 to MA within a few years. She talked about the longevity stipend and expressed the nice add-ons within the package.

Sue said that the MEA was not arguing about the add-ons and stipends. One of their Board's suggestion was the stipends should go to the people. There were a lot of things that wouldn't cause the friction. Grandfather topic was the biggest issue.

Kathy expressed that she was hearing different interests and they're not sounding too compromise-able.

The challenge: Are there some other options out there that may meet their interests? Any Ideas?

The MEA asked to caucus at 5:10 PM for 20 minutes

Returned from caucus at 5:35 PM

MEA stated that when they met with the Exec board, they proposed the 1-day and 2-day options. They did a survey and 80% said they were in favor of 1-day.

Question asked: Would you be in favor of additional work days if the funds for those work days were coming from a potential increase in salary?

Barbara explained that all the steps were in law and increases were the highest in cohorts. The way the cohort is built and the increase through time was a significant step.

The teachers wanted the days back into their days. Barbara explain/clarified what occurred when the Board met in the Executive Session. Melissa said the MEA wanted to get feedback from members.

Alex said moving ladder and moving the proposal (two years into grandfather session) because they wouldn't have a retention issue. We will have an issue if someone comes from the outside. People having sizable increases due to the way District is setting up the steps. Two years into grandfather also increasing cells by BA+24 /MA and also MA premium deals. Alex expressed that as far retention issues go, it didn't really seem like an issue at the moment.

Sue had questions about the chart Alex had created. Alex said in a few years, the charts on Career Ladder would change because of the yearly fluctuations. Raises from legislatures will be also be incorporated. She said they're just trying to see if they fully understand the charts. Sue was looking at when they tried to the traditional numbers - numbers were almost identical to the ones from supposal.

5:47 PM Sue and Alex discussed the short fall and percentages. (Career Ladder and Salary Schedule) Differentials and increases are currently / allocation model in the LAW Sue - Not really making a dent in the shortfall because comparison to charts with Alex is similar. Creating a dual system (two different salary schedules)

There were philosophical differences between the District and MEA about how the money was being utilized.

Sue did not see a big divide in what the MEA is proposing. They agreed the law set up for problems due to not going up to \$60k. Kathy asked what the "heartburn" is for MEA and why there cannot be an agreement /compromise from MEA.

Double system is the grandfathered part - Sue

Kathy asked for creative ideas, options, and suggestions.

Dave stated that the bigger percentage increases / bigger gaps in increases or no increases with people. If the model was going to be there, there would more reason to go to it now, rather than later. It will be more of a problem to go and explain it to everybody later. He understood the challenges with grandfather and retention within our schools. The other issue was if they keep the same step concept, the law for career ladder on how we get funded is not that way; it was based on performance and student measurability.

Dave saw potential value deal for the two tier system.

Kathy asked where the team wanted to go. Two different philosophies on the table from both groups.

Barb said that what Dave said about the differential getting greater that would be a big concern for the District. It would be harder determining where people will go - having to compact it. If the District could start this year, then it would have more of a natural flow rather than waiting two years from now.

Lil indicated that the employees are aware that changes are coming, and it almost seemed like if the team are going to make this shift, they should do it now. If employees know we are transitioning, why not take advantage now.

Kelli reflected the personal impact it would have on her salary since it matches the scenario for her on the Career Ladder and compared the higher wages through grandfathering. She had concerns about the cohorts and grandfather cells that were unattainable.

Alex mention that what flowed from the legislature would be what the District would be able flow out. Long term financial health for district is long term benefit for certified and classified. Eventually the fund balance will disappear.

Alex stressed that if we continue to budget into the savings, it will eventually deplete. Alex's mental model was the budget guide so the District would not be in the hole with funds running out.

Barb said classified staffs aren't getting any increases in percentages. She's very happy to give the teachers something they deserved for a long time. They also need to look at classified.

Alex explained the automatic increases from the jumps from the state and BA+24/ MA.

1% to back side salary.

Alex revisited the career enhancement.

Kathy suggested the team to look at previous options (DOTS).

Dots in interest based bargaining - certain concepts begin to surface (start to package concepts into different configurations).

Ultimately, whatever option was agreed on, the groups would have to bring to each of their boards.

Kelli suggested a new option - OPTION 0-5

(Z1 + C1 + NO GRANDFATHER + Supplemental and moving to Career Ladder without grandfathering) Sue clarified with Kelli regarding the option proposed by showing her on the chart.

Kelli - huge difference between two positions from both sides would be the grandfathering.

Alex - if there was an option 6... Districts interest is closing gap for long term. That option would freeze the top cells.

- OPTION 0-6 ^ same as 0-5 BUT NO INCREASES TO TOP CELLS (freeze) Alex is trying to shrink the differential.

Freeze would be anything over \$47,602

800-1000 people who may be frozen in the extra proposed cell (cell #11 on District spreadsheet)

Alex - 40% of people / 75% shortfall because they're all in the top area - grandfather area

MEA asked to caucus for 15 minutes at 6:25 PM Returned at 6:52 PM

Melissa wanted to know what would help both sides in building that bridge in order to see if differential shrink if possible. She spoke on behalf of the Association by stating that they wanted to see a fair and equitable increase. They wanted to see what would happen if they just went straight to a 4% down for everybody (equalize). The Association thought the idea would shrink the differential.

Barb expressed her concern regarding reaching deadline for contracts. By sending certified mail after missing deadline would cost a lot of money. The estimated cost for certified mail would be \$15,000. The District's deadline for contract to be sent out is on the last day of school on June 3, 2015.

Kathy asked the District how they would react to take the varying increases and make them all the same.

OPTION O-7: Z1 adding 4% to each cell; no steps, no grandfather. Still have BA+24/MA flows through

Mandy asked Melissa for clarification – She asked, “Does that mean no thinking about additional days and only looking at z1 option?”

Melissa discussed adding 1 day and part of 4% credits earned would be recognized for the one time to get BA+24 / MA

Mandy was considering ratifiability. “Would that be a ratifiable option? So after a full 8 hours of our negotiations , 12 votes went to OPTION 3. What went from that option being so favored to a decision changed?”

Sue stated that this option would eat away at the shortfall.

Alex is thinking long term - District would still have their schedule to negotiate.

Sue exclaimed that next year, the options would be different.

Lil asked for clarification. “Are you suggesting staying on the stepping lane for next year? Are you saying go for the career ladder model and going for the 4%?”

Alex suggested that the numbers should be calculated to see the figures.

Dave Roberts ran the numbers at 7:03 PM.

Lil thought there were other variables to consider such as recruitment as an interest.

Kurt wasn't sure what the difference between 4 or 5% or if it would be that much of a difference.

Lil said when she talked to teachers, she referenced back to the elementary perspective and they kept asking when the days would be restored.

Alex thought the total numbers were comprise-able.

Kelli wanted to know what the percentage promised for next year would be.

Kelli didn't think they would expect a 4% the following year.

Sue said the idea was that the shared interest would “eat the shortfall.”

Barb didn't think that everyone would equally receive the same amount of increase.

The team discussed setting up another meeting to continue the discussion.

Team agreed on:

Friday, May 29 7:30am - 10:30 am

Meeting adjourned at 7:30 PM