

Negotiations Part II

Wednesday, May 20, 2015

Meeting scheduled from 8:30 AM to 4:00 PM

Facilitator: Kathy Yamamoto

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

MEA: Sue Colvard, Kurt Dorn, Melissa Barham,

Guests: Kendra Wisenbaker, Dave Roberts

Scribe: Barbara Cogan

Check in - Meeting came to order at 8:38 AM

Kathy recapped the meeting from Tuesday, May 19, 2015

Barb proposed that it would be good to list the topics that the team had previously TA'd (tentatively agreed) on to show the team's progress.

Recap of Team TA:

1. Association Rights
2. Work Day Policy - Pending Board approval (June 9th meeting) Reference from the Master Contract (So people can find it under the reference within the Master Contract)
3. Insurance Benefits - Anything less than 7%: split between District / MEA
4. Sick Leave - to remain the same at 280 days (Portability in District only. 10 > 5 Pays for FMLA reporting)
5. Leaves - Personal Days (max 6 days per year)

Sue asked Alex to elaborate the importance of his budget and finance deadline. She understands the stress that he is carrying due to having to meet the county and State's deadlines. She requested to get more information from him to better comprehend. Alex stated that by law, he would need to submit the numbers and reports to the paper by June 12th, but is required to send it to the paper at least five days earlier. He would need to gather information from different budgets in various departments and compile a report to send. Sue asked if the deadline is something that could be worked with in regards to proposing a draft and then getting it amended. Alex expressed his concerns regarding Sue's question because he does not want to present different numbers to the Board and then having to go back later and present more changes. He wants to make sure that the figures are correct from the beginning. Barb discussed regarding the contract and how procedures flow within the District.

Kathy asked the team if anyone had other options that they would like to put on the table. Sue discussed that she would like to spend a little more time to play around with the "hybrid" options between District and MEA to see if they could come to a compromise and meet halfway.

Kathy recapped the Z - Options that the MEA had proposed. Kathy asked the MEA "what purpose does it serve to have grandfathered employees roll into the salary."

Interest for the Association is that they want to be able to have a career pathway that's beyond the \$47,000. Kelli stated that when comparing the numbers, it's not appealing for employees who are looking at future compensation. Kathy asked for the District's response. Alex stated that we are

continually deficit spending and at one point, it will come back to cause big issues. He explained that it is important to make sure that we are not depleting every dollar we receive and making sure we have a better budgeting strategy. Alex is looking at 3% for admin and classified, and 4.5% for certified when he is budgeting. There is an interest for the District to compete and retain their employees.

Kurt asked about the law and elections and whether it could reverse the budget. Barb said that over the years, the District had granted other sources of income such as leadership monies. Barb thought we could use the career enhancement funds in different ways. Alex said that MEA cannot just think about the \$50k. He explained about BA+24 and Masters Premium.

Kelli expressed said that the funds/income "aren't' promised" for the future because it is later down the years. Kelli is fearful when looking at the competitive pay that District is offering compared to other districts because it's not competitive enough. She doesn't think the income cap is enough to make teachers feel like they are valued because it's much lower when compared to other districts.

Lil explained to Kelli that we shouldn't be comparing too much about how much other districts are paying, but instead looking at how much the District is stretching their funds to make sure others are taken care as well. Lil thinks great things are happening because she is seeing teachers getting paid for "student council" functions that they had not been compensated before.

Alex said he would take care of employees as much as he can with the budget the District is provided. Alex thought that maybe he could put off expenses for "new software" etc., for a few years to save the money unless the expense is necessary due to a breach, etc.

Sue wants to figure out how MEA can come up with examples regarding how mathematically, funds can be put in the POT to save more money. "Putting it in as a way to help with differential."

Sue discussed with Alex and Dave the math that she had calculated regarding credentials for a certified employee. She compared the models and wages. Dave explained to her that their model is reflecting what the District already budgeted into the models.

Kelli stated that the "heartburn" is regarding Grandfathering. Another option that was presented was compromising for the numbers a few years down the line, but also adds additional language to reiterate "no guarantee, to be determined ..."

The District hired 11 more teachers and gone over than what was projected. The teachers would be going to secondary to reduce the class size.

Alex explained the projection spreadsheet in regards to figures and income increase regarding their model "Percentage Increases"

The challenge would be publishing the salary schedule.

Kathy advised the team that there are philosophical differences and the team would need to be creative and try to meet the needs of both parties. She provided examples of how the team can come to a compromising agreement.

The goal was to be creative and build golden bridges.

Melissa raised an equity issue regarding the percentage and incorporating Z-2 option by deducting .5% (one day) to the figures.

Dave presented changes to the spreadsheet for career enhancement to show based on longevity. District honors credits as well as university credits. The hardest part was figuring out the equivalent hours.

The team reviewed Dave's excel presentation and team incorporated numbers to see different figures for career enhancement amounts.

Barb said it depends on who is being hired because the District hires more at the Masters level so the numbers would increase for career enhancement.

Current pay is only eligible for career enhancement if employee has BA+24 or MA+0. New model would bring more people in by lowering the standards.

Kendra asked Alex and Dave to show her where the cut off would be for those receiving career enhancement.

Option C-1: Lil proposed on Career Enhancement BA+24 / MA Trigger

1. To eliminate 17 years off chart (+100,000)
2. 20 years mark to get \$1000
3. 30 years mark to get \$2500
4. 35 years mark to get \$3000

Dave clarified that the model that the group is looking at that anyone with the required credentials would only be granted the career enhancement.

Option C-2: Lil proposed to add two days - 1% Lil stated that according to the teacher survey, teachers have commented on needing two Work days to prep before school starts

Barb stated that in the past, people did not attend professional development even when incentives were offered because they did not want to hassle with finding subs or they did not want to leave their classrooms. The District is having more difficulty having people attend these events.

Option C-3: Career Enhancement term to be changed to "Longevity Incentive" to defines what it is.

10:32 AM - Kathy proposed for a weigh in with thumbs TA on 5/20/15 Career Enhancement Option C-1

Sue brought up the grandfathering topic and where the cut off would be. Alex said within the models and within the grandfather section, an employee can continue to step down. Question becomes "where would we cut off who reside to go to grandfathering?" Within two years of grandfather section, then employee can move over.

Option G-1: Grandfather Rights if within two years on 2015-2016 schedule Option G-2 Grandfather Rights if within five years on 2015-2016 schedule Option G-3 Grandfather Rights if within 1 year on 2015-2016 schedule Option G-4 Grandfather Rights if within 3 years on 2015-2016 schedule

Allotted funds are also affecting EL, Title I, 6-B departments ...the District would need to match the figures.

Cohorts above state allocations were placed into Grandfather.

Dave showed the team the Career Ladder that is already in contract to show examples of how an employee would transition along the ladder throughout the years.

Lil proposed that the team should consider a shorter grandfather to save money. Barb and Alex felt that one year was too soon and five years were too long.

Barb proposed that the name of Career Enhancement to be changed to "Longevity Incentive."

Team reviewed Options handout and went down each option at 11:08 AM

One step in the cell is a built-in 3.75% and Sue proposed to Dave to lower the percentage. Dave said "whatever percentage you do, it's just an additive to the other percentages for everybody." He presented the model on the Percentage Increase spreadsheet to show the steps and figures.

The team collaborated on the formal language of credit submission.

Option M-1: Modify language in Master Contract to reflect deadline for additional credits earned. Straw Design language created by the team.

TA'd on 5/20/15 at 12:50 PM on language modification in Master Contract.

Option S-1: Supplemental Salary for Middle and Secondary Schools - Freeze supplemental compensation schedule (base and current placement) for 2015-2016 year.

Option S-2: Create a stakeholder task-force to review Supplemental compensation and make a recommendation to the Joint Negotiations Teams by Jan. 31, 2016.

Option S-3: Supplemental Compensation: Step FIRST, and then FREEZE for 2015-2016

Option S-4: Add 1% (current placement) to Supplemental Compensation Base (instead of a lane change) Stay where they are currently. (THIS WILL TAKE PLACE OF OPTION S-1) Update activities included in comp.

TEAM UPDATED:

Option Z-1: Take \$300,000 and place in the salary top end to deliver more funds to equalize the increase. Doesn't include BA+24 / MA money.

(# 1,2,3,5,7)

Option Z-2: Same as above option but add 1 day (equivalent to .5%) included. Teacher Work Day (# 1,2,3,7)

Option C-1 Career Enhancement

(#1,2,3,7)

Option C-2: Add two days (equivalent to 1%)

(#1,2,7)

Option G-1: Grandfather Rights within 2 years

(#1,2,7) P-9, P-10

Option G-2: Grandfather Rights within 5 years
(#1,2,7) P 6-10

Option G-3: Grandfather Right within 1 year

Sue questioned why the football coach's stipend percentage more than other sports coaches. She wanted to know how the number came to be. The team wasn't able to answer her question and suggested that Scott Stuart may know.

Kathy suggested the District and Association meet in a joint committee and go through it in detail. Barb proposed to freeze the base of supplemental compensation.

District asked to caucus at 2:01 PM
Everyone returned at 2:34 PM

Sue requested for Dave to print out a hard copy of the Longevity Incentive chart for reference. She wanted to see what the impact would be like years down the line in regards to income on the chart.

Dave handed out the Longevity Incentive sheet and pulled up the Salary Budget Analysis on the projector. The team discussed the chart that they had reference earlier in the morning.

Barb proposed a persuasive argument regarding adding in the two days.
Barb proposed options Z-1 combined with C-2 on behalf of the District as an option.
^^ OPTION 0-1 : Z-1 + C-2 (2 DAYS) + G-1 (Grandfather 2 years) + S-4 + Benefits + Longevity Incentive (C-1) + S-2

OPTION 0-2: Z-1 + Z-2 (1 DAY) + C-1 (Career Enhancement) + G-4 (Grandfather 3 years) + S-4 / S-2

*** S -2 & S-4 - TA'd on agreement 5/20/15 at 3:08 PM

OPTION 0-3: Z-1 + Z-2 (1 DAY) + G-1 (Grandfather 2 years) + C-1

OPTION 0-4: Z-1 + C-2 (2 DAYS) + G-4

3:32 PM: Dave returned with custom report to present to the team on samples of FTE stepping into Grandfather cells. These were estimated numbers and would not reflect actual numbers but it allowed the team to have an idea.

Alex stated that financially, the lesser employees they accept into Grandfathering, the more money would be saved.

Sue suggested that they conduct another survey, but Kathy thought it may be too late to collect more data.

The team proceeded with the Dot method on options provided at 3:40 PM.

Dot Count:

Option 1: 6 votes

Option 2: 5 votes
Option 3: 12 votes
Option 4: 1 vote

Sue expressed that she would be more comfortable sending out an indicator or survey to ratify the team's decisions.

The meeting adjourned at 4:00 PM