



SPALC Negotiations Minutes April 21, 2008

District Team: Dr. Greg Adkins, Pete Bohatch, Carl Burnside, Mike Bursztyn, Ami Desamour, Robert Dodig, Don Easterly, Jeananne Folaros, Ron Frazer, Dr. Connie Jones, Lee Legutko, Charles Luckey, Georgianna McDaniel, Victoria Ramina, Jack Shelton, Sonny Stelmacki, Susan Strong

SPALC Team: Suzan Rudd, Bob Rushlow, Patty Allen, Darryl Bardol, Arto Brown, Fred Bucher, Betty Chang, Mike Hukowski, Jamie Michael, Lori Overhoff, Ken Schuman

Facilitators: Georgianna McDaniel and Donna Mutzenard

Recording Secretary: Linda Jo Sanders

Check In

Today's Session: 1:00 – 3:30 p.m.

Missing: ~~Suzan, Darryl, Ami, Sonny~~

Expectations:

Make progress ### ## ## ////
Work great together
Move forward
Look forward to a great session
Get good information today
Help facilitate positive session /

Agenda

Budget Update
Salary Story
Insurance Update
Impact of Navigator
(Ron's still working on information)
Other Compensation Issues

Budget Update and Story

Update Tallahassee

Economic indicates:

- Weakened economy
- Job losses – Lee County high
- Energy
- Falling home values
- Consumer confidence

Legislative Update –District

News articles

- Class-size reduction – may have some flexibility
- Financial picture – legislature moved to Senate position
- Lee County considers worse case scenario

Budget to be released next Wednesday, April 30

Districts lobbying for:

- Required local effort, millage
- Hold to House version of revenue
- Stop 2 million funds transfer (replacement)

Other efforts to halt SAC, SIP, MAP

\$27 million shortfall

NBCT – eliminating support for mentoring portion

FY07-08 \$32 million hit

FY08-09 \$27 million shortfall

Shortfall will continue FY09-10

FEA Update House leaning toward Senate

FEFP reduction to Lee County 3-4%

Property rich Districts will give up \$\$ for equalization

Both House/Senate down \$2.3 billion local tax role

This year significant reduction to reserve which will impact ability

Budget Update and Story cont'd

Growth – statewide has decreased

Lee County expects small increase or decrease in students over next 2 years

Instructional materials/Transportation have been moved out of categorical

District will now need to allocate funds

65% solution still being discussed could be major constraints in balancing budget

Governor would like to use “rainy day” funds – House/Senate have discussed but anything could happen in 2 weeks

Many revenue figures are at risk – revenue estimating conference may be postponed

Sales tax holiday for hurricanes eliminated

School supply sales tax holiday shortened from 10 to 7 days

Impact of budget reductions – loss of staff (400 +/-)

Class size amendment impact to staff – causing reductions

Negative impact to support staff (18-Elementary, 22-Middle, 25-High)

Okay for teaching staff, but limited funds for support

ESOL/ESE paras still in place

Clerical staff hurting

District staff eliminated, SPALC, “N”, Administrative – will result in decreased services to schools

Entire department eliminated (Staffing and Recruiting)

Reduction in force/Reduction of Employees

2-years

2-years, non-reappoint

Will have impact on students and local economy and schools

Impact will be felt next year

Budget Update and Story cont'd

This year – cushion caused us not to feel impact

Transportation – 4 locations with 50 staff – hours 4:30 a.m. to 7:00 p.m. – service to payments, schools impacted may cause late buses

Maintenance has given up 18 positions - feeling that already understaffed lights, AC, plumbing must continue

Not seen reduction in management staff (SPALC) perception – Extremely upsetting to Unit – seems majority of cuts are from SPALC

\$8.2 million in staff already cut

Look for cuts to try to minimize impact

Employees hire no where to go – unemployment rate high

Difficult for all employees – “N”, Administrative also cut

12,000 employees, 223 +/- Administrators

Not all numbers are out yet (re: administrators)

Some positions on Superintendents memo are vacant

Some positions were frozen because it was predicted to be lost

Since December, all positions are Temporary

Money was set aside for positions, but position was taken – so it was not filled

District-wide freeze imposed to save positions, thus not impacting current staff

Ex. Asst. Food Service Manager died; short 2 Food Service workers chose to hold on hiring to protect temps

Budget is 75% people

Having been looking at all ways to reduce budget without cutting people

Magnitude of \$27 million is that it will impact people

Many employees have shared that number 1 priority is to save jobs

Budget Update and Story cont'd

Perception of waste in paper products

Superintendent clear in expectation to find all ways to save before cutting people

Perception that management does not reduce jobs, they just change titles

Sometimes job titles change, position may be eliminated, person moved to vacant position somewhere in system

Principals, District leadership encouraged to assist in helping employees find other jobs

Positions eliminated, does not guarantee another position

Question about attrition

300-400 teachers turnover each year

Non-reappointments may apply for internal transfer until contract expires

Losing positions (ex. Bus monitors)

Vacant positions will not be filled (ex. Transportation East Director) position has been eliminated

Schools have flexibility to bring back a position if extra funds are allocated

DATA REQUEST - SPALC requesting break down of unit by hours - 05-06 example

Keeping people but losing hours, request will help us see impact

Food Service SY06-07 and SY07-08 – department has compared productivity with surrounding Districts, Lee County below others

Productivity number of meals produced divided by total labor input

Food Services developed 3 year productivity improvement plan last year - SY08-09 implementing year 2 of plan

Maintenance – if any AC staff lost, AC systems will be impacted

Electronics – fire alarm, intercom systems impacted if positions lost

Total labor input = total labor at school site including managers

Budget Update and Story cont'd

Supplements not included

AC repairs cost more if bid contract is used

AC tech also difficult because of recruitment (salary etc.) challenges

County laying off AC, but need positions to be able to hire- added schools, decreased staff

Assistance Director – position unable to be filled, now position lost

ITS lost positions with more schools, more computers

Interest

- Affordability
- Fairness/Equity
- Retention
- Classroom Effectiveness
- Retention of high quality employee
- Limiting impact on facilities and students
- Balancing budget
- Compliance
- Morale
- Ratifiability
- Student achievement
- Multi-year impact
- Be a World Class School System
- Preserving as many employees jobs as possible
- Manageability
- Safety
- Quality of life
- Customer service

Check Out