



TALC/SPALC Negotiations May 5, 2008

District Team: Dr. Greg Adkins, Pete Bohatch, Carl Burnside, Mike Bursztyn, Ami Desamours, 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

TALC Team: Donna Mutzenard, Mark Castellano, Leah Allen, Jerry Buonocore, Dr. Liz Cooper, Mary Lou Dietz, Jack Edmonds, Roberta Hill, Martha Simmons, Annie Spielmaker, Judith Wolff

Facilitators: Georgianna McDaniel, Susan Dube, Dr. Judi Hughes

Recording Secretary: Linda Jo Sanders

Agenda

Check-In
Budget Update
Story....(cont)
Options (cont)

Check-In

Missing:

Jeananne Folaros, Lori Overhoff

Time constraints: 3:00

Expectations:

Get closer to a resolution ### ## ## ## ## ## ## ##
Hear the new budget info /

Budget Update

- Lee County School District Funding Summary – passed out (please see attachment)
- School District of Lee County School Year 2009 Budget Information – passed out (please see attachment)
- Budget break down
 - TALC 5,224 = 51% of work force
 - SPALC 4,234 = 41%
 - “N” 519 = 5%
 - Admin 339 = 3%
- Reductions
 - TALC 9.5 = 6.1% of reductions
 - SPALC 95.1 = 61.71%
 - “N” 31 = 20.2%
 - Admin 18.5 = 12.01%
- Effort to keep reductions out of schools – Schedule “N”, SPALC, Admin
- Dollar amount of carry forward \$98.6 million – includes purchase orders, school sites, contingency – anticipating less than \$300,000 left after carry forward expenses paid

Story

- It will be difficult for support staff to pick up cost of insurance (almost impossible) including dependent and even employee
- If in next plan year, district picked up cost of 903 it would cost district \$8 million
- Pay Grade 3, step 15 will increase \$576
- 903 is very rich plan – 706 is still a rich plan based on other district’s comparison
- Two separate contracts
- Broward, Duval, Hillsborough, Lee, Miami-Dade, Orange, Palm Beach and Pinellas counties – Lee makes largest contribution to health insurance
- Perception is those districts may have higher salaries
- Salaries depend on job descriptions and criteria shortage
- Hendry gives more than \$7,000 toward health insurance and only charge on employee if both work for District
- Must look at cost of living
- We are talking about the year 2008-2009 which starts July, 2008 – insurance year doesn’t begin until April 2009
- Final budget passed last week – several districts have proposed district salary roll-backs from FY08 – Manatee 5% reduction , Admin 7 1/2% / Pinellas 2% reduction
- SPALC employees may be stepped out – been stepped out for many years and stuck between 15-20 years with longevity

Story (cont'd)

- Some have a concern regarding the current spending practices occurring at the school level at this time
- Personnel, materials & supplies
- Need to get purchase order before the end of year when system goes down – get ready for SS (expenses) books – specified accounts
- Certain types of funds very specific can't be used for hours or personnel
- Lee money in per pupil – more in categorical with less flexibility
- Many SPALC employees non-reappointed because under 2 year
- Divisions have looked at projects/programs that can be postponed to minimize cost
- Need to clear up what costs can be taken from capital and moved to operational
- Maintenance is very concerned about sub-contracting and District is paying big \$\$ for sub-contracting often – District has to fix work of sub-contractors i.e. irrigation
- Sub-contracting very expensive – less staff – could not find workers
- Irrigation – State is requiring abandoned wells to be plugged – cost for this \$250,000 - \$150,000 for watering existing fields/grass
- When you cut positions, services are cut as well – what are the consequences if work is not done?
- \$6 million is proposed would make available 2% per employee for enhancement
- Insurance benefits estimated to increase by 9-10%

Data requests

- outsourcing \$ spent for all departments
- numbers to show if the IB Program is self-supporting
- Maintenance survey (Victoria)

Options

TALC (Insurance Options Only)

- I-1 Raise benefit bank to cover employee only cost of 903 - give TALC/SPALC plus 1%
- I-2 TALC/SPALC employees absorbing increase in benefit bank and step plus 2%
- I-3 reduce Districts contribution to benefit bank
- I-4 Reduce Districts contribution to benefit bank to the level of the 706 plan
- I-5 Transfer position of Wellness Coordinator to a position charged with reducing the cost of self insured plan by \$15 million
- I-6 Reduce benefit bank and allow teachers the option to use the \$\$ to purchase own health insurance

SPALC (Insurance Options Only)

- I-7 District pick up any increase for plan 903
- I-8 Forgo any type of raise pick up cost of 903
- I-9 Leave benefit bank option alone
- I-10 Insurance task force exam again alignment with district fiscal year (reduce gap)
- I-11 Add step to SPALC Salary Schedule and add to TALC/SPALC option I-1 & I-2

Other Options

1. SPALC steps be moved – distance in steps = 3% - put 3% on the steps of the top people for a limited time – everybody would see 3% - benefit bank cost = of 903
2. Stay within 6 million \$ for all compensation for all 4 employee groups

Next sessions:

Wednesday, May 7 – SPALC only – 10:00 a.m.

Thursday, May 8 – TALC only – 2:00 p.m.

Joint TALC and SPALC Session – Thursday, May 12 – 8:00 a.m. – 12:00 p.m.

Session Closed