



SPALC Negotiations Minutes May 7, 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, Dr. 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

Name
How are you
Who is missing? ~~Bob~~, Suzan, Lori,
Time Constraints
Elephants
Expectations
Make good progress ### ////
Get done /
Move on with the process //
Look forward to some options
Reach an agreement ###
Land this thing
Help make good progress /

Story

- Gap of \$14 million
- \$20.6 million negotiated pay increases
- \$6.5 million to work with, compensation and benefits for groups
- Board has interest in balancing budget and ratifiability
- SPALC's portion = \$1.456 million
- Cost savings ideas have given plans for long-term savings benefits
- Bargaining teams to be complimented for working on challenge together
- Food Services started with SPALC 4-months ago to reach a negotiated agreement to reorganize
- ? Food Services – what is year 3 plan
- 1 more meal/labor hour reduction in labor allocations
- ? Food Services revenue/cost savings at this time
- Plan is to become as efficient as other districts
- Elementary 19.5 meals/labor hour – next year 20.5
- Question about Option 1 (other) from 5/5/08
- Benefit Bank = 903 cost (annual) \$8 million
- SPALC approximate \$3.2 million annual
- 4,204 employees
4,234
SPALC % 754 employees at top of schedule
- 3%- \$2.4 million (includes retirement, SS), plus 3% at top
903- \$3.3 million for SPALC
\$5.3
- SPALC has taken hit
 - Class Size Amendment
 - PE
 - 65% solution
 - Direct costs to classroom
 - Limits options
 - \$8 million additional for Class Size
- Previous cut of paraprofessional hours District restored those hours first before hiring new employees
- 2 unique conversations – Food Service and other SPALC employees
- Meals/hour is part of conversation
- SPALC believes Food Service should be decentralized and managed at school level
- SPALC would like to demonstrate another way to run Food Service
- Article 6.03, line 24 – employees shall be increased in hours due to changes in work site..... by seniority
- 6.031
- \$1.456 million is reality, were in this together – ballot (Nov) has many options that may impact
- Food Service welcomes suggestions/solutions from SPALC

Story cont'd

- Adding hours to existing employees (Food Service) does not help get students served during serving peak hours
- Food Service Department has not made effort to get hands out at schools to serve students (SPALC perception)
- Estimate for health insurance premiums next year "09-10" 9.5% increase 2% margin built in (handout)
- Increase in 903 \$66/mo=approx. 8 million cost to employee would be \$33/per pay
- Insurance Task Force has subsidized 903 this year "08-09"
- Cost of insurance continues to climb if attach to 903 may mean insurance is primary concern see story page 6
- Four plans to choose from District would still cover 2
- SPALC survey shows concern over cost of insurance as compared to salary
- 706 has high deductible, support employee can not afford it, can not pay upfront for medical services
- Survey of employees, number of years ago employees said- rather have salary than insurance coverage
- Many people don't use deductible only comes in if hospital stay
- Insurance would mean using 08-09 \$ as well as 09-10 \$

Options

1. Any Food Service employee – 4 hours and above - who has lost hours be restored
2. Freeze salary and benefits eliminate last round of personnel cuts
3. Food Service – employees who had health insurance and are lowered to 4-hours – “grandfathered” health benefits
4. Consider Early Retirement incentive
5. Freeze benefit bank and 2% across board, freeze steps
6. Long-term existing employees who have hours cut be restored hours before new hires (school support employees) – location by location, employee specific
7. 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
8. Stay within 6 million \$ for all compensation for all 4 employee groups
9. Freeze Benefit Bank at \$6372, 2% step increase
10. 2% bonus on top step
11. Reduce 07-08 salaries to cover costs of Benefit Bank
12. Add step to SPALC salary schedule= 2%
13. Freeze steps & 2% increase across the board
14. Freeze salary and step for 2 years to cover cost of 903
15. Reduce number of paid holidays to cover cost of benefit bank
16. Freeze salary for 1 year

Insurance Options cont'd

I-12. Insurance Task Force work on 903 to prevent cost increase

Straw Designs

- A. Option 9 - Freeze Benefit Bank at \$6372, 2% step increase
Option 10 - 2% bonus on top step

- B. Option 9 - Freeze Benefit Bank at \$6372, 2% step increase
Option 12 - Add step to SPALC salary schedule= 2%
I-12. - Insurance Task Force work on 903 to prevent cost increase

Data Request:

Number of hours cut for existing SPALC employees

Number of jobs lost hours and positions if district covers increase costs of 903

Next session for SPALC team, Joint TALC/SPALC- Thursday, May 15, 2008, 8:00 a.m.
Location TBA

Session Ended