



TALC/SPALC Negotiations October 14, 2008

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

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 and Dr. Judi Hughes

Recording Secretary: Linda Jo Sanders

Check In

Who do you represent?

Time Constraints 8:00, 8:30

Who is missing?

Dr. Jones, ~~Ami, Carl~~, Suzan, Darryl, Mike H.,
Judy W., Lori

Elephants

Expectations

Reach Tentative Agreement *### ### ### ### ### //*
Collaboration and open mindedness

Update

- Waited due to lack of budget information

Insurance Task Force (ITF)

- ITF met – have a recommendation

Insurance Task Force - Recommendation

1. Discontinue 927 Plan for 2009-10 (beginning 4/09)
2. Offer Bluecross Blueshield HMO 10 Plan
3. Keep 903 Plan status quo
4. Keep 118 Plan status quo
5. Keep 706 Plan status quo
6. Maintain the Benefit Bank at the current level of \$6,372

- 927 Plan – low election tentative extra \$294/mo. For next year
- Utilization for all claims is high
- HMO rich plan must be in Network reciprocal with most States
- Cost of 706 Plan – approximately \$2.50/per pay
- October 29 ITF meeting - rates should be finalized

Budget Update

- \$6.8 million set aside for salaries = about 2%
- Loss of FTE, \$13 million set aside for shortfall
- Governor asked for 35% set aside \$24 million
- Expect at least 2% = \$14 million to give back
- Contingency = \$23 million – used for emergencies (hurricanes)
- February FTE expecting \$5-\$6 million shortfall
- Contingency could be depleted of \$20 million
- \$14 million (2%) + \$6 million (Feb. FTE)
- Bargaining authority – take 2% (6.8 million set aside) add 1% = 3%
- Economy in “straits” stocks, tourism, fuel, etc.
- Uncharted waters hard to predict
- Likelihood of positive news – will take time
- Decision to add 1% was to support District’s human capital
- 3% = \$10.2 million
- Next year is full book bargaining
- Expectation is that next year will be worse than this year

Budget Update cont'd

- 3-5% is recommended contingency fund (\$23 million)
- Bad hurricane could cause major loss of contingency funds
- Insurance claims increased could dip into contingency
- FEA meets with other districts – some are taking back salary
- Contingency fund is operating funds
- Few districts (small) negotiated salary increases – most 1%
- If contingency funds are depleted, cuts may occur mid-year

Caucus: Discussion on presentation and ready to move forward

3% salary enhancement - to be negotiated for distribution – TALC and SPALC

TALC Options

- 3% across the board, retroactive to July 1, 2008
- Utilizing 2007-08 salary schedule to create a revised salary schedule conversion table

SPALC Options

- 3% across the board, retroactive to July 1, 2008
- New hires, July 1 or after will be granted experience credit per SPALC contract language retroactive to hire date or July 1, 2008

TALC/SPALC - Implementation Plan

- Joint Communication with a link to the Web
- Salary schedules created and posted to the Web
- Communication and Salary Schedules printed and posted to Association bulletin board and mail boxes
- Joint Labor Management Committee meeting – Oct 20 – plan to disseminate information
- Insurance information in next Benefit Review
- Set Joint Ratification dates (Oct. 28+29)
- Board Action date (Nov. 3)
- Set two dates for payout (Nov. 25- TALC + Dec. 15- SPALC)

Meet adjourned.