



TALC Negotiations Minutes April 25, 2008

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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 Suzan Rudd

Recording Secretary: Linda Jo Sanders

Check In

Who is missing? Annie, Michelle
Elephants?

Expectations?

Get through story, start options ///

Get through story, interests ## /

Bring a new positive attitude (here, here)

Make progress ## //

Be of assistance /

Agenda

Budget/Legislative Update
Story
Interests
Options

Budget/Legislative Update

- Final by next week
- Senate and house new versions
- Reductions continue
- House - \$28 mil/Senate - \$29 mil(most likely)
- 22 million from Capital funds
- No information on areas to be cut
- No TALC paid from Capital funds
- 90% of base FEFP comes from local sources
- No sales tax holiday
- Multi-year problem of lack of revenue- possible three years
- If flex \$\$ 1st two years must find \$\$ to replace in 3rd year
- Revenue continues to decline and will probably continue into the future
- Must balance the budget
- Florida attempts to provide equal education across the state of proportionate funding
- Tax Commission amendment pending and possibly 65% solution
- Florida funding system relies on sales tax and property value taxes

Story

- Teachers are concerned that the District may not be able to honor contract
- Instructional staff will increase and support staff will be reduced – some administrators
- \$8.2 million already cut – 78 positions cut so far
- Employees are in fear of losing jobs – morale low
- Legislature has failed in its mandate to education – parents may need to feel the pain before voting to correct situation – some feel that legislative budget cut in education is retaliation for Class Size Amendment
- Overriding concern of employees will they have a position
- Will either cut people or compensation to meet budget
- Paramount duty to serve students
- Must be careful to guard impact on educational setting – students
- Some counties – petitioned House – take capital funds and move to operating requesting waiver (Collier, Monroe)
- Lee County took flexibility this year, no offer for FY09 – 5.5 million this year
- Waiting to find if waiver available for FY09
- Question – can funds be borrowed from capital – law allows borrowing for 13 months
- Perception of why we have recruitment fair when teachers losing jobs
- Will still need teachers due to mobility, attrition – project hiring 200-300 teachers
- Teachers hired yesterday, including non-reappointed teachers

Story cont'd

- Cost savings - \$20k saved because we used LCPEC and borrowed tables, chairs
- Lunch donated by Nova, Sylvan donated funds
- Staffing/Recruiting DEPT eliminated, yet they put fair together
- Overtime reduced due to efficiency of custodial staff
- Principals where told that non-reappointed teachers could attend, encouraged to apply for voluntary transfer
- Concern is that instructional support and electives will be reduced
- Florida School Board Association 9:47 a.m. memo:
 - House/Senate have resolved most issues
 - Senate budget (lower) ruling out
 - \$2 mil can be used to reduce debt
 - Transfer of .25 of 2 mill will reduce ratings and ability to borrow funds-rating agencies consider it damaging to Districts ability to borrow
- Rating AA – currently
- Concern ability to ratify, experienced teachers, who are concerned about retirement
- Adjustment in student assignment moves positions to other locations
- Positive response to recruitment fair, coming to one location to seek employment
- Early retirement response:
 - \$50k per year, replace with \$35k
 - Give savings to person retiring
 - Missing piece (Huge) instead of 250 people, it was 150 people
 - Savings were not realized as projected
 - District lost money
- Reality of funding system that is poised with economic storm is frustrating
- Teachers and staff have always buffered loss of funding
- In future, must be clear about what services will be lost due to the budget constraints
- Must be clear to parents/community about loss – without whining
- Take A Stand is commended for stance in Tallahassee
- Concern for students not having skills to compete globally due to funding shortfall
- Parents have typically helped find funds for their kids to participate in activities
- Long term impact to budget cuts
- Discussion about borrowing from capital funds
- Electives are important to help kids graduate and go to college
- Base my decisions on core value of District vision – to be a world-class school system, then TALC members, then District
- Educators continue to make up for loss of funds – we may need to stop offering programs or services to get public's attention
- Example: NCLB impact educators must bite the bullet and say no
- What affects education funding, no matter what political party

Story cont'd

- Principals have cut support staff and are concerned with impact to school's function...custodial, clerical, food service – cuts will affect class and teaching staff
- District staff have also been cut, ex: Staffing and Recruiting – further reductions have been made which will impact schools
- Additional cuts yesterday
- SDLC largest employer in Lee County – trickle down occurs
- Retirees impact decisions at election time
- Lack of voter participation affects outcomes
- Educate populous affects society (ex:, DJJ students conversations)
- Budget committee identified second round of reductions – equaling \$2.5 mil more cuts in people and 50 additional positions – other non-personnel items under consideration (ex: overtime reductions)
- Historically and hysterically – when you quote amounts, it becomes “fact”
- Shortfall is \$29-\$30 million for FY09
- \$11 million already cut
- \$18-\$19 million must be still cut
- All living expenses continue to rise
- Fort Myers News Press 4/20/08 – question about transportation
- Benefit Bank will impact total compensation
- Other compensation may need to be discussed/impacted ex. tuition reimbursement
- Compensation decisions of salary may impact other compensation items
- Reopener language – regarding budget shortfall
- Insurance benefit bank
- Navigator Project – bargain impact (pay delivery options)
- Navigator Project – work with Labor Management to move forward, identify areas of most interest to plan for implementation
- Contract built around 30+ year old mainframe system
- Not a priority for today's discussion

Salary – other related items – CONSENSUS to work on this first

- Non-personnel reductions \$4 mill additional cuts
- Carryover has been factored in
- Still seeking \$15 +/- million in cuts
- If Benefit Bank cost \$8 million (4/1/09) if at 903 level
- Self insured insurance plan for SDLC
- Individual cost (projected for 903, approximately \$28-\$30 per pay

Story cont'd

- Last budget reductions:
- - 65.4% SPALC
 - 15.4% ADM
 - 17.9% "N"
 - 1.3% TALC

} 4.4 million

Based on number of positions cut

- 11,000 employees in District (1.5 person supporting a teacher) figures from 8/07
 - Consider various support services, paras, clerical, food services, transportation, administrators, maintenance, etc.
 - Really support 80,000 students including how Insurance & Benefits supports all
 - 5,350 teachers 48.6% - close to one to one
 - 1 day reduction
- | | |
|--------------------|-----------|
| 255-TALC employees | \$12,174 |
| 226 | \$13,615 |
| 210 | \$13,203 |
| 206 | \$24,646 |
| 201 | \$216,324 |
- Cost savings if TALC employees worked 195-day schedule vs. 196-day = \$1.6 million
 - Cost savings if all employees worked one less day = 2.4 mill

Interests

- Employee morale
- Ratifiability
- Compliance
- Student achievement & Potential
- Affordability
- Manageability
- Retention of high quality employees
- Multi-year sustainability
- Keep jobs
- World Class School District

Options

1. Preserving current salary schedule
2. Take all forms of salary and enhancement and freeze (maintain FY08 salary)
3. Go to 4-day week
4. Add new step at bottom of schedule for new teachers "0"
5. Percentage reduction in raise (current average 6%) (1% raise would save \$17 million TALC would = \$11.5 million
6. 1% raise would save \$17 million TALC would = \$11.5 million
7. Raise benefit bank to cover employee only cost of 903 – give TALC step plus 1%
8. Charge students a fee (deposit) for educational items not returned
9. 4-day instructional week
10. Reduce length of work year 201/255 – 245 (\$3.6 million for all employees)
11. Suspend the supplement schedule for 1-year
12. Continue to reduce support services to teachers
13. Do away with Teachers On Assignment
14. TALC employees absorbing increase in benefit bank and Step plus 2%
15. Do away with paid holidays (begin with 6)
16. Reduce District's contribution to benefit bank
17. Reduce District's contribution to benefit bank to the level of the 706 plan
18. Transfer position of Wellness Coordinator to a position charged with reducing the cost of self insured plan by \$15 million
19. Reduce benefit bank and allow teachers the option to use the \$\$ to purchase own health insurance

Bin

- Charge students a fee (deposit) for educational items not returned
- Eliminating all busing

Next session–Joint TALC/SPALC – Mon., May 5, 1 p.m. Training Rooms A+B, LCPEC

Check Out