



TALC/SPALC Negotiations May 15, 2008

District Team: Dr. Greg Adkins, Pete Bohatch, Carl Burnside, Mike Bursztyn, Michelle Cort-Mora, 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, Marjorie Howell and Dr. Judi Hughes

Recording Secretary: Linda Jo Sanders

Check In

Who are you? (Team)

How are you?

Time Constraints 12:30

Who is missing? ~~Ami, Lee, Ron, Jack S., Carl~~, Connie

Elephants

Phone calls – agree to raise & insurance = loss of jobs

Parties affect the # of positions

Still looking at cost cutting measures

Expectation:

Get to some type of resolution ### ### ### ### ###

Move forward & upward ### ///

Have faith in the process ///

Follow norms and

treat each other as we like to be treated

Agenda

Bin Items
Additional Story
Review Options
Additional Options
Addition Straw Designs

BIN

Cost Savings Suggestions

- Office Depot has better options for the disposal of technology
- Begin a recycling program

Additional Story

- Have received additional information from State - \$9 million less
- Class Size Reduction - \$30 million over two years - \$15 million per year -Capital dollars – “Zero” allocated
- Public Education Capital Outlay (PECO) Funds from capital side for facilities help to meet Class Size Reduction needs
- Less money to capital budget - safety and security and maintenance
- Data shared – handout re: SPALC survey
- Survey set up expectations
- Need more information to make a decision on question
- In future – be more collaborative
- Are we looking at a pay cut? – only an example
- Intent was not to undermine the process
- SPALC wants to hold on to jobs
- Insurance – 706 deductible requirement
- Having to pay right away
- HMO has an option
- BlueCross BlueShield (BCBS) has an option
- Upside of an HMO (BCBS) - \$250 –per stay out of pocket
- HMO – no co-insurance
- \$30 on specialists seems a little high – change might not have a great affect
- Everyone in the HMO would be in the PPO – not vise versa
- Some frustrations in HMO physicians may not be in the plan next year
- Wants to see 903 and 706 side by side
- Handout on HMO

- Concern about cost of co-pay GNI – primary care Dr. wants to know what the specialist has prescribed – primary care looks at total health
- Similar to PPO – Primary wants to know
- Hospital will make sure you see HMO Dr.
- Network is smaller- have to go to HMO Dr.
- According to HR Magazine – many corporations decreasing or stopping insurance coverage
- Out-of-country/Out-of-State reciprocity?
- In network = state wide – BCBS has some reciprocity for emergencies
- District has already accepted change with the benefit bank
- Does this information move our process forward – discussion of 903 – yes
- Strong benefits us /HMO’s
- Not enough information to say “yes or no”
- Putting out because of non payment
- Compensation & Insurance
- No salary increases for any other employee until contracts are settled– per Superintendent and Board
- Members appreciate the feeling that we are all in this together – reflective of practice since 2000
- Is there an understanding by groups of financial situation?
- Some yes, some no – hard to answer
- Are there any proposed options that are felt that could be ratified at this time – no - feels more time and information needed
- SPALC has been doing area meetings believe that situations is serious but feel that they need to see data (i.e. Student projections)
- Feel that with joint team option presented “seeing is believing”
- Will help with ratifiability
- What information will you be seeking
- Student enrollment projection
- People are aware of financial crisis
- Staying at pay grade may help the “we’re in it together feeling”
- Joint communication will include option and rationale
- Because units do not want to be obligated or committed to any one form of compensation
- increase until we have completed all negotiations to see complete financial picture – want to make the thinking on these issue clear
- Option qualification – matching employee positions may need to change steps – job match position compensation – schedule is the reference the proposal is that it wont’ change
- Would give ITF time to look at options presented
- Better idea of student enrollment
- Trim Notices will be coming out in August
- The preliminary budget will be out in July September estimating revenue conference more time on the education piece to look at

- It would take 75% (147 of 196) days to recoup loss
- To equal \$20 million all would give 75% of contract
- \$20.6 million if we continue all groups deficit \$28.8 – reduced \$14.7 with cuts – gap is approximately \$14.1 needed – if you took the 14.1 from raises - \$6 million left
- Clarification – Joint Option 4 – extra pay employees get

Caucus – Report out – Clarifying an option to apply to both TALC and SPALC

Options

- **Joint 1** - Slow down contract negotiations – SPALC take time to look at DATA – see what comes down from the State – resume negotiations sometime in September & use time to examine other insurance through Insurance Task Force (ITF)
- **Joint 2** - Freeze all bargaining unit employees’ compensation, including step progressions, at 07-08 salary schedule pay rates (pay grade and step for SPALC and pay step rates for TALC), until negotiations are completed and an agreement is ratified
- **Joint 3** - To reduce everybody’s work year by (2) days – savings of \$4.8 million
- **Joint 4** - Formalized in a Memorandum of Agreement
- **Joint 5** - The Insurance Task Force will continue discussion on health insurance options and the impact on the benefit bank
- **Joint 6** – The parties agree to commence formal joint negotiations no later than September 30, 2008 to continue discussions related to the economic provisions of the agreements

Straw Design A

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CONSENSUS

Implementation Plan

- SPALC to inform stewards at 5/15/08 meeting
- TALC to inform stewards and reps at 5/21/08 meeting
- Two Association Presidents and Dr. Adkins – presentation on Districts ITV
- Memorandum to all bargaining unit employees via District pony
- Email message sent
- SPALC Labor Management meeting – include TALC – 5/19/08 – 10:00 a.m. to work on Memorandum of Agreement
- Joint communication email (Martha Crotty’s Notes) and send memo to others without email
- Educate members in Units, Admin and Schedule “N” – broadcast
- Superintendent web-based video on budget
- Insurance Task Force meet throughout the summer
- Continue education plan in August crisis in budget and keep people educated
- Attach memo to end of month May check
- Find a simplistic visual to send out or include in presentation
- United Effort – Include wording that we are working on this as a family – together to find a solution
- We have the word of the Superintendent to
- 3rd piece - the parents how are we going to get the parents to implement this- Legislatures don’t’ listen
- They need to understand how painful this is regarding their children’s programs
- Guest opinion in News Press
- We need to campaign with parts on how we are going to move the plan
- People who are experts to help us tell the story
- TALC is “Taking a Stand” in getting the word out
- We need the District to be active in this helping us get the word out
- Parent Link is not designed for political messages
- Utilize options and options of District and School Board in communications
- Take information to TALC/SPALC Labor Management

Check Out