



TALC Negotiations Minutes May 8, 2008

District Team: Dr. Greg Adkins, Carl Burnside, Mike Bursztyn, Michelle Cort-Mora, Ami Desamour, Robert Dodig, Jeananne Folaros, Ron Frazer, Dr. Connie Jones, Lee Legutko, Georgianna McDaniel, Susan Strong

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 are you?

How are you?

Who Is Missing? ~~Ami, Jeananne, Carl, Lee~~

Time Constraints? 5:00, 5:30, 5:40

Elephants

Expectations

Come up with enough options to make a decision *### ## ///*

Continue moving forward *///*

Think out of the box with options both sides can live with

Live/think out of abundance not fear

Willingness to be thorough

Have a great session

Agenda

Continue Story

Options

Review Insurance & Benefits Data

Bin – Cost Savings Ideas

Straw Designs

Joint Communication

Story

- Facing shortfall of \$14 million dollars – These are the real facts, other Districts and employers cutting salaries - \$20.6 million for raises
- Need to “get the attention” of state by possibly upsetting those we are always trying to satisfy – if not, we will continue to absorb the loss
- Legislature has missed the opportunity to do what needed to be done – its time to let the hurt....hurt!
- District cuts are going to cause services to be cut – this will mean people will be calling to complain
- Education is FCAT driven
- Need to speak with one voice – where we are failing is with the parent’s vote
- Need a commitment to speak in a unified voice
- Important to communicate what services are going to be cut so parents will be aware, not upset
- We are where we are – we have a \$14 million dollar problem
- We don’t control the politics – we need to get to the point of how we are going to fix the shortfall – before we take a loss, let’s cut what services that are not academic
- Teacher’s morale is going down-if teachers are unhappy, students will be affected
- We all have responsibility to make changes not just parents – how can we fix this right now?
- Need to help teachers realize we are in crisis and will be for several years
- 2 options – either saving more people or more money for people who are staying – Need an active plan after bargaining to solve the problem from happening again
- We need to remember what cuts have already been made for 2009-2009 in “non-academic” areas
- Only \$1.3 million dollars would be on table if all administrative raises were taken – Lee County contributes more to insurance than comparable districts
- \$6.5 million to be used for all employee groups
- Insurance and Benefits Data
- \$8 million “cost” of 903 if it stays the same
- \$6,372 per employee paid by District
- \$5 million in TALC annual supplements 2007-2008 school year
- Cost for one (1) day for 196 day teachers \$925,000
- Employees looking to District to do more
- Mission impossible to educate employee to the same level as the bargaining team
- Sense that employees do not understand – factors of why things are the way they are
- District has done a lot already – TALC lost fewest positions so far
- Obligation to educate employees
- Administrators are sometimes not aware of issues
- Amount of reserves at beginning of budget year = \$40.8 million of that \$11

Story cont'd

- Projection for next budget year looking at under \$32 million which includes \$22 million contingency and \$9 million FTE shortfall

Options

- ~~22. Early retirement buy out~~
- ~~23. Pay for retirees to continue insurance until age 65~~
24. Reduce all TALC annual salary supplements 50%
25. Form a cost-savings task force
26. Eliminate all Staffing Specialist replace with support staff who have been laid off
27. Teacher hiring freeze reducing possibly \$11 million
28. Plus 4 (messaging of class size)
29. TALC would match the percentage cut of administrators
30. Teacher hiring freeze – use school based administrators to fill positions
31. District supply budget cut ~~or eliminated~~ for 2008-2009 (frozen for 1 year)
32. 2% increment percentage increase – across the board (No step)
33. 3% increment % increase
34. Freeze benefit bank Step +1%

BIN

Cost Savings Ideas

1. Go to 4-day week (remove from options)
2. Early retirement buy out
3. Pay for retirees to continue insurance until age 65
4. conserve energy costs by shutting down computers at end of day
5. Give parents choice of electronic report cards or cards being hand delivered
6. Open enrollment at beginning of school year
7. New schools could go “solar”

Straw Designs

- A. Option 7 – Raise benefit bank to cover employee only cost of 903 – give TALC step plus 1% = \$13.5 million
- B. Option 32 - 2% increment percentage increase – across the board (No step) and I-9 (\$4.6 million)
- C. Option 34 - Freeze benefit bank Step +1% (\$9.4 million)
- D. Option 34 - Freeze benefit bank Step +1% and
Option 24 - Reduce all TALC annual salary supplements 50% (\$6.9 million)
- E. Option 11 – Suspend the supplement schedule for 1-year and
Option 26 - Eliminate all Staffing Specialist replace with support staff who have been laid off (\$6.3 million)

Next meeting – Joint SPALC/TALC Session - Thursday, May 15, 8:00 a.m. – 12:00 p.m.
– Training Room A+B LCPEC