



TALC Negotiations Minutes May 22, 2009

District Team: Dr. Greg Adkins, Carl Burnside, Mike Bursztyn, Cheryl Curry, Dr. Ami Desamours, Robert Dodig, Jeananne Folaros, Ron Frazer, Dr. Connie Jones, Georgianna McDaniel, Susan Strong

TALC Team: Donna Mutzenard, Mark Castellano, Leah Allen, Jerry Buonocore, Dr. Liz Cooper, Jack Edmonds, Roberta Hill, Nathan Pugh, Steve Solak, Martha Simmons, Bob Scoppettuolo, Annie Spielmaker

Facilitators: Janet Borchers, Patti Elkin, Sara Kohlhauff; Neketa Carthan, Shellie Hallstead, Marsha Bur

Recording Secretary: Linda Jo Sanders

Agenda

Minutes 5-21-09 approved
Seniority
Work/Instructional Calendar
Successor Re-opener Agreement
Compensation

Seniority cont'd (reabeled – Experience Credit for FRS Retirees Returning)

Interests

- Student achievement
- Equity
- Affordability
- Manageability

Options

1. Any FRS retired employee rehired would be rehired at 10 years experience credit
2. Any FRS retired employee would be rehired at full experience credit
3. If collecting retirement from out of state and become employed you start with 0 years of experience
4. Option 3 with “teacher” before retirement

District Caucus Report – discussed issue, got clarification – instructional (in classroom) can come back in 30 days as described – District gets a lot of criticism over issue, however district is okay with pulling to avoid an impasse, but it is a big deal
SPALC – Ditto

Issue pulled

Workdays – Instruction Calendar

Story

- Joint Task Force – Navigator salary schedule changes – no changes in work days due to so many things
- Will come back with potential changes to work groups
- When reducing personnel if no standardization in # of days there's a mess
- Doesn't feel we have work today
- Counselor – 216 days – already told
- Looking at standardization of what is not already in contract
- 255-day calendar for some teachers, administrators, other personnel
- Superintendent was looking at the 241 day work year
- Maintenance needs to be in the buildings when it's empty
- How long do some employees have to work?
- Reduction of work year maybe reduced according to calendar

Workdays – Instruction Calendar

- Example: Counselors, tech – choice – agreement
- PAF – this issue has a relatively small impact on TALC bargaining unit (35)
- TALC minimum 196 days
- A task force will look at this issue – complex
- Page 49 Juvenile Justice counselor – counselor there 255 days (DJJ) his area of expertise is different from the counselor from DJJ

No work needed to be done on this issue at this time

Salary Compensation

Options

1. Give teachers step - \$8 million
2. Give teachers their steps but add 1% to the top (step 15) and bottom (step 1)
3. Enhance all steps on the teacher salary schedule by 6% - \$16 million
4. No change – continue current level of compensation
5. No reduction in current level of compensation
6. Include language for a bonus at the end of the year
7. Give all teachers their step + 1% raise - \$11 million
8. Any enhancement in current level of compensation will count towards FRS
9. Create a new salary step schedule including a 3% raise - \$8 million
10. Restore the salary schedule from 2008-2009 original contract - \$8 million

Straw Design A

7. Give all teachers their step + 1% raise - \$11 million
8. Any enhancement in current level of compensation will count towards FRS

Additional Story

- When years of experience was condensed for the purposes of the Steps – this has always caused massive confusion

Meeting adjourned 3:00 p.m.