



TALC Negotiations Minutes May 27, 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;

Recording Secretary: Linda Jo Sanders

Agenda

Minutes for 5-22-09 session approved
Compensation
Re-open/Successor
Communication
Calendar
Check Out

Check In

Time Constraints: 10:30, 11:30, 1:00, 2:00,
Missing: ~~Ami~~, Connie, Jeananne, ~~Martha~~, ~~Nate~~, ~~Ron~~, Susan,
Elephants

Expectations:

Get it done ### ##
Have a good day ### //
Finish ##
Decision reflect current economic conditions not wants /
Complete the process
Make fair decisions ### /
No progress

Salary and Compensation

Story cont'd

- Employees are still questioning our use of bus and school choice; can you help explain again why these issues are not being considered when we “can’t do business as usual”
- We have pared down with sub zones in school choice; and we’re cutting another 50 routes; this neighborhood school idea isn’t “real” here with no sidewalks, large, busy highways, etc. – this has been cut over \$1 million for next year
- District believes in keeping it between a kid and a teacher – that is what is basic
- The other cuts do affect the classroom due to the services those “offices”(people) provide
- District will continue to take it on the chin with regards to Student Assignment Plan – this will have to be an evolution, not a resolution – (ex. Programs at some middle schools were compared) – our difficulty with Student Choice is we have promised transportation to get there – but our county’s infrastructure doesn’t allow for much in the way options
- Grandfathering and Student Choice both have a cost
- Perceptions – 1) lost last year’s Step 2) increase in work load 3) no other compensation – their feelings as they have made the sacrifices..... Steps are a big deal to teachers – consolidation caused anger – stalled on Step...personal expenditures will increase for the classroom
- The speculation of \$70 million to \$40 million in cuts it has been a ride
- School choice – v. neighborhood schools agrees that there aren’t really any “neighborhood” schools
- Address inequities of Choice
- Currently required to replicate programs (IB, Magnet, etc.) helped to reduce cross zone busing for Choice
- Does provide better equity of opportunity – for all kids
- Would move 50,000+ out of 78,000 students if we returned to geo schools
- Provided more courtesy busing in those days
- 78,000 students / 700 buses – is a reduction from nearly 750 buses with plans to move to 800 buses in the past
- Talked to Superintendent and Board about Steps – reoccurring costs with non-reoccurring revenue; the money we have we can not support a reoccurring cost
- When the governor comes for \$ (a shortfall) we have to plan for that occurrence
- The Superintendent and district wants to do the best it can to compensate teachers
- We aren’t low balling with figures, we are putting our best ideas forward; we’re better at forecasting, sometimes even than Tallahassee
- We put out that 3 year plan and no – we didn’t make all 3 years but we were really, really close
- Segregations and forced busing “sucks”
- In the past, parents did not have any choices

Salary and Compensation

Story cont'd

- What we have now is not perfect but is much better than in the past when there were inequities in the schools
- We got to choice because something had to change
- Sometimes there is a cost to making something happen
- Difficult to understand if you don't live it
- Our district has made a commitment to "balance" as much as possible it may not be perfect but we are working on it
- District has made cuts still there is hope for students to be able to participate in organized sports
- There are some families that have sense of empowerment as a result of school choice
- At the 14 day mark, if additional students are assigned to a school, the budget is adjusted
- The boundary system wasn't perfect either
- The only time a bus is completely full is when it picks up the last stop and heads to school or before it stops at the 1st stop after school
- There was no AYP in the 1990's
- If a family chooses to opt out of a school because they haven't made AYP, the district must transport
- Class Size Amendment and additional ESE programs availability impacts the transportation issue
- Couldn't replicate special programs in all schools
- If we went back to geo schools, some elementary schools would have 2000 students
- Our customers are also students and parents
- Some schools went from 40% free and reduced lunch to 55% free and reduced lunch
- Instructional staff survey in January 2009, 77% respondents, 48% said willing to take 3% salary reduction
- Impasse ruins relationships
- Significant pressure coming from community to not raise taxes and give out raises
- Everyone has invested years in Interest-Based Bargaining that has built up trust in our relationship
- District wants to preserve the relationship
- Everyone has made sacrifices

Salary and Compensation cont'd

Options

1. Give teachers step lost in 2008-2009 - \$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
11. based on the 4th calculation:
 - if above \$27 million and above provide 2% (economic recovery adjustment)
 - if between \$26.9 million and \$10 million provide a 1%
 - if below a \$10 million – no adjustment \$0
12. Eliminate supplement schedule and all staffing specialist positions to give teachers a Step raise
13. District reports periodically to TALC through Labor Management on status of shortfall fund
14. Pay supplements in 4th calculations as bonuses if funds are available to those who earned them – with the exception of Athletic Trainer supplements
15. Pay an economic recovery adjustment 1% in the 4th calculation after supplements have been paid and if funds are available
16. Give teachers steps they lost in 08-09 after 4th calculation if funding is there to be paid retroactively

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

Straw Design B

5. No reduction in current level of compensation
6. Include language for a bonus at the end of the year
11. Based on the 4th calculation (shortfall fund):
 - if above \$27 million and above provide 2% (economic recovery adjustment)
 - if between \$26.9 million and \$10 million provide a 1%
 - if below a \$10 million – no adjustment \$0
13. District reports periodically to TALC through Labor Management on status of shortfall fund

Salary and Compensation cont'd

TALC Caucus Report – hashed through options - developed new options – implications of impasse or not

Straw Design C

1. Give teachers step lost in 2008-2009 - \$8 million
8. Any enhancement in current level of compensation will count towards FRS
13. District reports periodically to TALC through Labor Management on status of shortfall fund
14. Pay supplements in 4th calculations as bonuses if funds are available to those who earned them – with the exception of Athletic Trainer supplements
15. Pay an economic recovery adjustment 1% in the 4th calculation after supplements have been paid and if funds are available

Elephant

Interest-Based negotiation

- statement about wasted time and Board will not ratify “steps”
- – trying to help majority of teachers we represent
- Interest-Based negotiations was compromised

Additional Interest

- Honor the Interest-Based process

Straw Design D

5. No reduction in current level of compensation
13. District reports periodically to TALC through Labor Management on status of shortfall fund
16. Give teachers steps they lost in 08-09 after 4th calculation if funding is there to be paid retroactively

TALC Caucus Report – fractious conversation – need to test Straw Design B again

Successor Agreement Re-opener Story

- Article 19 of contract needs to be addressed – language change
- Economic provisions-Article 14 and Planning-Article 5

Options

1. 1 year contract

Implementation Plan

Ratification – June 9 & 10

Materials to schools – June 4

Meeting to approve Tentative Agreement – June 1 – 4:45 p.m.-Community Training
Room-South Wing

Meeting adjourned