



TALC Negotiations Minutes February 25 & 26, 2009

District Team: Dr. Greg Adkins, Carl Burnside, Mike Bursztyn, Cheryl Curry, 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: Stan Damas, Georgianna McDaniel, Shellie Halstead, Marsha Bur, Sara Kohlhauff, Patti Elkin, Terri Kinsey, Jenny Fasching

Recording Secretary: Linda Jo Sanders

Agenda

Review Agenda
Overview of Interest Based Process
Norms
Issues
Snapshots
Check Out

Check In

Name & Day Job
Time Constraints? 5:00, 5:30, 6:45
How do you feel?
Elephants
Who's missing? ~~Ron~~, Ami, Annie

Expectations

Productive evening ###
Get a lot done ###
Get some story out ///
Anxious to get started
Get the process rolling
Get negotiation off to a positive start ###
Collaboration and peace
Positive communication
Here to learn

Norms

- Caucuses are ok
- Cell phones on silence or vibrate
- No side bars
- Respect all comments
- Start on time
- Let your team know if you won't be there
- End on time
- Breaks are necessary
- Honor the process
- One line through cross-outs on papers

Issues

1. Recruitment
2. Flexible benefits (terminology)
3. Option to decline benefits
4. Experience Credit (process)
5. Direct deposit
6. Substitute coverage
7. Participatory Decision Making
8. Job Security
9. Teacher Retention
10. MAP Pay – moved to Teacher Assessment Committee
11. In-service/Duty Day
12. Teacher Planning
13. Salary/Compensation
14. Successor Agreement Re-opener
15. ADA Committee
16. Schedule-Block-6 period
17. Exclusion
18. Payroll deductions
19. Workdays/instructional calendar
20. Waiver language
21. Grievance process
22. Supplements – moved to Supplement Committee
23. Building calendars (combined with #26-Scheduling of faculty meetings)
24. Teacher protection
25. ~~Reporting of unsafe conditions~~ Liability for Damaged Personal Property
26. Scheduling of faculty meetings (moved to & combined with #23)
27. Article 6 – Parent, guardian, student complaint
28. Article 6.024 Discipline of teachers
29. Involuntary transfers
30. Teacher Assessment – move to Teacher Assessment Committee

Issues cont'd

- 31. New Teacher Induction Program
- 32. Article 8.01-8.02 Seniority
- 33. Peer Teacher Supplement
- 34. Sick Leave
- 35. FMLA
- 36. Calendar Committee
- 37. Board Provided Benefits – move to Insurance Task Force
- 38. Alcohol/Drug Free Workplace (combined with Task Force)
- 39. Task Force for Alcohol/Drug Free (moved to 38)
- 40. Substitute Requirements
- 41. Payroll deductions (Navigator)
- 42. Hourly rate for in-service (outside regular hours)
- 43. District Surveys

Snap Shots

1 -Recruitment

Story	Interest
<ul style="list-style-type: none"> • Is there money being put aside for recruitment? • District cut Staffing & Recruitment Department • No recruitment trips 08-09 • Big issue in last negotiations • Gone from growth to decline • District's process and goals 	<ul style="list-style-type: none"> • Job security • Efficiency \$ • Involvement • Quality Education
Information Needed	

2 -Flexible Benefits Plan – Article 14

Story	Interest
<ul style="list-style-type: none"> • Large increase in health insurance • Plan migration • Trend will continue • Districts utilization is high • Terminology change (flex credits) • Current contract 1st time for benefit bank not covering employee only 	<ul style="list-style-type: none"> • Affordability • Manageability • Employee Welfare • Clarity
Information Needed	

Snap Shots cont'd

3 -Option to Decline Benefits – Article 14.05

<p style="text-align: center;">Story</p> <ul style="list-style-type: none"> • If an employee declines insurance the funds go into the health fund except for \$600 • Current financial situation may present opportunity to redirect the \$ • How could re-direction of \$ impact insurance rates 	<p style="text-align: center;">Interest</p> <ul style="list-style-type: none"> • Affordability • Employee retention • Flexibility • Good health care
<p>Information Needed</p> <ul style="list-style-type: none"> • Number of employees who decline benefits • Impact of this on rates 	

4-Experience Credit (process) – Article 15.014 & 15.015

<p style="text-align: center;">Story</p> <ul style="list-style-type: none"> • Documentation needs to determine if credit to be granted – no time limit 	<p style="text-align: center;">Interest</p> <ul style="list-style-type: none"> • Manageability • Affordability • Consistency • Efficiency • Equity • Compliance
<p>Information Needed</p> <ul style="list-style-type: none"> • Florida Statute 	

5-Direct Deposit – Article 15.03

<p style="text-align: center;">Story</p> <ul style="list-style-type: none"> • Direct deposit currently required for all new employees • Situations where employees paid in 2 ways check direct deposit • Impact in continuing to pay in this manner (Navigator) • Related to pay delivery 	<p style="text-align: center;">Interest</p> <ul style="list-style-type: none"> • Manageability • Consistency • Cost savings • Privacy •
<p>Information Needed</p>	

Snap Shots cont'd

6-Substitute Coverage – Article 15.07

Story	Interest
<ul style="list-style-type: none"> • Secondary - Teachers asked to cover are compensated @ hourly rate and Elementary based on % • Significant cost factor • Lee County's plan is unusual • Many teachers currently volunteer w/out compensated • Procedures deciding volunteers vs. additional compensation for class coverage • Some teacher volunteer for additional \$ 	<ul style="list-style-type: none"> • Fairness • Consistency • Affordability • Compliance • Manageability
<p>Information Needed</p> <ul style="list-style-type: none"> • Number of supplements and \$ 	

7-Participatory Decision Making – Article 16

Story	Interest
<ul style="list-style-type: none"> • Current practice as compared to current contract language • Process used is inconsistent • SAC is involved 	<ul style="list-style-type: none"> • Consistency • Clarity • Compliance
<p>Information Needed</p>	

8-Job Security

Story	Interest
<ul style="list-style-type: none"> • Annual/Open-End contract teachers are concerned about security • Contract are governed by FL Statute • Bad economy • Honoring certification requirements • Seniority – Article 8 	<ul style="list-style-type: none"> • Security • Retention • Student needs • Stability
<p>Information Needed</p>	

Snap Shots cont'd

9-Teacher Retention

Story	Interest
<ul style="list-style-type: none"> • Costly to orient teachers • Teacher concern of layoffs • Another group feels too much retention not a good thing • Implications of DROP 	<ul style="list-style-type: none"> • Protect investment • Morale • Quality • Stability • Student needs • Affordability
Information Needed	

10-MAP Pay - Article

Story	Interest
<ul style="list-style-type: none"> • Current plan perceived to be unfair • \$4.4 million – how do you say no – can only be used for performance pay • It can be fixed (perc) • MAP \$ are state funded • MAP Plan subject to State driven requirements • Governors proposed budget eliminates MAP funding • Committee in place to work on plan 	<ul style="list-style-type: none"> • Morale • Student achievement • Fairness • Financial enhancement • Manageability
Information Needed	
<ul style="list-style-type: none"> • State Final Budget 	

11-In-Service/Duty Day – Article, 5.01 & 13.01

Story	Interest
<ul style="list-style-type: none"> • No all schools have consistent time (start/end) • 3 in-service day/ currently which are set by statute FS1012.98 • 7 duty days • 196 days statutory requirement for teacher days • 180 students days • 6 paid holidays 	<ul style="list-style-type: none"> • Fairness • Consistency • Flexibility
Information Needed	
<ul style="list-style-type: none"> • Statute 	

Snap Shots cont'd

12-Teacher Planning – Article 5.016 (d)

Story	Interest
<ul style="list-style-type: none">• Difference between elementary & secondary concern about how 4x4 block will affect planning• Teacher survey indicated that this was the top choice for cost reduction• Possible cuts (music, art) could impact planning time• Perception that the validity and reliability of the survey is a concern have been voiced• People designed the survey mindfully and with a lot of effort• Its easy to criticize others work• Both parties were involved in survey design	<ul style="list-style-type: none">• Fairness• Student achievement• Morale• Equity• Manageability• Consistency• Affordability• Teacher retention
<p style="text-align: center;">Information Needed</p>	
<ul style="list-style-type: none">• Survey breakdown by level	

Check Out

February 26, 2009

Agenda

Check-In
Review Minutes
Continue Snapshots
Calendar
Joint Communications
Agenda for next meeting
Check Out

Check In

Name
How are you?
Time constraints?
Who's missing? ~~Ami, Jerry~~
Elephants

Expectations

Continue productivity
Finish snapshots ### ## ## ## //
Remember we are all family
Stay positive
Continue productivity
Have fun today

Snap Shots cont'd

13-Salary & Compensation

Story	Interest
<ul style="list-style-type: none"> • Many missing pieces of information that we need before conclusion or decisions • Heard # of different estimates of shortfall \$20-\$70 million • Expect possible student enrollment decline • Shortfall could be as little as \$600,000 (Paper reported) • Uncertainty with Federal stimulus package and how it will be implemented & governors budget alignment • Governors proposed budget is not approved • House & Senate have budgets than the two get reconciled in early May • Largest portion of District's operational budget • 2006-2009 contract went into freeze due to District's financial crisis • The most important issue from an HR perspective is to have competitive salary structure • Our District is not in the red • TALC has taken a 3% pay cut in the prior contract • Administrators salaries were frozen • TALC salary schedule steps were frozen 	<ul style="list-style-type: none"> • Morale • Retention • Recruitment • Affordability • Security • Student needs • Compliance
Information Needed	
<ul style="list-style-type: none"> • Final budget from State • Stimulus package final details • District budget 	

Snap Shots cont'd

14-Successor Agreement Re-opener-Article 19

Story	Interest
<ul style="list-style-type: none"> • Current agreement closes 6/30/09 • Reopened current agreement once using this long (Article 19) • Continued uncertain economic conditions 	<ul style="list-style-type: none"> • Compliance • Flexibility • Stability • Security
Information Needed	

15-ADA Committee

Story	Interest
<ul style="list-style-type: none"> • American Disabilities Act • Committee make up just administrators • Decision making process • How is committee decided • Not in contract currently 	<ul style="list-style-type: none"> • Fairness • Compliance • Clarity • Morale • Equity • Employee welfare • Reasonableness
Information Needed	
<ul style="list-style-type: none"> • Florida Statute – ADA 	

16-Schedule-Block & 6-Period-Article 5.01(b)

Story	Interest
<ul style="list-style-type: none"> • Impact on planning time • Current cost of 7-period day at secondary level approx. \$15 million • Impact on electives • Real big impact on student achievement (ex. Intensive math, reading and no opportunity for electives) • Alternating block w/4-periods a day-provides additional student opportunities • Middle School -6-period day could negatively impact student credits • In a 4x4 teacher would teach 7 instead of 6 • 4x4 in HS requires increasing graduation requirements • 6-period day-reduces elective courses 	<ul style="list-style-type: none"> • Graduation rates • Don't want to lose teaching positions • Affordability • Student opportunities • Student achievement • Compliance • Teacher planning time • Manageability •
Information Needed	
<ul style="list-style-type: none"> • Budget 	

Snap Shots cont'd

17-Exclusion-Article 1.04

Story	Interest
<ul style="list-style-type: none"> • Language defines bargaining unit • Temporary employees not in bargaining unit • Language does not state this 	<ul style="list-style-type: none"> • Clarity
Information Needed	

18-Payroll Deductions-Article

Story	Interest
<ul style="list-style-type: none"> • Life insurance doesn't align w/health currently • Extra deduction for current employees would be needed to align life insurance with everything else • Will require contract change 	<ul style="list-style-type: none"> • Manageability • Affordability • Communication • Clarity • Positive perception
Information Needed	

19-Work Days – Instructional Calendar-Article 13

Story	Interest
<ul style="list-style-type: none"> • Current financial situation requires look @ work years • Length of the work year • Alignment of work with days • Different schools have different things going on-days worked • Instructional personnel greater than 196 days • Statutory • DJJ students = 240 days 	<ul style="list-style-type: none"> • Efficiency • Compliance • Compensation • Student achievement
Information Needed	
<ul style="list-style-type: none"> • Statutory language for special programs • # of personnel by contract length 	

Snap Shots cont'd

20-Waiver Language-Article 9.03

Story	Interest
<ul style="list-style-type: none"> • Impact of 9.03 on 9.05 • Discussion about language in 9.03 	<ul style="list-style-type: none"> • Fairness • Job security • Student achievement • Manageability • Program stability
Information Needed	

21-Grievance Process-Article 4

Story	Interest
<ul style="list-style-type: none"> • Voluntary mediation process – not implemented • At end of contract year verbiage obsolete • Continuation of language-4.116 • Language in contract conflicts with law 	<ul style="list-style-type: none"> • Manageability • Compliance
Information Needed	

22-Supplements

Story	Interest
<ul style="list-style-type: none"> • Some supplements are for additional services • Others are for tied to positions • Supplement committee • Advertising of supplemental positions in schools • Filling of supplemental positions 	<ul style="list-style-type: none"> • Fairness • Affordability • Recruitment • Student needs • Compensation
Information Needed	

23-Building Calendars-Article 5.01(e) & 26-Scheduling of Faculty Meetings

Story	Interest
<ul style="list-style-type: none"> • Complaints - process outlined in contract not being followed • Process in place for handling these complaints • Lack of knowledge about process by teachers 	<ul style="list-style-type: none"> • Clarity • Compliance • Equity • Predictability
Information Needed	

Snap Shots cont'd

24-Teacher Protection-Article 6.02

Story	Interest
<ul style="list-style-type: none"> • Current language in Florida Statute regarding use of reasonable force • Contract language needs tweaking • Proposed DOE Rule may impact 	<ul style="list-style-type: none"> • Clarity • Positive perception • Student/teacher safety • Morale • Compliance
Information Needed	
<ul style="list-style-type: none"> • Final DOE Rule 	

**25-Reporting of Unsafe Conditions
Liability for Damaged Personal Property-Article 6.025**

Story	Interest
<ul style="list-style-type: none"> • Incidents damage vehicles on school district property • Current language needs refined 	<ul style="list-style-type: none"> • Clarity • Affordability • Reasonableness • Safe environment • Personal responsibility
Information Needed	

27-Parent, Guardian, Student Complaints - Article -6.022

Story	Interest
<ul style="list-style-type: none"> • Language clarification – who provides “due process” (who gives teacher) • Includes off-duty 	<ul style="list-style-type: none"> • Clarity
Information Needed	
<ul style="list-style-type: none"> • 	

28-Discipline of Teacher-Article 6.024

Story	Interest
<ul style="list-style-type: none"> • No reference to school Board policy of termination or suspension in current language • Question have arisen regarding process • Define “teacher contract” 	<ul style="list-style-type: none"> • Clarity • Compliance • Due process
Information Needed	
<ul style="list-style-type: none"> • Board policy • FS 1012.33 	

Snap Shots cont'd

29-Involuntary Transfers-Article 9.07

<p style="text-align: center;">Story</p> <ul style="list-style-type: none"> • Small language tweak-highly qualified status in Title I schools • Must have 100% compliance in Title I schools • Current mentioned in Staffing Guidelines 	<p style="text-align: center;">Interest</p> <ul style="list-style-type: none"> • Clarity • Compliance • Job security
<p>Information Needed</p>	

30-Teacher Assessment-Article 10 & Appendix F & G

<p style="text-align: center;">Story</p> <ul style="list-style-type: none"> • STAR/MAP-evolved into desire for changes-modifications to teacher assessment • Jointly (TALC & group of Administrators changed the teacher assessment to be MAP compliant • May need more changes as it relates to legislative requirements 	<p style="text-align: center;">Interest</p> <ul style="list-style-type: none"> • Clarity • Fairness • Accuracy • Compliance • Manageability
<p>Information Needed</p> <ul style="list-style-type: none"> • Legislation (if passed) • District Committee Report 	

TALC Caucus – March 27 - 8:30-3:30 Professional Duty Day - ok

Next TALC Session

Monday, March 9 – 4:00-7:00

- Calendar
- Snap Shots
- Cluster
- Begin simple issues

Monday, March 23 – 4:00-7:00

Friday, March 27 (Professional Duty Day) – 8:30 – 3:30

Check Out