



## TALC Negotiations Minutes March 9, 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:** Marsha Bur, Sara Kohlhauff, Patti Elkin, Nancy McDole, Janet Borchers

**Recording Secretary:** Linda Jo Sanders

### Agenda

Check In/Minutes  
Finish Snapshots  
Work Plan  
Begin Stories  
Communications  
Check Out

### Check In

Name  
How are you?  
Time Constraints 5:30, 6:15  
Who is missing? Ami, ~~Ron~~, ~~Jeananne~~, ~~Carl~~, Leah  
Elephants

### Expectations

Extremely Productive Night ### ## ## ##  
Anxious to see process continue /  
Finish up the issues today /  
Have another good day

**Snap Shots cont'd**

**31 – New Teacher Induction Program – Article 10.11**

<b>Story</b>	<b>Interest</b>
<ul style="list-style-type: none"> <li>• Investment that was a District priority</li> <li>• Bill in legislature to mandate an induction program</li> <li>• Concern that Clinic Ed and induction are not aligned</li> <li>• Teacher retention is a concern</li> </ul>	<ul style="list-style-type: none"> <li>• Student achievement</li> <li>• Retention</li> <li>• Compliance</li> <li>•</li> </ul>
<b>Information Needed</b>	
<ul style="list-style-type: none"> <li>• Statute</li> <li>• Clin Ed</li> </ul>	

**32 – Article 8.01/8.2 Seniority**

<b>Story</b>	<b>Interest</b>
<ul style="list-style-type: none"> <li>• Teachers are concerned about administrators going back to classroom and their seniority</li> <li>• Will administrator bump someone at their school</li> <li>• Some districts do not allow employees who extend DROP &amp; return to keep seniority - Lee County currently does</li> <li>• Statute states that those that retire &amp; return are on annual</li> <li>• In school tentative assignment and changes 9.06</li> </ul>	<ul style="list-style-type: none"> <li>• Student achievement</li> <li>• Equity</li> <li>• Affordability</li> <li>• Manageability</li> <li>•</li> </ul>
<b>Information Needed</b>	
<ul style="list-style-type: none"> <li>• Number impacted</li> </ul>	

**33 – Peer Teacher Supplements**

<b>Story</b>	<b>Interest</b>
<ul style="list-style-type: none"> <li>• Peer teacher currently paid in a lump sum at end of semester</li> <li>• This is the only supplement paid this way</li> </ul>	<ul style="list-style-type: none"> <li>• Manageability</li> </ul>
<b>Information Needed</b>	

**Snap Shots cont'd**

**35 - FMLA**

<b>Story</b>	<b>Interest</b>
<ul style="list-style-type: none"> <li>• Legislative changes</li> <li>• Dept. of Labor new regulations</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance</li> </ul>
<b>Information Needed</b>	
<ul style="list-style-type: none"> <li>• Legislation language</li> </ul>	

**36 – Calendar Committee**

<b>Story</b>	<b>Interest</b>
<ul style="list-style-type: none"> <li>• Calendar Committee supposed to have 6 members from DAC who are not employees</li> <li>• Discussed at SPALC negotiations and have drafted tentative language to share at story</li> <li>• DAC representation is difficult to get by Oct. 1 deadline</li> </ul>	<ul style="list-style-type: none"> <li>• Clarity</li> <li>• Manageability</li> <li>• Buy-In</li> </ul>
<b>Information Needed</b>	
<ul style="list-style-type: none"> <li>• Draft language</li> </ul>	

**37 – Board Provided Benefits**

<b>Story</b>	<b>Interest</b>
<ul style="list-style-type: none"> <li>• Benefits are becoming a bigger piece of compensation pie</li> <li>• Growing faster than salary</li> <li>• Employees receive print out of benefit package/costs</li> <li>• Board provided benefits have been part of cost savings discussion</li> <li>• Some benefits are perceived to be unfair</li> <li>• Health care under discussion at Federal level</li> </ul>	<ul style="list-style-type: none"> <li>• Affordability</li> <li>• Equity</li> <li>• Morale</li> <li>• Retention</li> </ul>
<b>Information Needed</b>	
<ul style="list-style-type: none"> <li>• Comparison of cost against other large organizations</li> </ul>	

**Snap Shots cont'd**

**38 – Alcohol/Drug Free Workplace and Task Force – Article 17**

<b>Story</b>	<b>Interest</b>
<ul style="list-style-type: none"> <li>• Parts of language conflicts with code of ethics</li> <li>• State Law – Drug Free</li> <li>• Task Force – (has it met) 17.09</li> <li>• No requirement to meet</li> <li>• Purpose was to develop/implement policy/procedures</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>
<p><b>Information Needed</b></p> <ul style="list-style-type: none"> <li>• Code of Ethics</li> <li>• Board Policy</li> </ul>	

**40 – Substitute Requirements**

<b>Story</b>	<b>Interest</b>
<ul style="list-style-type: none"> <li>• Concerns about who get substitute positions</li> <li>• Currently sub teacher requirements are part of Salary Schedule “N”</li> <li>• Currently have a freeze on hiring</li> <li>• Principals have been able to recommend experts in the field for sub positions</li> <li>• Currently broad guidelines in language for selecting high quality subs</li> <li>• No shortage – over 1200 active subs</li> <li>• Availability of qualified subs has improved</li> <li>• LCAPST – sub association recommending higher standards</li> </ul>	<ul style="list-style-type: none"> <li>• Student achievement</li> <li>• Employment opportunities</li> <li>• Future needs</li> </ul>
<p><b>Information Needed</b></p>	

**Snap Shots cont'd**

**41 – Payroll Deduction (Navigator)**

<b>Story</b>	<b>Interest</b>
<ul style="list-style-type: none"> <li>• Options for pay delivery (especially end of year) Peoplesoft</li> <li>• Language will need to be rewritten to match new options</li> <li>• Any changes will need to be clearly communicated</li> </ul>	<ul style="list-style-type: none"> <li>• Clarity</li> <li>• Affordability</li> <li>• Manageability</li> </ul>
<b>Information Needed</b>	

**42 – Hourly Rate for In-service (outside regular hours)**

<b>Story</b>	<b>Interest</b>
<ul style="list-style-type: none"> <li>• Rate has not changes in a number of years - impact employees with day care costs</li> <li>• Some compensated in-service; some not compensated (monetarily)</li> <li>• Compensation does not necessarily have to be money</li> </ul>	<ul style="list-style-type: none"> <li>• Fairness</li> <li>• Compliance</li> <li>• Affordability</li> <li>• Student achievement</li> <li>• Consistency</li> </ul>
<b>Information Needed</b>	

**43 – District Surveys**

<b>Story</b>	<b>Interest</b>
<ul style="list-style-type: none"> <li>• Perception-large number of teachers feel surveys are invalid</li> <li>• District survey – should be district/TALC survey</li> <li>• Method/design does not allow flexibility</li> <li>• survey design may be bias</li> <li>• no standard or science to survey design or collecting, evaluation</li> <li>• survey invited everyone’s voice to specific questions</li> <li>• followed “real” process for development of this survey</li> <li>• questions of anonymity</li> </ul>	<ul style="list-style-type: none"> <li>• Trust</li> <li>• Collaboration/input</li> <li>• Creditability</li> <li>• Buy-in</li> <li>• Credible input</li> <li>• Manageability</li> <li>• Inclusiveness</li> <li>• Affordability</li> </ul>
<b>Information Needed</b>	

## **Issues to find solutions**

1. FMLA ✓
2. Flexible Benefits – language change only ✓
3. Experience credit
4. Participatory decision-making
5. Exclusion
6. Grievance process
7. Calendar Committee

## **Committees Work**

### **Insurance Task Force**

37. Board Provided Benefits
  
43. Survey – District/TALC

### **Teacher Assessment Committee**

30. Teacher Assessment
10. MAP

### **Supplement Committee**

22. Supplements
33. Peer Teacher Supplement

19. Calendar/Work Schedules

**Request for everyone to review list of issues and bring back suggestions for those issues that can be moved to a smaller group (committee) to work on and bring back recommendation to full bargaining team(s)**

## **Family Medical Leave Act (FMLA)**

### **Story**

- Review changes to law regarding military & length of time intermittent leave
- Medical certification timeline
- SPALC agreement
- Consulted FEA attorney & web site
- In contract Article 11 already
- Form not included in new language and doesn't need to be

### **Options**

1. Accept new language to FMLA

## **Flexible Benefits**

### **Story**

- Gone to Insurance Task Force and approved
- Changing the verbiage from “benefit bank dollars” to “flex credit” – due to Peoplesoft/Navigator
- Educate employees on language change
- Peoplesoft written to Industry Standard

### **Interest**

- Clarity
- Affordability

### **Options**

1. Any reference “benefit bank dollars” change to “flex credit”

## **Additional negotiation dates**

Friday, April 17 – 3:00 – 6:00

Monday, April 27 – 4:00 – 7:00

Tuesday, April 28 – 4:00 – 7:00

Thursday, April 30 – 4:00 – 7:00

## **Check Out**