

Bargaining  
2010-2011

Wednesday, October 20, 2010

The meeting began at 4:58 pm

Present were:

Jim Drake-SSC	Jenni Gilray –BRHS
Darcy Hopko- SSC	Alan Ramos-SEHS
Kathy Redmond -Palma Sola	Sharon Scarborough- Sugg
Pat Barber- MEA	Willie Clark – Palmetto HS
Carol Bell- King	Rachel Bailey - Oneco
Joe Stokes – SSC	Melanie Newhall- Orange Ridge
Nancy Goux- Blackburn	David Underhill - BHS
Bruce Proud- MEA	Helen King- Sea Breeze

The minutes of October 13, 2010 were reviewed. No changes to the minutes were made.

MEA received copy of Race to the Top application.

Management has the authority to give step only. Management is reviewing language proposed by MEA. Management intends to bring language concerning paraprofessionals and a response to MEA's health insurance proposal to the November 4<sup>th</sup> bargaining session. Management stated that there is movement in the health insurance area, and that a counter to MEA's proposal would be presented. Management presented additional proposals and requests a response from MEA at the November 4<sup>th</sup> bargaining session.

1. Waivers - change requirement for a waiver from 75 to 60%. Rationale: State constitution requires 60% for approval, so that should be good enough for the district.
2. Record days – where there are electronic report cards on record days – part of record day would be used by administration. MEA questioned if management intended to exclude teacher planning. Management's response was that teacher planning was not meant to be excluded, and that was a good point.
3. Supplements – suggestion to remove JROTC supplement, increase middle school athletics supplements and change "Testing Coordinator" to "Testing Coordinator/Data Coach" and increase supplement. Rationale for MS athletics supplements increase - survey by secondary director indicated that principals and others believed the MS athletics supplement was low. Rationale for increase for data coach/testing coordinator - Inordinate number of requirements for data, testing
4. Terminal pay – proposal hasn't changed
5. Advancement on salary schedule - no step advancement guaranteed
6. Senior High Additional Duty Period - no more than 6 teaching periods a day
7. Procedures for teachers not re-commended - change reappointment date from May 1 to June 1 Rationale for change in reappointment status – flexibility in reappointment process. Conforms with language for teacher assignments. MEA indicated that this may not coincide with current statute.
8. Keep 3 tentative agreements (collaborative planning, HQ & transfer)

Management was asked if they hoped to reach an agreement. The response was “absolutely.” MEA stated that the proposals indicate that management wants bargaining unit members to vote no on the contract. For example – supplement increases given to some and not others, turning control over to management on record days, having high school teachers teach more periods. MEA requested more data.

MEA asked if the terminal pay language has changed. Management stated that it has not changed.

MEA asked if the district is taking other actions to reduce liabilities in budget. Management indicated that the only other long term liability is Other Post Employment Benefits (OPEB). There are no other long term liabilities from the general fund. Medicare advantage reduced liability from \$119 to \$65 million.

MEA has reviewed the district’s Race to the Top proposal. There are numerous places that impact bargaining including items relevant to this fiscal year. MEA will send management a letter indicating the items that need to be bargained.

MEA addressed the issue of the development & proposal of policy 4.7 (acceptable use) and stated that it is a mandatory subject of bargaining. This policy has not been modified or approved by board. MEA is not waiving the right to bargain. A letter has been sent to the Superintendent. MEA has the expectation that bargaining will occur, and it is unfortunate that the district has not modified it. Management indicated that John Bowen has been out for at least two weeks. That may be why MEA has not heard a response from the district.

Management addressed the issue of the Associate Teacher. Management stated that both teams had come to an agreement that we would have a committee. Management wants to know where we are with that. MEA will respond on 11/4/10.

Management has no other issues.

MEA brought up the issue of the jobs bill. The district has received a letter that the jobs bill money is available for negotiations through the guidelines set out through the federal government. Manatee County’s share for 2010-2011 is \$8,934,250. Management does not dispute that number.

Proposals regarding risk management suggestions will come on November 4, 2010.

Future meeting date – November 4, 2010 at 4:30 p.m. in PSC 1070.

Adjourned at 5:45 p.m.