

Interest Based Bargaining  
2010 - 2011

Thursday, July 15, 2010

The meeting began at 8:40 a.m.

Present were:

Jim Drake - SSC	Rachel Bailey – Oneco
Jenni Gilray - BRHS	Pat Barber - MEA
Darcy Hopko - SSC	Carol Bell – King
Alan Ramos - SEHS	Kara Carney – Oneco
Kathy Redmond – Palma Sola	Helen King – Seabreeze
Sharon Scarbrough – Sugg	Melanie Newhall – Orange Ridge
Joe Stokes - SSC	Bruce Proud - MEA
	Dawn Walker –MEA

The minutes of 7/13/10 were reviewed. No changes were made.

Management Issues

Terminal pay (economic)  
√ Voluntary/Involuntary Transfer Process  
Class size – Associate teacher  
Insurance (economic)  
√ Teacher planning  
√ Highly qualified  
Automatic steps  
Supplements (economic)  
Salary (economic)  
Management reserves the right to add issues.

MEA Issues

MEA reserves the right to present their contract language issues.

Review of HQ language – The changes reviewed were adding the words “voluntary” in lines 36 and 40. No additional changes were made.

Review of Modified Instructional Week language – draft 1 – The following language was struck: “Management and MEA will cooperate in developing the modified Wednesday schedule each year.” (practice not to be put in contract language) and “The 5<sup>th</sup> Wednesday in a month shall be reserved for collaborative planning.” Instead, revert to current contract language, “The fifth (5<sup>th</sup>) Wednesday in a month shall be reserved for district use.”

Concept: One Wednesday per month shall be used for collaboration; an equal number of teacher collaboration days and an equal number of district. A second draft will be brought back to the group.

**Issue #4 - How do we meet the demands of the class size amendment (CSA) within the budget?**

Management shared information regarding the impact of non-compliance with the Class Size Amendment when it is measured this school year at the individual classroom level. Teachers are costed out by district at \$64,000 (salary & benefits). District estimates cost of non-compliance to be \$500,000. District must be compliant everywhere or the whole district is non-compliant. District has ability to get back 75% but needs to develop a plan. Solution has to involve a HQ teacher.

Potential for 50 classrooms to be over class size by one or two students (mostly in elementary) out of 1300-1400 classrooms at elementary level.

Penalty for being out of compliance is \$3200/student.

Interests

- M** Maximize funding
- M** Minimize penalties
- M** Protect elective and specials teachers
- Fair distribution of students among teachers
- M** Safety
- ~~Maintain~~ **M** Optimize choices for students
- M** Provide flexibility for administrators to meet class size
- M** Sustainability
- M** Maintain high-quality instruction
- M** Meet student needs
- M** Integrity
- M** Recruitment
- M** Retention

Options

1. Decrease number of elective teachers **Not F**
2. Have all HQ teachers assigned students to them **Not F**
- 3. Encourage special area/elective teachers to become HQ in core subjects**  
**FBA**
- 4. Hire additional part-time teachers (.2 to .5) FBA**
- 5. Hire additional teacher assistants for electives FBA**
6. Hire substitute teachers **F Not B**

7. **Expand paying teachers stipend (hourly rate) for planning outside of student day FBA**
8. Assign administrators teaching duties **Not F**
9. **Hire co-teachers to assist in the core areas FBA**
10. TA become HQ **Not F**
11. Reassign students to nearest school **Not F**
12. Multi-level classrooms at elementary level **F Not B**
13. Encourage dual enrollment at HS level/ Maximize # of dual enrollment classes at school site **FBA**
14. **Increase # of on-line courses that do not negatively impact FTE FBA**
15. **Incentives for teachers to become SCF certified for dual enrollment FBA**
16. **Increase options for students needing credit recovery FBA**
17. Eliminate compulsory attendance of 18 year old students **F Not B**
18. **Utilize remote classrooms between schools FBA**
19. **Utilize district staff to facilitate remote classrooms FBA**
20. Utilize all HQ personnel to meet class size **Not F**
21. **Create a position per semester (HQ long-term sub) FBA**
22. Assign district staff to elementary schools as needed **Not F**
23. **Consider class size before choice FBA**
24. ~~Grant choice pending home schools student numbers~~
25. **Evaluate student progression plan in light of CSA requirements FBA**
26. **Provide incentives for core teachers to become reading endorsed FBA**
27. Maximize funds by transferring from capital to general **Not F**
28. **Offer "zero" hour class, extended day or summer school FBA**
29. **Create associate teacher position set at a \_\_\_\_\_ rate to act as a co-teacher FBA**
30. **Create associate teacher position at a \_\_\_\_\_ rate with \_\_\_\_\_ responsibilities FBA**

Quick Fix

**Create associate teacher position at a \_\_\_\_\_ rate with \_\_\_\_\_ responsibilities**

It was decided that teams of 4 from each side would form a subcommittee to look at the feasibility of the associate teacher position.

Break at 10:10 a.m. Reconvened at 10:45

Upcoming dates federal mediator is available

~~7/23, 7/28, 7/29, 8/6, 8/17, 8/18, 8/19~~

Dates suggested by bargaining teams: 9/13, 9/14, 9/15, 9/16, 9/17, 9/20, 9/21, 9/22, 9/23, 9/24, 9/27, 9/28, 9/29, 9/30, 10/1

## **Issue #5 How do we limit the district's liability on terminal pay?**

Information sharing:

Concentrated absences liability has increased significantly from \$18 to \$25 million. Annual Financial Report (AFR) – shows up as liability. District budgets assuming a set # of people will retire each year. District does a trend analysis to see what the trend has been. Board has asked Supt. how to reduce liability going forward. Board has changed policy for non-bargaining & SAMP to reduce liability. Does not affect current employees; however, if an employee had a break in service it would affect them if they were rehired. Average age of district employees is 50. Budget ~\$3.5 million each year to cover liability.

How many employees retire and collect 100% of their terminal pay? 200 employees have worked for MCSB for more than 30 years and could retire at any time (across all employee groups). That's ~25% of \$25 million. The district is talking about this only affecting new hires.

### Interests

**M** Fairly compensating people for years of service

Over long term adding to the general fund (reducing costs)

Equity among bargaining and non-bargaining groups

**M** Retention and recruitment of staff

Additional funds for future salaries

**M** Maintaining integrity of classroom instruction and student achievement

**M** Financial security for retirees

**M** Financial stability for school district

Lunch break at 11:54 a.m. Reconvened at 12:25

Review of modified instructional week language – 2<sup>nd</sup> draft

**70/100 on 2<sup>nd</sup> draft with addition of the words “each school year” on 3<sup>rd</sup> bullet.**

### Options

**F Not B** For new employees hired after \_\_\_\_\_ date terminal pay will be limited pursuant to a MEA/district finance subcommittee recommendation

**Not F** Allow bargaining unit employees to have one vacation/annual leave day per month

Facilitator for next meeting, 9/13/10 – Pat (MEA)

Recorder – Joe (District)

Adjourned at 1:03 p.m.