

MEA Contract Bargaining for the School Year 2011-2012
Session #9

September 27, 2011

Those present from management: Jim Drake, Chuck Fradley, Nancy Goux, James Horner, Scott Martin, Mike Pendley, Alan Ramos, Sharon Scarbrough, Joe Stokes and Lesli Strickland.

Those present from MEA: Pat Barber, Carol Bell, MaryAnn Kauffman, Helen King, Bruce Proud and Dawn Walker.

Meeting began at 4:40 p.m.

Scott began by asking if Bruce needed anything else from Jim in reference to the budget questions submitted. Bruce may have follow up.

Salary – we're still where we are: 2.75% reduction for teachers, 3 furlough days for paras. Health insurance the same. Package salary, health insurance, life insurance. Management sticking with those 3 things. Not individually negotiable.

MEA position – Step to be implemented as of January 1, 2012, recommendation of the Health Insurance Committee (HIC) & life insurance of 1x beginning April 1, 2012. Scott didn't have that in his notes because we broke for caucus. That's where we are.

Scott had nothing else to propose. MEA asked for clarity on life insurance. Scott spoke of needing to have clarification. Proposal is as is.

Bruce - Don't see need for employees to give up salary so board could pad reserves. Current premiums are set at \$6 million higher than they need to be to put health insurance plan in a good place – whether self or fully insured. Shared sacrifice by employees and board.

MEA distributed 2 pages. One was an overview of MEA's financial proposals. The other is current position of district. Bruce walked the teams through both documents. Board's proposals indicate a loss of \$9.613 million to community. Scott asked why FRS calculations are different. Bruce included step advancement in MEA's proposal, making the FRS contribution higher. At this point we see the \$3 million reduction unnecessary as well as the health insurance premiums.

Scott said that work has already been done with 2nd year of Mercer's recommendation.

Bruce – Even Mercer said they had to reevaluate the 2nd year plan.

Management's position is that HIC's recommendation was just that – a recommendation, not a mandate.

Bruce asked what rationale the district had for not accepting HIC's recommendation. Scott said that the district is comfortable accepting a 3 year plan. It gets us where we need to be.

Bruce said that there doesn't seem to be any reason to continue unless district has something else. He said there are still issues remaining in reference to Race to the Top and the evaluation committee. Scott said those issues are ongoing – there is a timeline for bringing matters to bargaining, that's of no surprise. Will any of those be available next week? Not expected to have them next week.

Caucus at 5:01 p.m. Reconvened at 5:15 p.m.

MEA distributed MEA's current positions not yet tentatively agreed (TA'd).

1. Virtual education – hours. Computer hardware/software.
2. Sick leave statement – shall receive or have electronic access to . . . Not intent to have both. District can satisfy by doing either.
3. Vacancies, etc. same
4. Step advancement for '11-'12 effective 1/1/12
5. Life insurance language based upon what MEA believes to be the understanding. Scott asked Bruce's intent. Bruce's intent was to put consistent language over time and then what happens after 4/1/12 (clarifiers).
6. Terminal pay – language hasn't changed.
7. Step advancement in appendix
8. Sick leave – paras
9. Step advancement – paras
10. Term life – paras

All last 3 same as previously proposed.

MEA proposed new proposal for team leader supplements for elementary. (Page 27). Rationale – more people on team than those who are allocated thereby reducing amount of supplement. People in school don't receive full amount of supplement. Some supplements have been reduced to as low as \$600. Every grade level should have a team leader. Speech Language Pathologists considered ESE because in the IEPs they are required to be there. In schools that request waivers they have more ESE teachers. In reality, MEA doesn't see adding any more than 2 in any one location. It wouldn't be every school. It wouldn't have an impact on smaller schools. Bruce asked: Does district have data to support the case that allocations for team leaders has some criteria that makes sense, that it is not at the whim of a principal or finance department to determine how many team leaders exist at a school? Bruce asked for updated version of employee by degree, by step, by position. MEA would be more than happy to calculate. Know data is out of date and would request updated information.

Scott – We can TA sick leave statement, unless that is part of the one-to-one package.

Bruce indicated that the only place a package proposal was referred to was related to finances.

Scott asked for a 15-minute caucus to review department chair supplement language.

Caucus at 5:29 p.m. Reconvened at 6:10.

Scott asked about Article V. Much is agreeable. Internet connectivity has to be provided by the employee. Part B – position is to exclude italicized 7 to 7 language. 7.5 hour is sufficient. Bruce asked if 24 hours is sufficient? Scott thinks that can be shaken out for how the teacher can best serve her

students.

Bruce – At the student’s whim?

Scott asked if Bruce was contemplating a call at 3 a.m. Bruce replied absolutely. Emails at midnight.

Happens at the time. If nothing is in there teachers would be expected to respond.

Page 1 – period after word “participate.” Strike in relevant programs of their choice.

Bruce stated that he understood the district’s position. It’s about district control.

Page 2 – TA language.

Pages 3-5 – Current contract language – included bold & underlined. Mandated by 736 anyway.

Page 7 – 12 – Current contract language is management’s position.

Page 6 – Life insurance – add up to maximum of \$300,000. If we can’t touch that up – current language proposed.

Pages 7 – 11. Current contract language.

Page 12 – Current contract language.

Page 13 – We can TA.

Page 14 – 15. We can TA.

Page 16 – TA

Page 17 – TA

Page 18 – Intending to address through MOU. Suggest continuing along that course.

Page 19 – Current contract language.

Page 20 – TA.

Page 21 – Position remains – proposed language.

Page 22 – 26 – Current contract language.

Proposed page 27 – Need more discussion; Will have to come back.

Bruce asked if we should keep the meeting scheduled for next week.

Scott suggested keeping it if that works for us.

Bruce – life insurance and this language are only issues that remain.

Life insurance clarity and supplemental language. Scott proposed keeping 10/5.

Future bargaining date – 10/5.

Meeting adjourned at 6:22.

Scott will send out information about what room we’re meeting in.