

MEA Bargaining 2021-2022
Session #3

Wednesday, December 1, 2021

Those present: Pat Barber, Tim Barger, Linda Bryan-Beachler, Cory Bernaert, Dan Evans, Helen King, Brian Kirchberg, Rob Lyons, Wendy Mungillo, Melanie Newhall, Bruce Proud, Marlyce Stringer, Jon Syre, Bill Vogel, Doug Wagner and Dawn Walker.

Caucus began at 4:45 p.m. Meeting began at 5:18 p.m.

Agenda

Approval of Minutes ▪ Deductions ▪ Payment for No Sub ▪ Experience 8 – 10 ▪ Paras discussion
▪ Compensation proposal ▪ Other business

Bill – we've had an opportunity to look through the minutes. We're fine with the minutes. Thank you very much, Dawn. First item I wanted to discuss was deductions. As far as concept of matching deductions with referendum supplement is solid. We are fine with that. Already talked with appropriate people so we don't have a problem at the last minute like we did last year. Not going to see that happen. One thing that's a challenge is payroll system if we could add more days on skinny check. Still running into that problem because it impacts the entire payroll schedule for all other employees. Seems it would not be a big deal but it is something unable to do this year. Interesting that we had MOU (Memorandum of Understanding) for 4 days on the back. One thing I want to talk about is, we can control the calendar. Good dialogue on calendar. Some suggestions on how to control. Agreement to move a day toward end of the year up to front to give 4 days. If that's the case, I know you included the MOU on the back. Probably have to do what we did last year is renew MOU. Problem is legislature requiring start date of no earlier than August 10th for students is a problem. Teachers could start 8/1 to get 5 days. Prepared to TA (Tentative Agreement) that. Would then need to renew MOU for 4 days for next year. As far as future is hopefully getting legislature to change that. Doesn't make sense to restrict us from when we start. Open for discussion open to TA, too. If we TA need to renew MOU.

Bruce – We will discuss it. So far I haven't seen success of school districts having conversations with legislators about this stuff. Don't see school board members traveling to Tallahassee or meeting with other elected officials. Hope that starts happening.

Bill – This year district was well on the way to an A grade. But COVID. I understand what you're saying. That's where we are on that one. Can assure you we are not going to have the disaster we had last year. Which we headed off. Next one is a concern – the subs. Normally when we're having an issue we get word to try to head it off. Went back and researched. Agree that we want to minimize impact on teachers having to sub for others. In agreement. As far as your proposal when we did do that cost accelerated when we did MOU. We received less per student than last year by 1.85%. Tried to address other thing your brought up. Making sure that classroom para – making sure principals have to use that person for the first sub. Need to know about that, if a principal is not doing that. Second, teachers can recommend a person to be a sub. Don't know if we haven't

marketed that well enough. There is a process, and we can take care of that. That was a concern you brought up. Third, we have all the data, have a report happy to share – over 400 instances where a teacher called in late or didn't call in and it seems that those would be ones where teachers would have to cover for others because they didn't call in in time. We have info by school and by individual. Some are excessive. Don't know what individual circumstances are. If even half of that, it is a lot of days. Most days going to have to be covered by teachers. If we could work together and monitor that. We will commit to working with principals. May be management problem we are committed to working on that, too. Agree to delete money going to supply account. \$361,000. District honoring that by returning that to schools. That's where we are on that. Our position would be current contract language (CCL). Would certainly like to delete last section. Not going to argue about that.

Bruce – we want data on both issues. Schools and where they got the money.

Wendy – just got unfilled sub report today.

Tim – gets added to school's discretionary budget. Right, but who's monitoring it?

Bruce – we'll monitor it. We can ask schools if they followed the contract.

Tim – can't say how each school spent. \$50 for 12% supplies. We don't monitor that.

Bill – what school got and how much. Third one we talked about was experience. Moving from 8 to 10. We did go back as you suggested. Did a lot of research. In this case we came up with max of \$58,500 that it would cost. Looked at everyone at 8 in 2014, how many are still here, if they had more experience at that time, if everyone had experience the extra cost would be that. Not as big as we thought it would be. Wouldn't know exact number until we did a survey. Would give timeline, like language from longevity. I'm flexible on that, too.

Bruce – we want that data.

Wendy – will send that and unfilled sub report from last year.

Bill – talk about how valuable paras are. 90 positions open. We have a compensation proposal to address. Any issues you wanted us to address or data you needed?

Bruce – do we know where vacancies are and what positions?

Wendy – you want to know that? I can pull that.

Bill – sure. Need to fill these important jobs. I have a compensation counter if you'd like that.

Bruce – sure.

Management proposal on compensation.

Bill – Get everyone up to \$47,500. We agree with that. Last year we ran into problem, we had people on cusp of \$46,439. 8A to 9A. Pat and Wendy worked with that group to make sure they were treated equitably so they

don't get a \$300 raise on transition. Statute had other language, "Thereafter, the annual increase to the minimum base salary shall not be less than 75 percent of the largest adjustment for an employee on the grandfathered salary schedule." Don't have to deal with it this year. Have to deal with next year if it is still in effect. Other sentence that suggested that we would have to follow that. I'm convinced don't have to deal with it. We checked with legal counsel. Go with 4/3 model. Looks like over 80% would qualify for 4. All of grandfathered (GF) would get 4 levels and highly effective (HE) on performance would get 4, E (effective) would get 3. We've done that before. 4/3 model. Agree and appreciate teachers earning masters. Can accept raising masters supplement to \$1200. Supplements – up for discussion at this point. Board members feel need to address supplements. No question. Concern is that this comes up almost every year. Concern that there has been lack of activity to get to the point where we can identify what areas are problematic and make changes. What we're looking for is some sort of plan from the Association. Concerned about across the board because some supplements many not be far behind. Scheduled an executive session for 12/6. Need from you all is before proceeding is something that shows commitment or timeline of how this could work. Separate athletic supplements from seasonal and work on that separately. Agree we need to do something. Not putting forth anything now. Some people have contacted board members and are anxious to move forward. If you can come up with plan that is satisfactory. That's why we have an executive session scheduled.

Bruce – we have contract language about a committee. Have had trouble getting district people to commit. District doesn't want committee to do the work? You want us to give you the answer?

Bill – committee chair anxious to start tomorrow. Got word that this has to be a priority. If we have a timeline together, would like to get data going or some plan. Can support something here. Don't want to place blame. Know we have a person anxious to move forward

Tim – we commit to 230 that's there.

Bill - we know that's important. Next is teacher longevity – we're supportive of that. Our numbers are almost exactly the same as yours.

Bruce – I used the data we requested. When I get it I can figure it out.

Bill- we have had a number of districts contact us about how we can do it. We have done it for a number of years.

Bruce – patterns over time help.

Bill – counter on para. 1 step is we agree to step 8 and above. Paras 2% at top ok with that. Recommend compression that would compress steps 1 to 7 and that would give us starting of \$13.41 for steps up to step 8. Everyone above would get 1 step. 10 on TA2 to TA5 – move those people to TA6. No one would lose money. Basically, this gets our starting up to \$13.41. Some other districts going further and are already higher than we are. Thought this would be a good way to go to get paras closer to \$15/hour. As far as ESOL and ESE we are open for discussion. We bought a couple of ideas. May be not the best way to move forward. No more info on that. If able to get salary up to \$13.41 that will help with recruiting in those areas. Other thing at bottom we are

recommending to provide a \$1000 retention bonus to all paras and everyone else in system who did not receive check from governor. Will help teachers who didn't get it. As long as ESSR (Elementary and Secondary School Emergency Relief) funds are approved. Think that in itself is an improvement. Anybody who began work 1/1/21 and is still employed would get retention bonus. Would be nice for everyone who didn't get check from governor. Spent a lot of time preparing. Think we put forth some items for serious consideration.

Bruce – any reason why you started at 1/1/21 instead of 99 days?

Tim – approximating because using other groups like AFSCME. Used that to say half of a year.

Bruce – this is earlier. Just wanted to be sure that's clear.

Bill – try to put best foot forward to move forward on negotiations. If any other questions will try to answer.

Bruce – calculations based on eliminating 1 – 7 and start at what?

Bill - 8.

Bruce – are you talking about all schedules?

Wendy – eliminate TA2 to TA5.

Bruce – address PP6 schedule?

Wendy – It is already higher so would just get 1 step. PL1 and PL2 would just get 1 step. Not compressing those because they are already higher.

Tim – anyone making less than \$13.41 would move to \$13.41.

Wendy – Eliminate TA2 – TA5. There is no one there and hasn't been for a while. (Wendy emailed 3 data sets during the session).

Bruce – did that include who is HE and E?

Wendy – I don't have access.

Dan – we have totals.

Bill – Got it from Evan?

Dan – I can shoot that over.

Bruce – no other questions.

MEA caucus at 5:54 p.m. Reconvened at 7:45.

Bruce – We had some lengthy discussion about several proposals during caucus. A couple we are not able to resolve at this point. Need an additional session. We need time to meet, too. Not going to finalize much today.

Some questions about deductions. The last conversation was about 26 deductions, now you're talking about deductions as same time as referendum. Is that correct?

Bill – yes.

Bruce – do you have any idea of a timeline to figure out about moving the day?

Bill – explain.

Bruce – when would you know if you need a MOU?

Bill – a lot is dependent on the calendar. Calendar moved now that consensus reached. Require 4 day MOU to continue. Need that. Don't want to mislead.

Dan – referencing 4 day pay period.

Bill – can't change cutoff for 1st pay roll. Have to do 4 day MOU. Can change contract to 4 days but may have another problem the following year. May be only 3 days. Can control best through calendar or may be payroll system more accommodating. Don't want to change actual day. Do we even want early pay? Agree it is in best interest to have early pay. We see value in some sort of check.

Bruce – ok

Bill – thank you .

Bruce – I did put in quotes that we're not going to have a disaster same as last year.

Bill – right.

Dan – depends on definition of disaster

Bruce – sub issue is difficult. People we're hearing from in this room and outside the room. Issues from principal controlling sub system. Some have access that haven't had access before. Not talking about requesting people not on the sub list but talking about particular people, what the plan is when they are going to be out so both can be comfortable when a teacher is out. Even if that happens that person is switched to another position that the admin deemed more important or needed in a different way. These are some of the issues we discussed. There's more. As soon as we discuss will bring them to you.

Bill – agree that the best type of sub system is what you described.

Wendy – need to find out if they are given info to contact sub. That's what I need to find out.

Bill – want to work with Association on that one. These are legitimate issues.

Wendy – when they're switching, ESS working with one particular school where they're being switched often. Working with principals. It's not good for the subs either.

Bruce – it's disruptive for assigned subs, too.

Bill – think this will be helpful. Someone disabling assigned sub. Figure that one out. Want to get to bottom of issue you brought up.

Bruce – over 7000 instances that a teacher had to cover. That's sub money for unfilled subs. We know there are considerable more instances than that.

Bill – that's a good one.

Bruce – appreciate the data. Helps to talk about specific places and be able to ask questions and what's happening and what are the issues. Don't have an issue with experience of 8 to 10. \$58,500 is cost of doing that. If you do that it will be more and won't do much for recruitment for a long period of time. Will have to address at another period of time. Don't know how to address without costing a future period of time. Otherwise, you're talking about compression in another way that we're not really not fond of. Appreciate compensation proposals. We need to do calculations and have conversations about teacher and para proposals. Para proposal – data, in moving paras from 1 to 7 up and calc of cost highlighted 289015, does this take out people who would not be moving a step? Calculation of 1 step movement.

Tim – 635 is for those who did not get compressed. Sorry, 635 is for going from 1 to 7 without fringe.

Bruce – include step?

Tim – if they get compressed they don't get a step. Column with 635 is compression. 715 is in Tim's schedule or close. 2% is separate. I didn't use 678. Can get you the data.

Bruce - that would be helpful. Had a lot of conversation about teachers and bottom of schedule moving up at drastic movement when people who have been here and have been loyal don't seem to be getting benefit of that. Same issue with paras about compression. Some people who have not been here get max while those who have been here get minimum. It's creating issues. Is that something you really want to do?

Bill – It's difficult. \$15/hour. Tim can get more info on data set. Does affect quite a few paras.

Bill – wanted to talk about supplements. Obligated to report on that. Sketched out some ideas during break. Something you want to bring up?

Bruce – need more time to sit down and talk about process. Have been trying to get people identified for years willing to do work. Surveyed folks and got data. Don't know how valuable it is at this point. Could look at other contracts in other places. Would have to do that to compare to districts of similar size to do comparisons.

Bill – look historically. Really had to deal with Covid. Was not a time to have committee work during Covid. Was thinking already have comparison to seasonal supplements done by Jason Montgomery. Didn't realize Dan is a data miner. Across the bay he did a lot of data mining. Can identify districts. See where we are with other districts. Look at averages. Was surprised. We are ahead of some districts. Anyway, he can do that. Then, ask for Willie, Dan and Wendy to serve from our perspective on committee. Ask for representatives from fine arts,

music, band, art – let them do comparables. Can probably do that in a day. Get that information by 12/14. Have all of our data. Maybe push it somewhat. Then get committee together and look though to see high point and where we need to work and where we are out of whack. May be additional supplements that come forward and do this by the end of January. Don't need to make it a big deal. Some supplements are not in use in contract. If I can go to executive session with board, sketch this thing out, say we talked to MEA, talk about why we haven't moved forward. Sketch something out for 12/6.

Bruce – the end of January is probably not very realistic to have a good conversation about supplements. The stakeholders you listed are not all. Not able to grasp all that we're talking about. I have done this several times. I know we need motivation to get to work and done and do something we're proud of. Thought it may be possible to have recommendations by end of year for implementation because that's normal for this scope of work. As soon as you figure out what you want to do other people want to say what about this, what about that. Missed the boat about some things that are happening.

Bill – when something hits me I like to get it done.

Bp – could have gotten it done and handed it to you. Know some principals will have to say something. Some levels are affected differently.

Bruce – agree that data often says a lot.

Bill – know data is data and can't control it. Will send copy to you if that's alright.

Bruce – ok

Bill – only thing I have is next session. What works for you guys?

Bruce – pretty sure it's going to be hard to squeeze in another session between now and the holiday, particularly with the team, so very hard to say. Thinking after the first of the year. We will send you some options.

Bill – sounds good. Good conversations. Will continue to get info to you and will sketch out something to send to board and will send copy of that.

Meeting adjourned at 8:09 p.m.