

**ORANGE COUNTY
CLASSROOM TEACHERS
ASSOCIATION
IMPASSE PRESENTATION**



January 5, 2022

The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to . . . above all, new wage levels that meant not mere survival but a tolerable life.

MARTIN LUTHER KING, JR.

The Impasse Procedure

- The Collective Bargaining Agreement *expired in June of 2021.*
- The Union *declared impasse* on July 22, 2021 after it became clear the District would not consider funding any recurring increases.
- *A neutral Special Magistrate* issued his *non-binding* recommendations on November 8, 2021.
- The dispute is over *compensation and health insurance.*

The School Board's *Impartial* Role

- The School Board “shall take such action as it deems to be in the public interest, including the interest of the public employees involved, to resolve all disputed impasse issues.”¹
- It is well established that the statute requires “a strict duty of fairness and impartiality on legislative bodies when resolving disputed issues at impasse resolution hearings.”²

¹Section 447.403(4)(d), Florida Statutes;

²*Volusia County Fire Fighters Association, Local 3574, Iaff, Charging Party, v. Volusia County Board of County Commissioners, Respondent.*, 35 FPER ¶ 211; see also *City of Winter Springs v. Winter Springs Professional Firefighters, Local 3296*, 885 So. 2d 494 (Fla. 1st DCA 2004); see also *City of Orlando v. Int'l Assoc. of Fire* (Fla. 5th DCA 1980).

The 4 issues at Impasse

(1) Wages –

Will OCPS fund *recurring increases* that will allow teachers to support their families?

(2) Longevity Supplement –

Will OCPS help put an end to the harsh *pay inequities plaguing veteran teachers*?

(3) Health Insurance –

Will OCPS prevent increases to teachers' *healthcare costs* in the middle of a pandemic?

(4) Lead Nurse Supplement –

Will OCPS stop demanding *additional work without additional pay*?

VOICES OF YOUR EDUCATORS

- Wendy Doromal, OCCTA President

FIRST ISSUE - WAGES
TEACHERS NEED AND DESERVE
REAL SALARY INCREASES

Teachers' v. District Salary Proposal*

	OCCTA Proposal	District Proposal
Cost-of-living Adjustment	\$800	\$25
Base Increase for "Effective" Teachers	\$1,600	\$100
Base Increase for "Highly Effective" Teachers	\$2,200	\$150
Total Recurring Costs	\$48 mil.	\$2.7 mil.
One-Time Supplement	\$0	\$2,500
Total Costs (recurring & non-recurring)	\$48 mil.	\$45 mil.

*The parties have agreed to retroactivity.

Magistrate's Salary Recommendation

Magistrate Recommendation:

Accepted District's salary proposal, to the extent OCPS does not raise health insurance costs and provides a recurring longevity supplement.

The Magistrate also noted:

“TSIA [state funding] cannot be the sole source of funding for educator raises,” and that *“the District is permitted to budget for salary increases and may look to other funding sources to support its efforts.”*

The District must look beyond state dollars... it must stand up for OCPS teachers' economic security

- The District itself has *not put one dollar on the table for a base salary increase*.
 - OCPS is relying exclusively on a new source of categorical funding (Teacher Salary Increase Allocation, or TSIA), created last year to raise the teacher starting salary and to “assist school districts in their recruitment and retention of classroom teachers and other instructional personnel”—not to be the sole source of funding for educator raises.
 - *Nothing in the law makes TSIA the only funding source* for teacher salary increases, *or absolves the District of its responsibility to budget for and fund raises*.

Other large districts have chosen to stand up for educators *

	BROWARD	OCPS	MIAMI-DADE
Base Salary Increases (\$)	\$480 - \$800	\$25 - \$175	\$270 - \$564
Base Salary Increases (%)	1% - 1.33%	0.03% - 0.37%	0.57% - .76%
Lump-sum Payment	\$2,000	\$2,500	\$1,500
Referendum Supplements	3% - 13% (\$1,425 - \$6,390) depending on years of experience	NONE	2.25% - 26.97% (\$1,069 - \$19,212) depending on base salary

*Palm Beach, Hillsborough, and Duval are still in negotiations.

Budgeting is about Priorities & Choices - The District cannot turn its back on its Teachers

The *difference in cost* between the Union and District's salary proposals for the 2021-2022 School Year is *less than \$3.5 Million*.

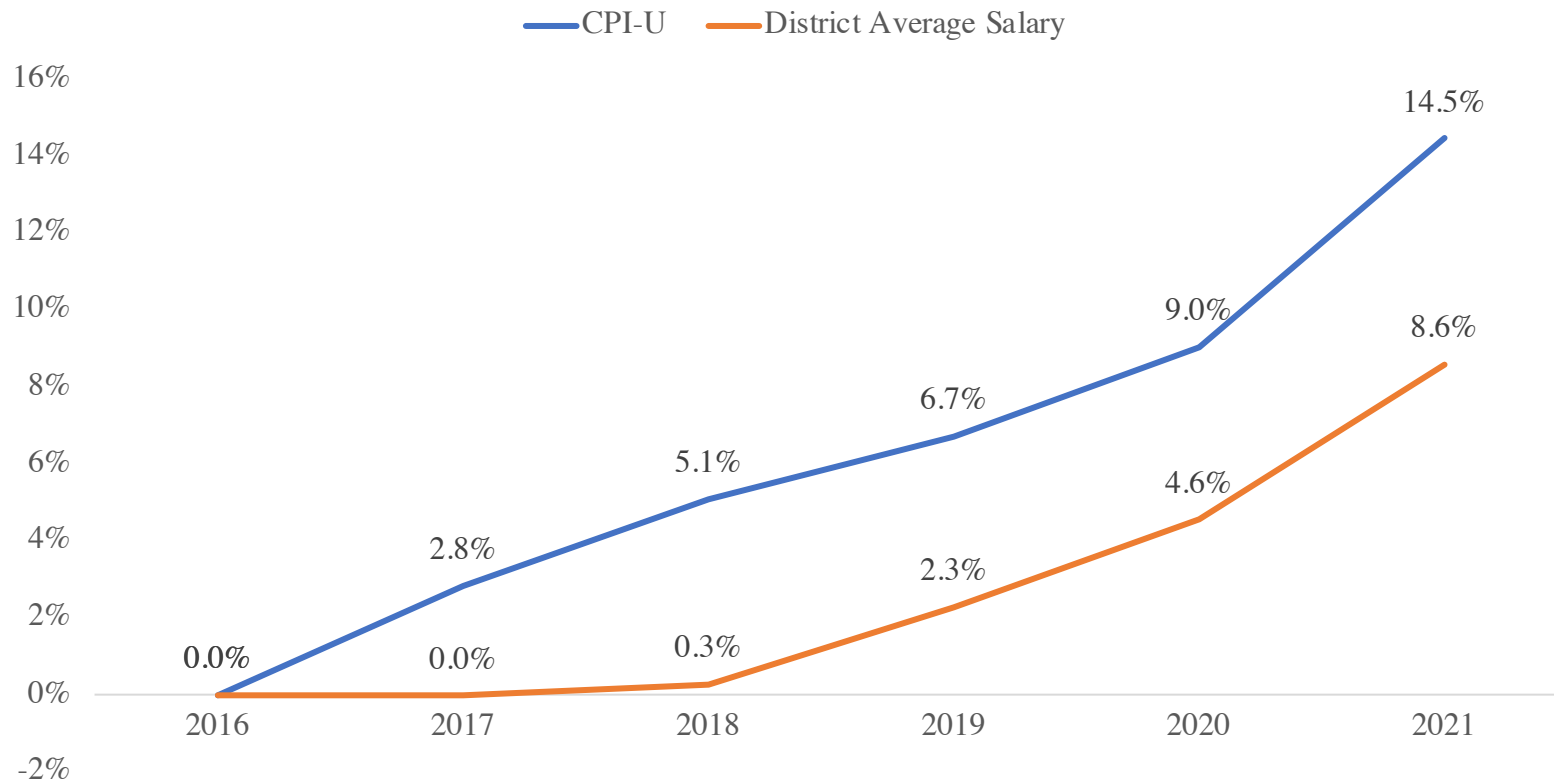
The main issue is the District's willingness to *prioritize teachers and choose to budget* to maintain the increase in outgoing years.

AN ECONOMIC PERSPECTIVE

**-Kyle Arnone, American Federation of Teachers (AFT)
Deputy Director, Research and Strategic Initiatives**

OCPS has chosen not to prioritize teachers – cost of living increases have outpaced salary increases

Cost of Living v. Average Teacher Salary:
Year-over-Year Cumulative Percent Change, 2016-2021 (OCPS)



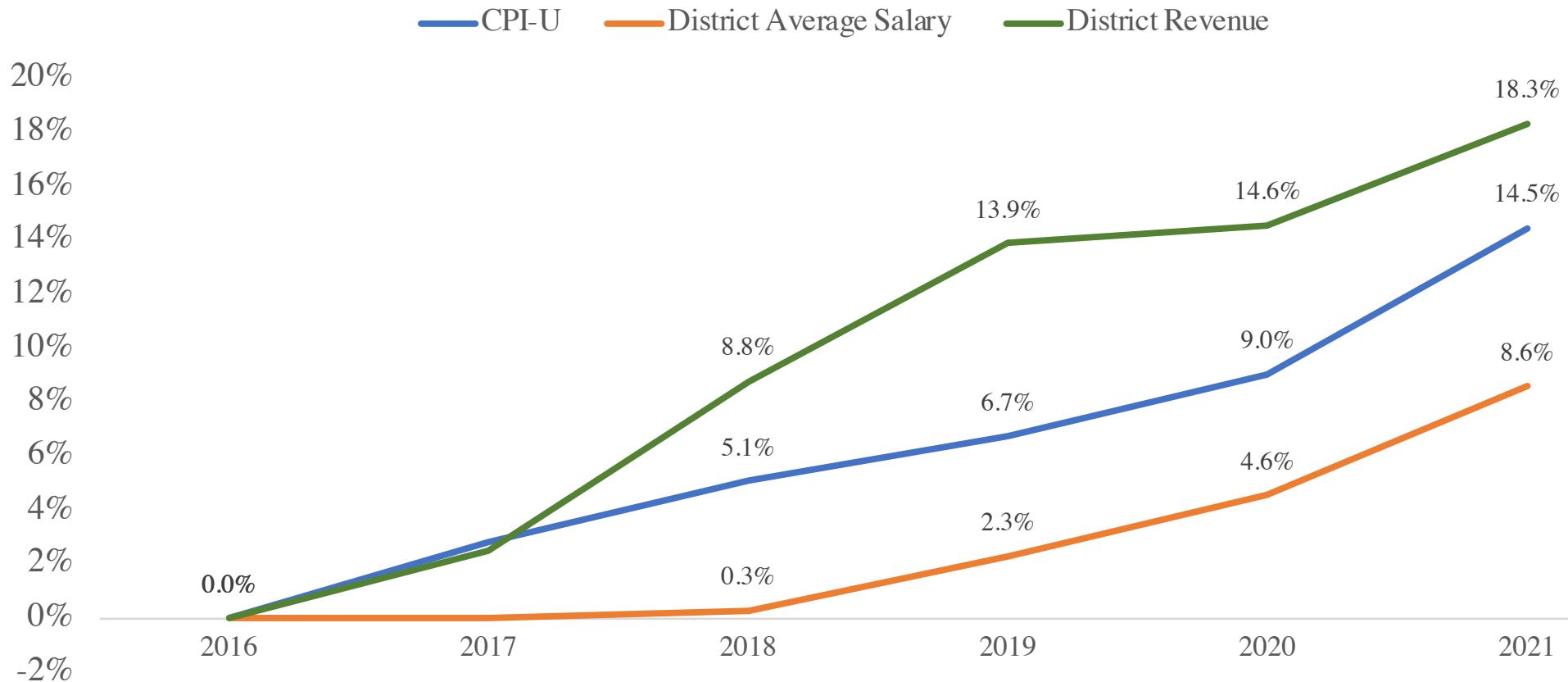
IMPLICATIONS:

If the average teacher salary in the District had kept pace with inflation from 2016-21, the average salary would be **5.4% higher** than it was in 2021 to have the same purchasing power as 2016.

Sources: CPI, U.S. Bureau of Labor Statistics; Average salary, FL DOE

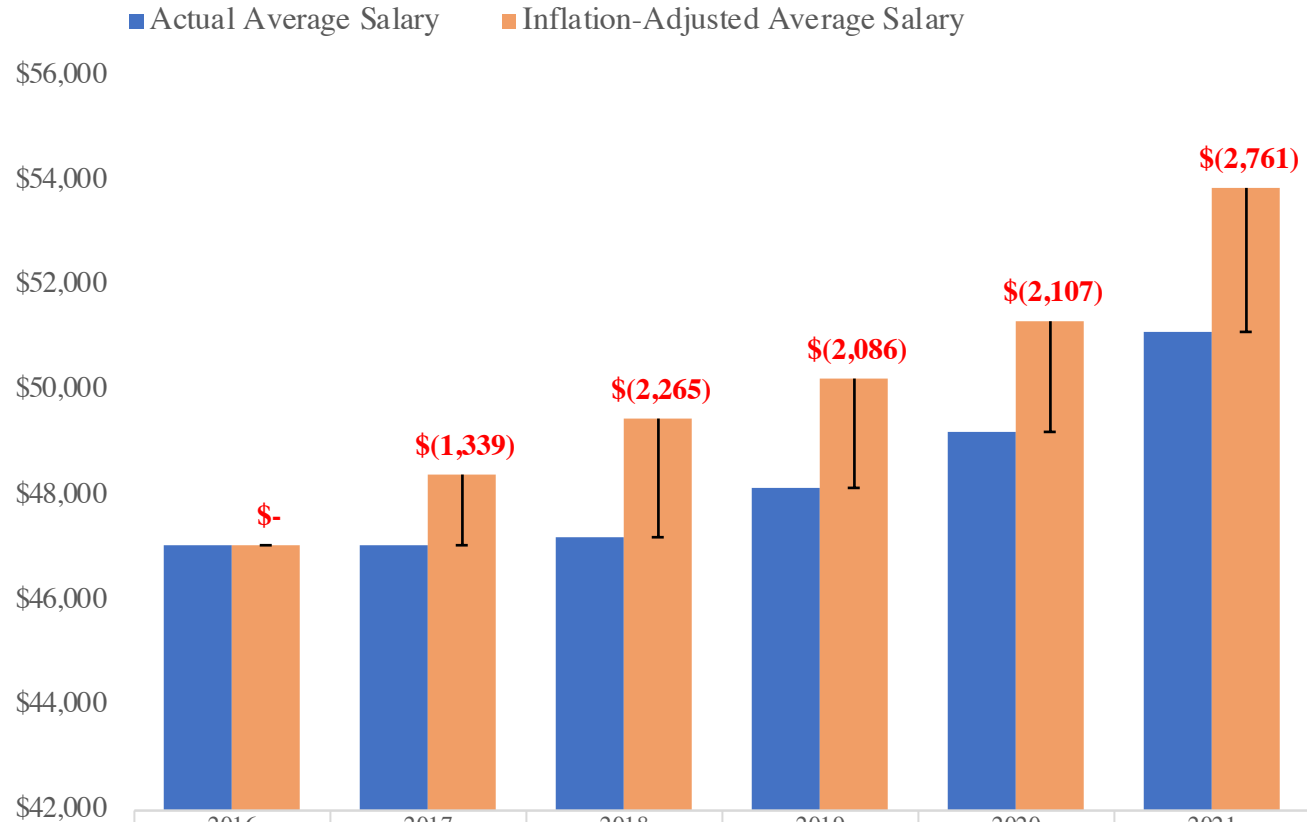
OCPS has chosen not to prioritize teachers – district revenue increases have outpaced salary increases

District Cumulative Year-over-year Cumulative Revenue Growth Outpaces Inflation and Teacher Salaries



OCPS' choice not to prioritize teachers has resulted in teacher salary decreases

**Actual Average Teacher Salary v. Inflation-Adjusted Average Salary
(Reference year = 2016)**



	2016	2017	2018	2019	2020	2021
Actual Average Salary	\$47,067	\$47,063	\$47,198	\$48,146	\$49,212	\$51,109
Inflation-Adjusted Average Salary	\$47,067	\$48,402	\$49,463	\$50,232	\$51,319	\$53,870

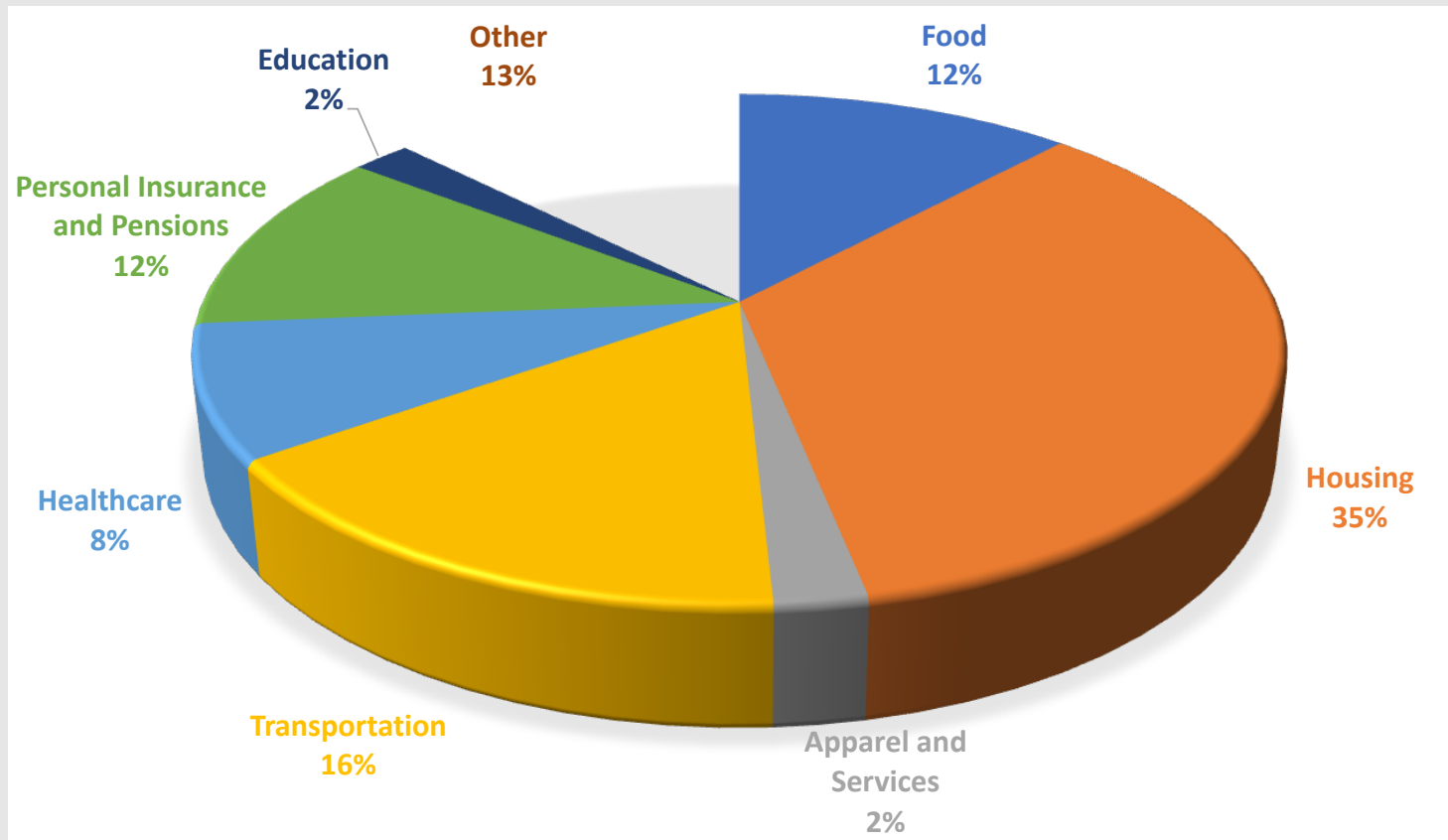
IMPLICATIONS:

This chart presents the same underlying data as the previous chart but in **dollar terms**.

When price inflation outpaces salary growth, it amounts to an **effective pay cut**. In inflation-adjusted dollars, the **average teacher salary decreased by nearly \$2,800 from 2016 to 2021**.

Most household expenses are recurring, and non-recurring “supplements” create instability for families

Distribution of Average Household Expenditures, 2020



Source: Bureau of Labor Statistics, [Consumer Expenditures](#), 2020

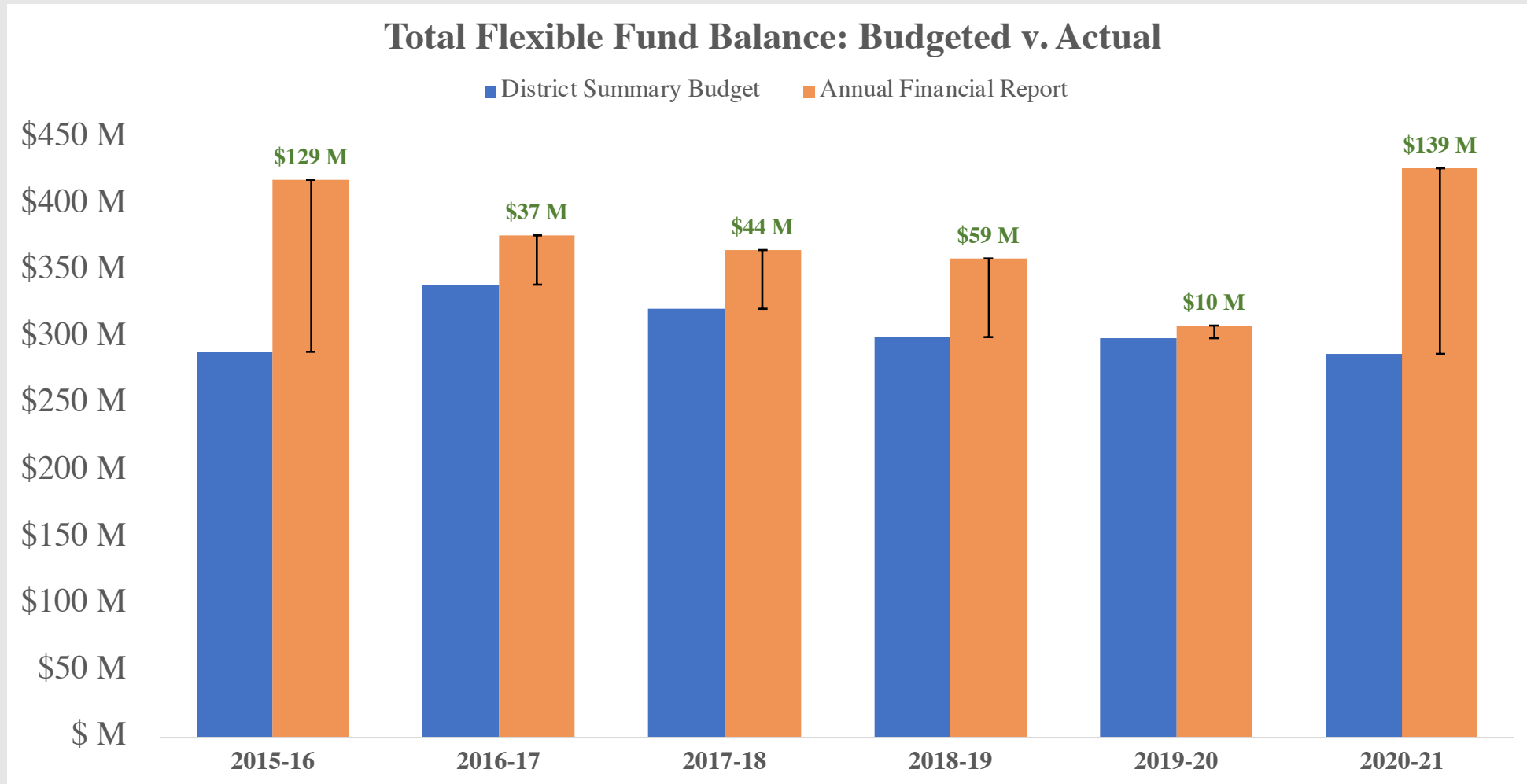
IMPLICATIONS:

- Nearly 90% of household spending is committed to “recurring” expenses
- **Income volatility** disrupts major household decisions, including foregoing necessary medical care, and undermines feelings of financial security, leading to stress and anxiety
- Teachers may face the double whammy of income volatility and high inflation

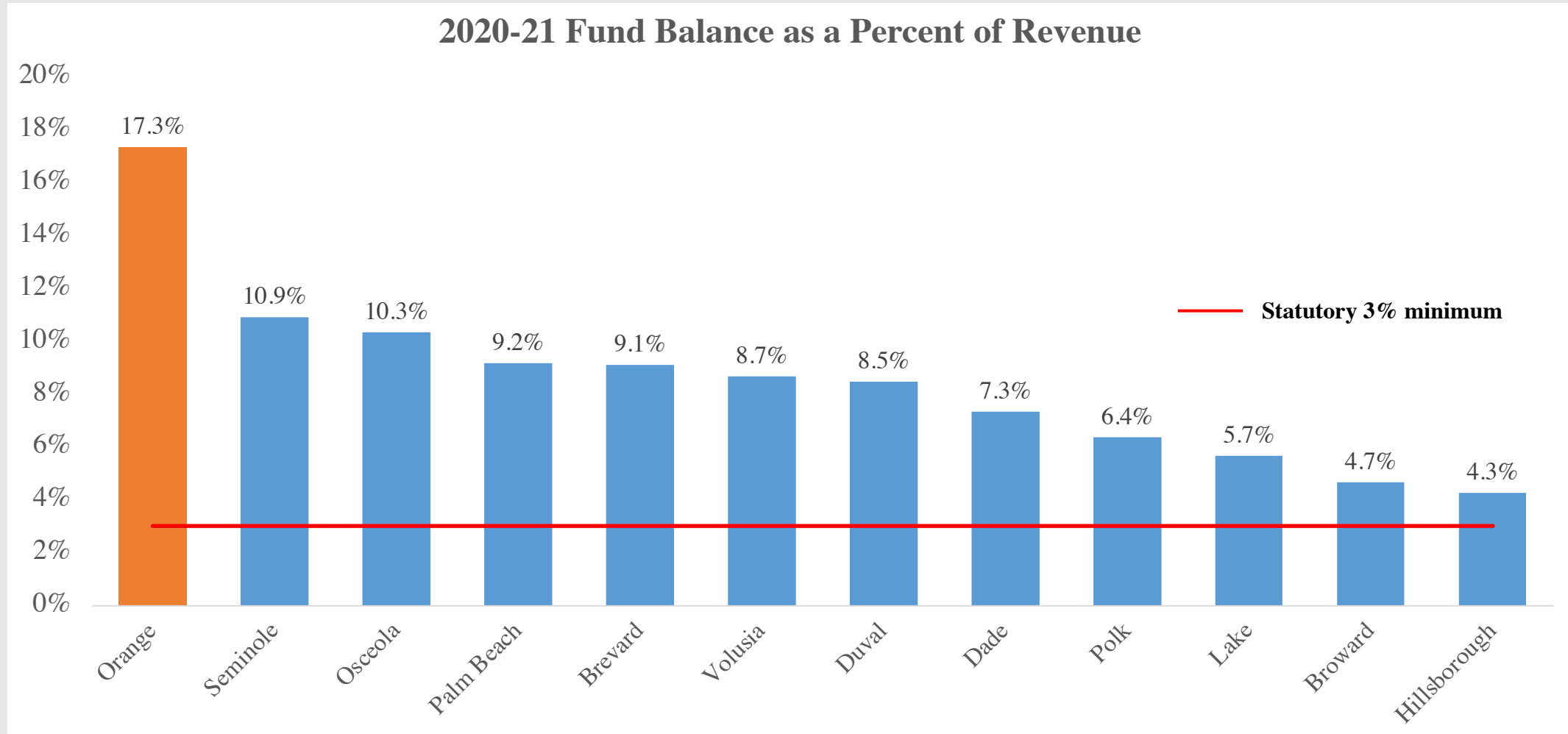
Source: [Aspen Institute](#)

OCPS CAN AFFORD TO PRIORITIZE TEACHERS

The District consistently spends less than it budgets, spilling savings into an excessive fund balance



OCPS maintains a higher fund balance than all similarly sized and all neighboring Districts... **by A LOT**



**SECOND ISSUE –
LONGEVITY SUPPLEMENT
VALUING LOYALTY & EXPERIENCE**

Teachers' Longevity Proposal

<i>Years of Experience w/ OCPS</i>	<i>5 - 9 Years</i>	<i>10 - 14 Years</i>	<i>15 - 19 Years</i>	<i>20 - 24 Years</i>	<i>25 - 29 Years</i>	<i>30+ Years</i>
<i>Supplement</i>	<i>\$500</i>	<i>\$1,000</i>	<i>\$1,500</i>	<i>\$2,000</i>	<i>\$2,500</i>	<i>\$3,000</i>

LONGEVITY SUPPLEMENTS ARE RECURRING

& adjusted annually by the same percentage as starting salary

District's Longevity Proposal

- *District provided NO LONGEVITY PROPOSAL throughout negotiations.*
- *After the Magistrate recommended a recurring longevity supplement, the District offered a temporary non-recurring retention supplement that mirrors amounts proposed by the Union but would disappear after three years, leaving veteran teachers worse off.*

Magistrate's Longevity Recommendation

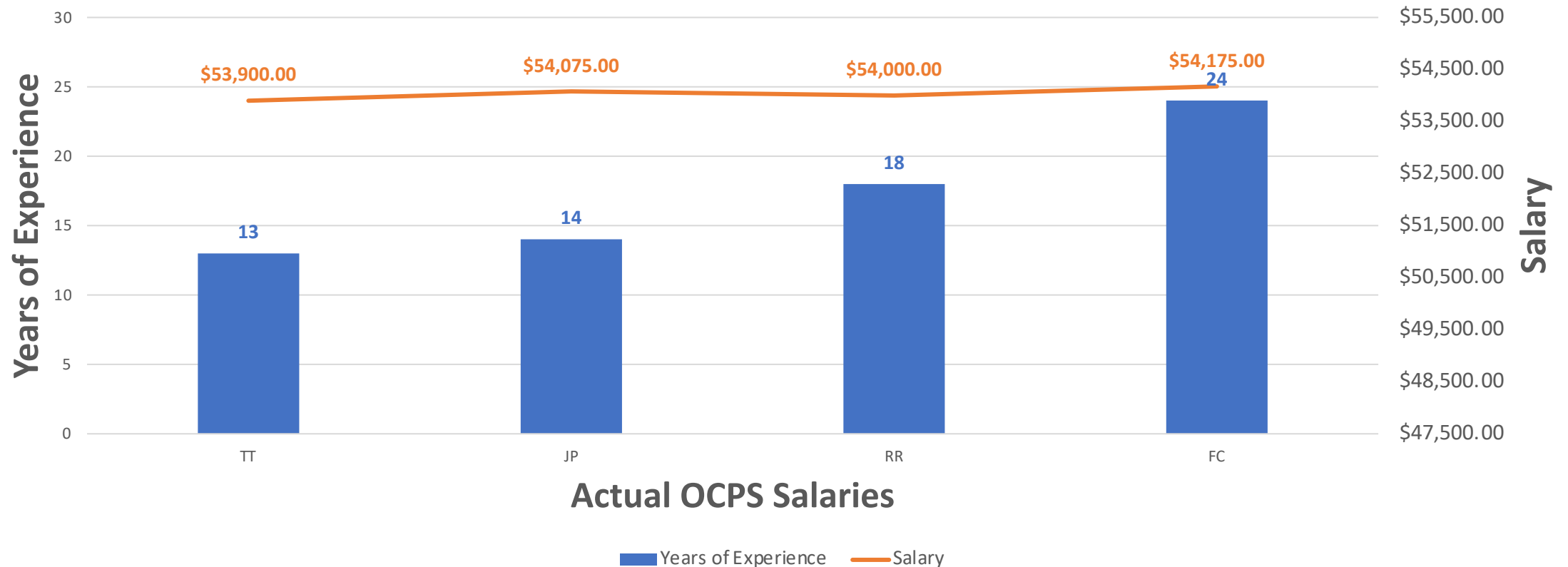
*Recommended adopting
OCCTA'S proposal*

VOICES OF YOUR EDUCATORS

- Clinton McCracken, Teacher at Howard Middle School Academy of Arts

Failure to provide a recurring longevity supplement will perpetuate harsh inequities among teachers

Four Actual Examples



These serious imbalances cannot continue...



Source: District provided salary data

**THIRD ISSUE –
HEALTH INSURANCE
THIS IS NOT THE TIME TO INCREASE
TEACHERS' HEALTHCARE COSTS**

There can be no increase to healthcare costs in the middle of a pandemic

Union recommendation:

*Maintain the Status Quo. **NO INCREASE** to health care costs.*

District Proposal:

*Passing on all health insurance increases to teachers through increased deductibles, out of pocket maximums, coinsurance and prescription costs. **Dumping \$10 million on to employees.***

Magistrate Recommendation:

*Accepted Union's proposal to **maintain the status quo**, emphasizing that an insurance increase during this difficult time would be **“unconscionable.”***

The Magistrate recognized teachers' sacrifices

“[i]t is important to note that our Country is just beginning to break free from the negative effects caused by the pandemic. During this time, the record reflects, and there is no dispute, that bargaining unit members put their own health at risk by continuing to perform their teaching duties with students on an in-person basis. In addition, the record reflects, and there is no dispute that numerous teachers spend their own money to ensure that their student’s educational and safety needs are met. Moreover, the record reflects that many bargaining unit members are forced to work more than one job in order to meet the needs of their family budget.”

An increase to health care costs would be *unconscionable*

“To this Magistrate, it would be unconscionable to recommend that bargaining unit members pay more than the status quo for health care. While there may be a time to do so, now is surely not time.

*For those reasons noted and discussed above, this Magistrate recommends **NO CHANGE** to the current health care coverage.”*

**FOURTH ISSUE -
LEAD NURSES SUPPLEMENT
RECOGNITION PAY –
FOR EXTRA RESPONSIBILITIES**

Lead Nurses deserve a pay supplement for extra **work, responsibilities, and liabilities**

Union recommendation:

Adopting the Magistrate's recommendation to provide a 5% supplement to Lead Nurses because of the additional work they are required to perform.

District Proposal:

Nothing. No recognition or appreciation.

Magistrate Recommendation:

Accepted Union's proposal, as amended in his decision to provide a 5% supplement to Lead Nurses (as opposed to a flat amount).

VOICES OF YOUR NURSES

-Laketa Jimenez, Lead Nurse

Extra Duties of the District's Lead Nurses...with no extra pay



- Assigned a case load of up to *sixty schools vs. 1 school assigned to school-based nurses*;
- *Train school-based nurses and unlicensed personnel* to administer diabetes medications, to look for signs and symptoms of stroke, and to identify sickle cell or cardiac conditions in students;
- *Upwards of 100 individuals working under their professional license*, all of who they must *monitor* and ensure they are prepared to *safely provide health services to children*.

CLOSING

**OCCTA's proposals support teachers, students,
and the community**

THE UNION'S PROPOSALS PROMOTE THE INTEREST & WELFARE OF THE PUBLIC

Florida law requires the School Board to “*take such action as it deems to be in the public interest, including the interest of the public employees involved, to resolve all disputed impasse issues.*”

Almost 14% of our educators resigned in 2021.

The interest and welfare of the public is served by *valuing teachers* and providing *salaries that attract and retain qualified and dedicated educators.*

Your educators reject the District's proposals

ISSUE 1: Wages –

OCCTA Proposal – **73%**

OCPS Proposal – **27%**

ISSUE 3: Health Insurance –

OCCTA Proposal – **97%**

OCPS Proposal – **3%**

ISSUE 2: Longevity Supplement –

OCCTA Proposal – **94%**

OCPS Proposal – **6%**

ISSUE 4: Lead Nurse Supplement –

OCCTA Proposal – **89%**

OCPS Proposal – **11%**

OCCTA'S RECOMMENDATIONS

ISSUE 1: Wages – Fund recurring increases that will allow teachers to support their families.

ISSUE 2: Longevity Supplement – Address the harsh pay inequities plaguing veteran teachers.

ISSUE 3: Health Insurance – Do NOT increase teachers' healthcare costs in the middle of a pandemic.

ISSUE 4: Lead Nurse Supplement – Pay Lead Nurses for their additional work and responsibilities.

