

CBLT Bargaining Minutes

9/9/20

Virtual: ZOOM

1. CTA Opening

- a. The president delivered an opening statement (see document) related to the District's budgeting practices, particularly their lack of transparency and then she outlined the union's budgeting priorities. Specific increases to teacher salaries were described, as well as the return of teacher planning time, substitute needs, professional development, and supplements. The union wanted to see no increase to insurance costs and would like to see bargaining unit members be able to donate sick leave to other teachers. Suggestions were offered for mechanisms that the District could use to save money.
- b. District requested a copy of this statement.

2. District Proposal

- a. District proposed an agenda for today's session and asked to review documents that they forwarded to CTA immediately before this meeting commenced.
- b. Before sending their Instructional Salary Proposal the District explained that they wanted to provide their "financial landscape" by walking the team through several documents.
 - FY21 Funding (see document): Because some funding was designated solely for teacher salaries, the actual per student funding had decreased for the 20-21 school year.
 - Furthermore, the District expected that the state would need to adjust their budget at the beginning of 2021 due to a shortfall in their funds at the state level.
 - The District suspected that their budget would be impacted by a reduction in student enrollment, as well as a likely reduction in per student state funding.
 - While there was an increase to student funding with the special millage, after the \$37.4 million teacher salary allocation was subtracted, the District was left with per student funding that was less than last school year.
 - Other increases to the District's funding were mentioned that were not outlined on this document, such as an increase to their Mental Health allocation, that was designated for specific purposes.
 - CARES Act Funding (see document): Monies spent from the Governor's Emergency Relief and the Elementary & Secondary School Emergency Relief Funds were shared.
 - District pointed out that they recently increased money being spent on Instructional Technology Equipment from \$1.4 million to \$7.1 million.
 - So far, \$5 million had been spent on PPE which came out of the General Fund. The District was not yet sure whether FEMA would be reimbursing this money.
 - Fund Balance (see document): District reminded the team that they must maintain a 3% fund balance.
 - District had projected a fund balance of \$30.6 million for the end of the 19-20 school year and finished with a fund balance of \$53 million, so money was saved.
 - A slightly higher fund balance was being projected for the conclusion of the 20-21 school year because the District's revenues were higher.
 - Teacher Salary Allocation (see document): The District did not believe that state monies allotted for teacher salaries would be impacted by any shortfall that the state experienced in their budget.
 - After fringe benefits were removed there was \$28.5 million to spend on salaries.
- c. District asked if CTA had any questions about the information shared at that point.
 - CTA responded that they would save their questions until they had an opportunity to review all the District's figures.

- d. District then presented their Instructional Proposed 2020-21 Summary & Examples (see documents):
- District explained that their wage proposal met the requirements of HB 641, requiring beginning teachers to be brought up to a starting salary of \$47,500.
 - After the allocated funds were distributed to these individuals, and then teachers making less than \$47,500 were brought up to that amount (or had received an increase of less than 2%), then 63% of the funds would be spent.
 - District then asked CTA how they would like to distribute the remaining funds, which totaled \$5,748,600 million, as these funds were subject to bargaining.
 - The District shared three scenarios of how the salary could change for teachers with varying years of experience.
 - District asked if CTA had any questions.
 - CTA responded that they would like to caucus to construct their questions.

3. Following Caucus

- a. CTA posed questions:
- What is Orange Growth?
 - District explained that this reduction in budget had to do with their predicted shortfall of funds. Growth to 239,000 had been predicted for this school year, which would not likely be reached based upon the current enrollment trends.
 - CTA asked for clarification as their understanding was that the funds received for teacher salaries would not change.
 - District responded that although that was true, they still needed to make reductions to their budget as it was based on student attendance and they were not going to get all of the projected student monies.
 - What is the increase to the Mental Health Allocation that was mentioned?
 - District reported that the increase was \$1.7 million for the 20-21 school year.
 - CTA also requested that the District provide all other funding amounts and details that were mentioned in their presentation, but not identified on the documents provided.
 - How many of our bargaining unit employee salaries were paid for out of grants?
 - District will research that number and provide the information to CTA before the end of the day.
 - Please provide an updated list of employees and salaries. The list we had showed 13,704 employees in our Bargaining Unit and district proposals only referenced 11,884 employees.
 - District explained that the 11,884 number only reflected classroom teachers, not all instructional employees.
 - District added that the numbers had now changed since the original list was provided and the total instructional staff was now 14,125 as of August 14, 2020.
 - CTA requested a copy of the most recent list.
 - What was the specific Charter allocation percentage?
 - District stated that they did not calculate Charter school funds as a percentage and proceeded to explain the steps they took to compute their portion.
 - CTA requested that the District send these specific steps on how the monies sent to Charter schools were configured.
- b. District relayed that they would provide CTA with all of the information above by the end of the business day today.
- c. District asked that CTA provide an updated list of all of their outstanding requests for information.

4. Next CBLT meeting:

- 9/15/20 10:00am Impact Bargaining for Evaluation & Mental Health
- 9/16/20 10:00am Main Table Bargaining Salary