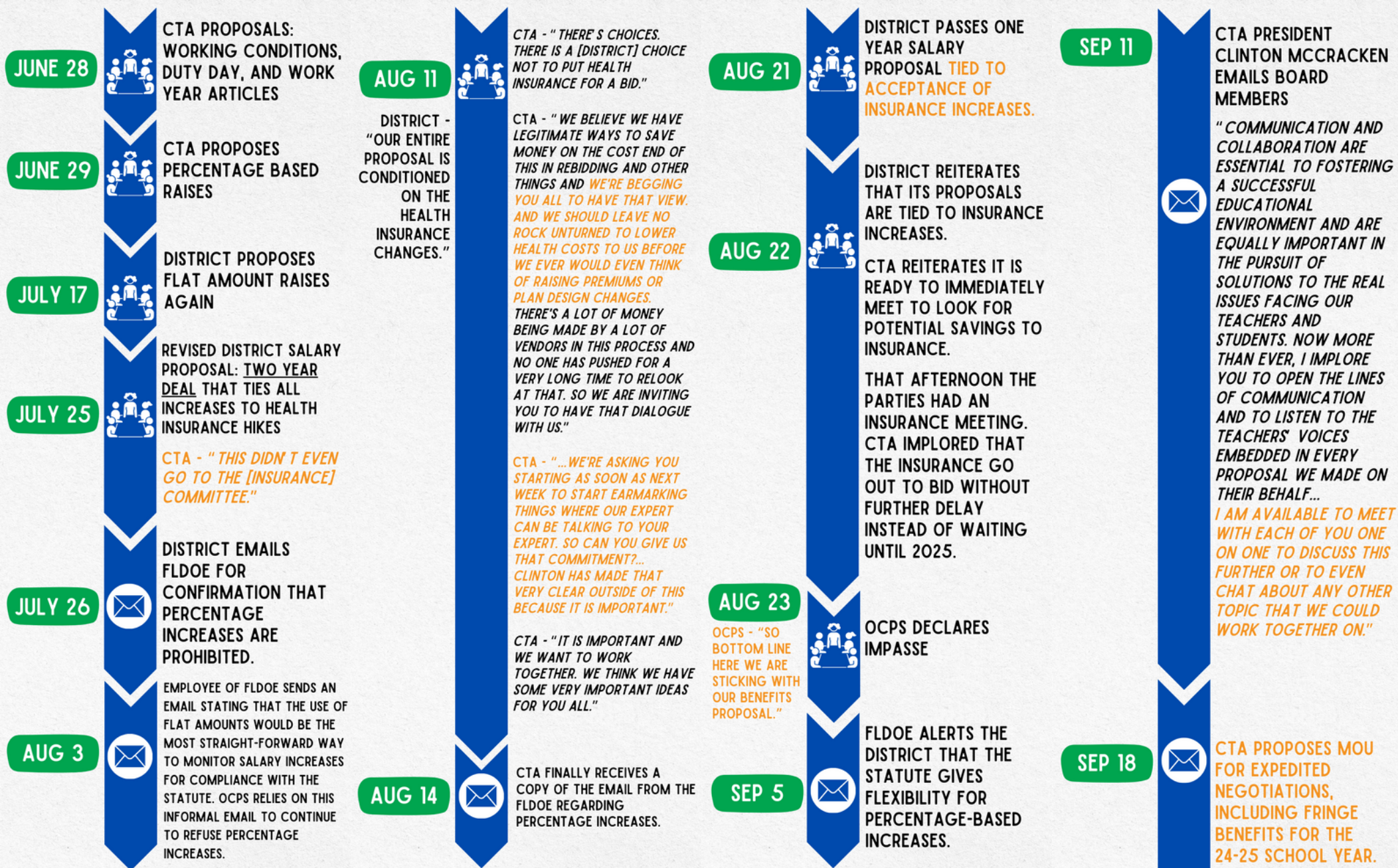


2023-2024 BARGAINING TIMELINE

OCPS TELLS THE STATE BOARD OF EDUCATION CTA WAS UNWILLING TO MAKE ANY MOVEMENT IN NEGOTIATIONS ALL YEAR.

THE TRUTH: THE UNION ASKED TO DISCUSS ALTERNATIVE HEALTH INSURANCE SOLUTIONS MORE THAN 15 TIMES BEFORE THE FINAL IMPASSE HEARING



NOT LISTED: MULTIPLE PHONE CALLS BETWEEN CTA PRESIDENT CLINTON MCCRACKEN WITH DISTRICT AND INDIVIDUAL BOARD MEMBERS ASKING THEM TO CONSIDER A MORE REASONABLE APPROACH TO THE DISTRICT'S INSURANCE ISSUE.

SEP 18
CONTINUED

PROPOSED MOU INCLUDES "BEFORE CONSIDERING ANY INCREASES TO EMPLOYEE HEALTH INSURANCE COSTS INCLUDING, BUT NOT LIMITED TO, ANY INCREASES TO PREMIUMS, EMPLOYEE CONTRIBUTIONS, COPAYMENTS, DEDUCTIBLES, OUT-OF-POCKET MAXIMUMS, AND/OR COINSURANCE, THE PARTIES AGREE TO MEANINGFULLY EXAMINE COST SAVING ALTERNATIVES (E.G., INCLUDING BUT NOT LIMITED TO PUTTING THE PLAN OUT TO BID AS SOON AS POSSIBLE, ATTEMPTING DIRECT CONTRACTING WITH HOSPITALS, ACCOUNTABLE CARE ORGANIZATIONS, A REQUEST FOR PROPOSALS ON THE PHARMACY BENEFIT MANAGER, PRECISION MEDICINE, STOP LOSS INSURANCE)."

SEP 27



HEALTH INSURANCE MEETING. CTA ASKS TO SCHEDULE A MEETING FOR THE FOLLOWING WEEK SO THE UNION CAN OFFER OTHER INSURANCE SOLUTIONS. **THE MEETING WAS TENTATIVELY SCHEDULED FOR OCTOBER 2ND. OCPS CANCELLED THE MEETING.**

OCT 18



EMAIL FROM CTA PRESIDENT CLINTON MCCRACKEN TO SCHOOL BOARD,
"THE FACTS DO NOT SUPPORT AN INCREASE OF 64%. WE WANT TO GIVE OCPS THE BENEFIT OF THE DOUBT. HOWEVER, IT'S HARD NOT TO DRAW THE CONCLUSION THAT OCPS IS LEVERAGING SALARY INCREASES AS A BARGAINING CHIP TO FORCE UNJUSTIFIABLE HEALTH INSURANCE INCREASES ON EDUCATORS."

OCT 27



EMAIL FROM CTA PRESIDENT CLINTON MCCRACKEN TO SCHOOL BOARD MEMBERS
"OUR TEAM HAS MADE SEVERAL SUGGESTIONS FOR CONTROLLING COSTS... ON MULTIPLE OCCASIONS, I EXPRESSED MY POSITION TO THE DISTRICT'S NEGOTIATORS THAT THE ISSUE OF HEALTH INSURANCE INCREASES SHOULD BE TAKEN TO THE JOINT FRINGE BENEFITS COMMITTEE. I ENCOURAGE THE DISTRICT TO COME BACK TO THE TABLE TO COMPLETE OUR CURRENT NEGOTIATIONS AND BEGIN A ROBUST CONVERSATION IN AN EXPEDITED WAY ABOUT INSURANCE THAT DOESN'T SEEK AS THE FIRST REMEDY A 64% INCREASE TO OUR TEACHERS AND THEIR FAMILIES. I'M ALSO EAGER TO REACH A DEAL SO THAT WE CAN AVOID THE IMPASSE PROCESS AND ALL OF THE MASSIVE PUBLIC OUTCRY THIS WILL INVOLVE. AS ALWAYS, I'M OPEN TO MEETING TO DISCUSS WITH YOU FURTHER."

OCT 6



OCPS PROPOSES PERCENTAGE BASED SALARY INCREASE STILL TIED TO INSURANCE, THEIR PROPOSAL CONTINUES TO BE CONTINGENT ON INSURANCE INCREASES...

OCT 24



EMAIL FROM CTA PRESIDENT CLINTON MCCRACKEN TO SCHOOL BOARD MEMBERS

"WE ARE OPEN TO HAVING A CONVERSATION. I BELIEVE THAT ONLY GOOD CAN COME FROM TALKING THROUGH INFORMATION LIKE THIS. I WOULD LIKE TO INVITE YOU TO SIT DOWN WITH US AND WITH KYLE SO THAT WE CAN BETTER UNDERSTAND EACH OTHER. WE'RE OPEN TO SCHEDULING A MEETING WITHIN THE NEXT COUPLE OF WEEKS."

OCT 12



OCPS EMAILS CTA TO RECONVENE THE JOINT FRINGE BENEFITS COMMITTEE. THE OCPS INSURANCE PROPOSAL WAS MADE WITHOUT THE DISTRICT ASKING TO MEET WITH FRINGE.

NOV 28

NOV 29

SPECIAL MAGISTRATE IMPASSE HEARING

CTA GIVES THE MAGISTRATE ALTERNATIVES TO A 64% INSURANCE INCREASE.
"THERE'S A LOT OF DAYLIGHT BETWEEN 0% AND 64%"

THE TRUTH: THE DISTRICT AND SCHOOL BOARD MADE NO MOVEMENT ON THE AMOUNT OF THEIR PROPOSED INSURANCE INCREASES ALL YEAR UNTIL THE DAY OF THE FINAL HEARING.

TELL THE WHOLE STORY

DEC 2



EMAIL FROM CTA PRESIDENT CLINTON MCCrackEN TO SCHOOL BOARD MEMBERS INCLUDES CTA'S PRESENTATION WITH ALTERNATIVE INSURANCE OPTIONS SUGGESTED BY CTA

DEC 6



ONE ON ONE CONVERSATION BETWEEN CTA PRESIDENT AND MEMBER CASTOR DENTEL ASKING FOR MORE REASONABLE HEALTH INSURANCE SOLUTIONS.

DEC 11



CTA SENT A SURVEY TO ENTIRE BARGAINING UNIT. 4 IN 5 EDUCATORS RESPONDED THAT CTA SHOULD KEEP FIGHTING AGAINST THE DISTRICT'S PROPOSED INSURANCE HIKES.

DEC 12



ONE ON ONE CONVERSATION BETWEEN CTA PRESIDENT AND MEMBER GALLO ASKING FOR MORE REASONABLE HEALTH INSURANCE SOLUTIONS.

JAN 11



ONE ON ONE CONVERSATION BETWEEN CTA PRESIDENT AND MEMBER FARRANT ASKING FOR MORE REASONABLE HEALTH INSURANCE SOLUTIONS.

JAN 15

POST HEARING BRIEFS TO THE MAGISTRATE

CTA - "THE PARTIES ARE NOT FAR APART ON RESOLVING THE SALARY DISPUTE. HOWEVER, THE BIGGEST DISPUTE IS THE DISTRICT'S POSITION THAT SALARY INCREASES SHOULD BE TIED TO SIGNIFICANT INCREASES IN EMPLOYEE HEALTH INSURANCE PREMIUMS... THE PARTIES SHOULD HAVE THE OPPORTUNITY, AS HAS BEEN OFFERED ON SEVERAL OCCASIONS BY THE UNION SINCE WE BEGAN NEGOTIATIONS ALMOST 7 MONTHS AGO, TO SIT DOWN TOGETHER TO LOOK AT POSSIBLE EFFICIENCIES IN THE PLAN AND OTHER ALTERNATIVES PRIOR TO POSSIBLY EXECUTING PREMIUM INCREASES... TEACHERS CANNOT AGREE TO THE DISTRICT'S UNWAVERING PROPOSAL TO BACKPEDAL ON YEARS OF AGREEMENTS AND FORCE YEARS OF INSURANCE INCREASES IN A SINGLE YEAR—ESPECIALLY NOT IN A REOPENER YEAR AND WHEN THE PARTIES HAVE NOT HAD AN OPPORTUNITY TO EXPLORE EVERY ALTERNATIVE."

JAN 22



ONE ON ONE CONVERSATION BETWEEN CTA PRESIDENT AND MEMBER BYRD ASKING FOR MORE REASONABLE HEALTH INSURANCE SOLUTIONS.

JAN 24



ONE ON ONE CONVERSATION BETWEEN CTA PRESIDENT AND MEMBER FELDER ASKING FOR MORE REASONABLE HEALTH INSURANCE SOLUTIONS.

FEB 3

THE MAGISTRATE AGREED WITH THE UNION THAT PREMIUM INCREASES SHOULD NOT BE LOCKED IN ON THE LAST DAY OF A CONTRACT AND RECOMMENDED NO CHANGES TO TEACHERS' HEALTH INSURANCE PREMIUMS AT THIS TIME.

FEB 13



OCCTA PRESIDENT CLINTON MCCrackEN ASKS THE BOARD TO ACCEPT THE MAGISTRATE'S RECOMMENDATIONS.

"TEACHERS DESERVE TO RECEIVE THEIR WAGE INCREASES AND FINALITY ON HEALTH INSURANCE WITHOUT FURTHER DELAY. FRANKLY, THE DEMORALIZATION CAUSED BY FURTHER DELAY AND ESCALATION UNDERMINES MORALE. THE UNION REMAINS READY TO GET BACK TO THE TABLE AS SOON AS POSSIBLE TO DISCUSS REMAINING ISSUES OF CONCERN TO BOTH SIDES, INCLUDING HEALTH INSURANCE FOR THE 2024-2025 SCHOOL YEAR. THIS WOULD INCLUDE RECONVENING THE FRINGE BENEFITS COMMITTEE. WHILE FUTURE INSURANCE COSTS ARE CHALLENGING FOR THE PARTIES AND NEGOTIATIONS FOR HEALTH INSURANCE CHANGES IN 2024-2025 MUST OBVIOUSLY BE BARGAINED IN THE NEXT ROUND OF NEGOTIATIONS FOR THAT SCHOOL YEAR—THEY SHOULD NOT BE IMPOSED IN A REOPENER YEAR. THE PARTIES SHOULD HAVE THE OPPORTUNITY TO SIT DOWN TOGETHER TO LOOK AT POSSIBLE EFFICIENCIES IN THE PLAN AND OTHER ALTERNATIVES PRIOR TO POSSIBLY EXECUTING PREMIUM INCREASES. WE ARE PREPARED TO DO SO ON AN EXPEDITED BASIS AS SOON AS THE DISTRICT IS READY."

FEB 22

OCPS SUBMITS THE EMPLOYER'S NOTICE OF PARTIAL REJECTION OF THE SPECIAL MAGISTRATE'S RECOMMENDATIONS.

THE UNION HAD ALREADY LET THE DISTRICT KNOW IT WAS ACCEPTING THE RECOMMENDATIONS.

OCPS SUPERINTENDENT DR. MARIA VAZQUEZ SENT AN EMAIL TO THE BARGAINING UNIT ANNOUNCING THE IMPASSE HEARING IS SCHEDULED FOR MARCH 5TH.

MAR 5

SCHOOL BOARD IMPASSE HEARING – THE UNION MAKES A FINAL ATTEMPT AT RESOLUTION, THE DISTRICT FOR THE FIRST TIME AGREED TO AN ALTERNATIVE TO ITS INSURANCE PROPOSAL, DISCOUNTING THE INCREASES FOR THE FIRST YEAR BY \$4.4 MILLION.